The finer points of membership.
Whether you’re just starting out, preparing to retire, or somewhere in between, a career in public education can seem like a labyrinth to navigate on your own. Luckily, you don’t have to. #WeAreCTA and we’ve got your back.

Strength in Numbers

Did you know you’re the engine that (em)powers CTA? But not just you. We’re all in it together.

Just by being a member, you’re helping teachers all across California negotiate smaller class sizes and safer working and learning conditions. Your membership is helping an education support professional in another district bargain a living wage and a veteran educator retire with dignity. And your membership adds to our power to secure and share cost savings through the CTA and NEA Member Benefits programs.

And collectively, as one voice, we’ve made a lot of important changes through the years — at the local school board, at the California State Capitol, and in the halls of our nation’s Capitol.

CTA is a representative democracy.

As a CTA member, you get to vote for someone to represent you on the CTA State Council of Education, CTA’s largest governing body. You also vote for your own local chapter officers and delegates to NEA’s Representative Assembly, which is the largest union governing body in the country.

The 731 State Council representatives, in turn, elect the three state-level CTA officers and the CTA Board of Directors. Together, the state officers, the Board of Directors, and State Council set CTA’s priorities and goals.

At the national level, the NEA Representative Assembly delegates, the officers, and the NEA Board of Directors do the same.

DID YOU KNOW?
California is home to the fifth-largest economy in the world, more than 10,500 public schools and 9 million students.

E. Toby Boyd
PRESIDENT
Kindergarten Teacher
Elk Grove Education Association

David Goldberg
VICE PRESIDENT
Bilingual Teacher
United Teachers Los Angeles

Leslie Littman
SECRETARY-TREASURER
History Teacher
Hart District Teachers Association

Joe Boyd
EXECUTIVE DIRECTOR
Former Educator
Longtime Organizer
Out of many, one!
Together, we number 3 million members across the country. That’s 310,000 just in California from nearly 1,100 chapters.

At the same time, it all comes down to you. As a member-driven organization, you decide, well, everything! From the trainings CTA offers to what we fight for at the Capitol, you steer CTA’s course.

This is what it means to be member-driven.

Every member has a voice.
CTA’s organization ensures that every member has a voice and a vote in determining our union’s values, goals and leaders. CTA members just like you built, maintain and enhance this structure to advocate for, support and defend the public schools our students deserve, and focus on the needs of educators working hard to make a difference in classrooms.
Supporting Your Growth

Building Your Skills

CTA offers top-notch professional development opportunities designed to improve the quality of teaching and learning. Whether it’s attending one of our conferences, participating in a training or workshop, or applying for a scholarship or grant, CTA can help you be the best educator you can be!

Events & Conferences

Our statewide conferences deliver knowledge and skills for CTA members on a variety of topics including teaching and learning, racial justice and equity, LGBTQ+ issues, education advocacy, new and veteran educator issues and regional conferences. When you attend a CTA conference, you experience engaging workshops and sessions, perspective from some of the best content experts and thought leaders in public education, and opportunities to network with colleagues.

Innovations in Student Learning

CTA members are at the forefront of innovative ideas for student learning and transforming the profession. Here are a few ways:

- **Instructional Leadership Corps**: Educators, statewide are improving teaching and providing educator-led professional development.

- **Institute For Teaching**: Members can receive grants for innovative ideas whether, in one classroom or school wide.

- **Think Tanks**: Members come together to discuss and collaborate on critical educational issues.

Learn more at cta.org/IPD

Since 2014, the Instructional Leadership Corps has served over 120,000 educators representing more than 2,000 California public schools in at least 504 districts.

The Instructional Leadership Corps

In 2014, CTA partnered with the Stanford Center for Opportunity Policy in Education (SCOPE) and the National Board Resource Center (NBRC) at Stanford to launch the Instructional Leadership Corps (ILC). The partnership has built a successful statewide network of professional development offerings created by and for educators, all designed to enrich teaching and learning.

The project is currently deepening investments in existing communities and expanding into rural and geographically isolated sites to sustain partnerships that support our educator-led model of ongoing learning.

