



What Has NHTA Done for You Lately?

District Consult

NHTA did not meet with the District this month as there were no issues brought up at November Rep Council for Consult. The Reps are doing a great job resolving issues at the site level!



Kinder Teacher Meeting

The Kindergarten Teachers met with the District on November 21st to discuss New Haven's Kindergarten Program. Teachers shared with them the problems that our large class sizes have created. Full-day Kinder that was initially instituted at our elementary schools when we had ratios of 20:1. Now we are at 30:1.

By the end of the meeting, it was decided to form a Kinder Committee made up of one teacher from each elementary site to explore a staggered day schedule.

New Field Trip Policy

The Field Trip Policy Committee has come out with a new policy for the District. [Please click here to read the text of the policy](#)

Rep Council Decides...



The NHTA Rep Council met on November 6th.

- David Hernandez, NHTA Executive Director shared with Rep Council that he will be scheduling a CTA training on Special Ed.
- A Pediatric Nurse Representative from Kaiser came to talk to us about the possible closure of Hayward Pediatric Unit. The date for closure was November 17th. They asked for the community to help by attending one of the rallies. Reps took the rally announcements back to their sites.
- The Charter School application was denied by the School Board. There were many reasons cited in support of the Resolution denying the Dashmesh Academy Charter School Application. [Click here for the full text.](#)
- A flow chart of the Grievance Process was handed out. This should be posted on sites' NHTA bulletin boards. [Please click here to see it on our website.](#)

- **NHTA still is in need of a Women's Issues**

Contact. If interested, please email at NHTAPres@gmail.com



Time Is Running Out On This Special Enrollment Opportunity!

If you're a newly hired CTA member this year, you may be eligible for a special, limited-time opportunity to apply for CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard).

If you apply within your first 120 days of starting your new job, eligible CTA members can get up to **\$200,000 of Life Insurance** coverage without answering any health questions.

You can also apply for **Disability Insurance**, which can help with the everyday bills like your mortgage and utilities, that continue even when you can't work -- expenses that health insurance won't cover. The CTA-endorsed Disability Insurance plan was specially designed to address the gaps in coverage that many California educators face.

Remember, you only have 120 days to apply for this unique opportunity. Don't miss out.

For costs and further details of the coverage and this enrollment opportunity, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, call The Standard's CTA Customer Service Department at **800.522.0406**, or visit www.standard.com/cta/newhire to apply online.

Upcoming Dates and Events



- **Representative Council:** December 4th at 3:30 pm
NHTA Offices, 32980 Niles Alvarado Rd. Ste. 812

Representatives from Provident Credit Union will come to talk about the benefits of banking with this credit union.

- **Paycheck Reminder:** Paychecks are paid for November on November 22nd and for December on January 2nd. This is due to a late Thanksgiving and the usual payment of December in January.
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