Learn more at cta.org/ILC
Supporting Your Growth

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**Conferences**

When you attend a CTA conference, you experience engaging workshops, perspective from some of the best content experts and thought leaders in public education, and opportunities to network with colleagues. The skills and information from our conferences can be immediately applied to your role as an educator and local leader.

**Community College**

- October 9-11, 2020
- January 29-31, 2021
- April 23-25, 2021

**Student CTA Events**

- November 7-8, 2020
- April 24-25, 2021

**New Educator Weekends**

- December 13-15, 2020 (South)
- February 19-21, 2021 (North)

**LGBTQ+ Issues**

- December 4-6, 2020

**Issues**

- January 15-17, 2021

**Good Teaching**

- February 5-7, 2021 (North)
- March 12-14, 2021 (South)

**CTA/NEA-Retired**

- February 25-26, 2021

**Equity and Human Rights**

- February 26-28, 2021

**Presidents**

- July 15-18, 2021

**Summer Institute**

- July 25-29, 2021

Visit cta.org/conferences for and changes to dates and schedules.

The ILC gives teachers a renewed sense of collegiality, purpose, and common mission that reaffirms their professional identity, keeps them engaged in their work, and gives them a sense of responsibility that extends well beyond their individual classrooms.”

You can learn virtually, too!

Need distance learning instructional strategies and other resources? You can find digital resources, upcoming webinars, and recorded materials on distance learning at cta.org/IPD.

Can’t make it to one of CTA’s conference in person? Just visit cta.org/VirtualPass and browse through our catalog of past conference workshops.

LINDA DARLING-HAMMOND
California State Board of Education President
From the streets of Los Angeles to the steps of the State Capitol, educators across California rise together as part of the national #RedForEd movement for public schools.

Advocating For Education

Building a Better State for Public Education

Since our founding in 1863, CTA has built a legacy of standing together and working for our members, our students, our craft and the belief that public education is a cornerstone of American democracy.

It’s these shared values that unite us and make us strong, as 310,000 CTA members from El Centro to Eureka and everywhere in between stand ready to support each other, fight for our students and defend our schools and community colleges.

While we are unified in our mission and voice, our differences are a major part of what makes us stronger together. Though we are diverse in so many ways, we share an important focus: Advocating for our students, schools and communities. Ensuring that there is a place for everyone in CTA is a value that requires a solid foundation and structure built to be inclusive and equitable, so that every member is seen and heard.

Guided by our values and powered by our solidarity, CTA continues our mission for even greater successes in the years ahead. We will continue to fight for seats at the table in our local communities and the State Capitol to let our voices be heard and work with elected officials who believe in our vision for strong, vibrant public schools that serve all students.

When CTA stands tall for a brighter tomorrow, there’s nothing that can stop us. Because together, We Are CTA.

Learn more about our issues at cta.org/TakeAction

157 Years of Advocacy...a small sampling

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1863</td>
<td>CTA is founded by Superintendent of Public Instruction John Swett with fewer than 100 members, all male.</td>
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<tr>
<td>1866</td>
<td>CTA’s first legislative win establishes free public schools for all California children—including schools for students of color.</td>
</tr>
<tr>
<td>1890</td>
<td>CTA wins state Supreme Court ruling on “fair dismissal” law.</td>
</tr>
<tr>
<td>1911</td>
<td>CTA leads state funding fight to establish community colleges. At CTA’s urging, free textbooks are printed and distributed at state expense.</td>
</tr>
<tr>
<td>1913</td>
<td>California State Teachers’ Retirement System is created by legislation after CTA State Council calls for a statewide teacher pension system in 1910.</td>
</tr>
<tr>
<td>1927</td>
<td>CTA wins legal victory when state Supreme Court rules that a school board cannot fire a female teacher simply because she married.</td>
</tr>
</tbody>
</table>

Go to cta.org/history for the Big List.
Leaders & Advocates

As a longtime primary educator and advocate, I know for nearly 160 years CTA has paved the way for social justice, equity, and fairness in public education.

**Craig Hardesty**, PRESIDENT
Perris Elementary Teachers Association

Establishing a professional relationships with the administration levels the playing field, and they understand the value of our input and how critical our jobs are in the success of our students.

**Deisy Bates**, 2020 ESP OF THE YEAR
Association of Educational Office and Technical Employees

With lawmakers in Sacramento determining the financial future of our public schools, particularly during uncertain economic times, it is critical educators and students have a strong advocate in their corner. CTA is that advocate.

**Gayle Bilek**, CTA BOARD OF DIRECTORS
Tempelton Teachers Association

Throughout our history, it’s always been members like you working together with other members that make substantive gains for students and educators possible.

**Robert Rodriguez**, NEA EXECUTIVE COMMITTEE
San Bernardino Teachers Association

CTA’s structure and our agenda, long-term plan and policies are contained in this Organizational Handbook. This handbook is our road map, providing the vision and path to accomplish the important work we do. For 157 years, educators have crafted, molded and shaped bylaws and policies to help build our association into the powerful voice for educators we are today. Our agenda and goals are rooted in policies developed by our State Council of Education and set forth in this handbook.

More at cta.org/OrgHandbook

Go to cta.org/history for the Big List.
Fighting for Justice

CTA has a legacy of fighting for justice – for our members and students and for the shared values we hold dear. This starts with representation on the job, when members are treated unfairly, or management is pulling something funny. Sometimes these issues require additional expertise, and CTA has an experienced team of attorneys who provide legal advice and assistance to protect the rights of our members and defend our students.

Advocating For Education

The shared belief that a better world is possible has guided our union since our founding, when a small group of teachers successfully established free public schools for all children in California—including schools that educate students of color. During our 157 years, CTA has fought for justice in our schools and communities—leading efforts to outlaw child labor and enact other legal protections for children; vehemently opposing the internment of Japanese Americans at the beginning of World War II; fighting for the rights of immigrant families to pursue the American Dream, and declaring without exception that Black Lives Matter.

CTA’s legacy of fighting for justice and progress informs our efforts as we work for a brighter tomorrow.

Read up on the issues we care about at cta.org/Our-Advocacy.

We’re still advocating!

<table>
<thead>
<tr>
<th>Year</th>
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<tr>
<td>2005</td>
<td>CTA defeated initiatives that would have cut school funding, destroyed teachers’ due process rights and silenced the voices of public employees.</td>
</tr>
<tr>
<td>2006</td>
<td>CTA authors the Quality Education Investment Act to help schools that serve higher percentages of low-income students and English learners to close the achievement gap.</td>
</tr>
<tr>
<td>2012</td>
<td>CTA leads fight to pass Proposition 30, generating $42 billion for public schools and local services over seven years.</td>
</tr>
<tr>
<td>2019</td>
<td>CTA helps pass landmark accountability and transparency reforms to charter school laws.</td>
</tr>
</tbody>
</table>

Know Your Rights

Thanks to years of strong union advocacy, California educators have certain rights guaranteed by law on the job.

Download this mini guide to your rights at cta.org/YourRights.

Welcome All Students

Social justice for all begins with a free, quality public education. For that to happen our students need to feel welcome in schools and seen by their educators.

For resources, videos, posters and shareables to create welcoming learning environments for all students visit cta.org/SocialJustice

Listen up:
Back in our day...

Visit the CTA Oral History project, cta.org/OralHistory to listen to the voices and memories of our CTA members. Knowing where we’ve been helps us shape our future.
Teacher-driven & Strength-based

Through special programs, research, conferences, networking, the mobilization of teachers, and community-based coalitions, the Institute for Teaching (IFT) seeks to advance public education and promote the common good of our students and communities. That’s all.

IFT found that school change must include two key factors: It needs to be teacher-driven and it should be based on what is working and successful in our schools and classrooms.

Innovation Grants

One of the ways IFT helps struggling students and schools is by awarding innovation grants directly to CTA members and local chapters. To date, CTA members have funded 313 grant projects totaling more than $3.5 million.

All CTA members are eligible to apply for an Educator grant (up to $5,000) or an Impact grant (up to $20,000). To learn more about everything IFT does and the grants offered, go to cta.org/IFT.

Scholarships & Awards

CTA grants scholarships and awards to educators and members of the community who promote quality public education and impact their students and community. Has your chapter produced exceptionally effective communications? Know a colleague who actively works for social justice and human rights? Those are just a few of the awards we offer. We also award educational scholarships to help support CTA members and their families throughout the academic year.

Here’s a sampling.

CTA scholarships for members and dependents, including:

1. Scholarships up to $5,000 each for dependent children of CTA members
2. Scholarships up to $3,000 each for members

LGBTQ+ Safety in Schools Grant & Scholarship Program in Honor of Guy DeRosa

Up to $2,500 to support groups, projects and presentations that promote understanding of and make schools safe for LGBTQ+ persons; scholarships up to $2,500 for LGBTQ+ members pursuing careers in public education.

Martin Luther King Jr. Memorial Scholarship Program

Scholarships up to $6,000 (for both members and dependents) to encourages students of color to become educators, school nurses, school counselors or school therapists.

César E. Chávez and Dolores Huerta Education Awards Programs

Awards for essays or artwork are up to $550 each for both student and sponsoring teacher who demonstrate an understanding of the vision and principles of César Chávez and Dolores Huerta.

Visit cta.org/scholarships for more.
Connecting Your World

Get social, connect with educators and take the movement digital!

The world interacts on social media and CTA members are there. And it’s not just sharing memes and pictures of food. CTA members are talking about some major issues on CTA social media pages and in online groups—engaging in dialogues and sharing resources about equity, social justice, classroom techniques, distance learning, education trends, and ways to get connected with CTA and the movement for the schools all students deserve.

Join the conversation using the hashtag #WeAreCTA to connect with educators from CTA and beyond to discuss education, share teaching and learning tips, and take the fight for public schools digital.

Staying Informed

Sometimes you just want to turn the page and learn about what’s going on with public schools and colleges.

Don’t miss CTA’s award-winning publications that spotlight important issues in our public schools and community colleges, as well as amazing members that go above and beyond to reach students. CTA’s official magazine, California Educator, is published every two months, mailed to all members and updated regularly at cta.org/educator.

Printed four times a year, CCA Advocate is the official publication of the Community College Association, CTA’s affiliate union representing community college faculty and educators across the state.

And don’t forget our home on the web, the newly redesigned cta.org, which makes it easier than ever to find educator resources and information about upcoming CTA events, conferences and professional development opportunities.

Updated and upgraded in 2020 with more to come in the months ahead, cta.org is a one-stop shop for all things CTA.

Whether you’re looking for news about public schools, information about our goals for the coming election, or want to help advocate and take action for our students, you’ll find what you need at cta.org.

www.CTA.org
Visit CTA’s main Facebook page (@WeAreCTA) and participate in more than 15 Facebook groups focused on a variety of education topics.

Follow breaking news that impacts CTA members and discussions about important education and social issues on CTA’s Twitter page (@WeAreCTA).

And don’t miss our Instagram stories and posts (@WeAreCTA) sharing the beauty of our craft and our union, since we all know a picture is worth a thousand words.

Browse our curated boards and pins on Pinterest (@WeAreCTA) and get resources to use in the classroom and beyond.

On our YouTube channel, you can find dozens of IPD webinars and trainings on a variety of topics, in addition to CTA ads, videos of events and other informative and interesting items.

Learn more at cta.org/social
CTA/NEA Member Benefits

We stand union-strong with CTA’s 310,000 and NEA’s 3 million members to negotiate exclusive programs designed just for educators. Our programs can give you and your family peace of mind and add value to your membership.

Unique Benefits and Savings
CTA/NEA Member Benefits programs are designed exclusively for educators. These quality programs offer competitive rates, excellent customer service, and have been vetted at the highest level with continued monitoring and advocacy. Whether you are trying to save money on your back-to-school supplies or looking for ways to protect yourself and family with insurance solutions or your financial future with retirement savings, we have you covered. We and our endorsed partners are ready to help and support you with new virtual resources.

CTA Access to Savings offers numerous discounts on everyday and major purchases, travel, and entertainment.

CTA Group Voluntary Life and Disability Plan through The Standard, protecting your loved ones and income with additional Student Loan and Cancer benefits.

Auto, Home/Renters Insurance through California Casualty offering preferred rates and unique educator-specific benefits.

Exclusive member discounts on home mortgages and auto loans through Provident Credit Union and a Super Reward Checking Account.

Student loan forgiveness resources, including NEA Student Loan Forgiveness Navigator powered by Savi.

And don’t miss...

CTA Retirement Savings Plan, the only 403(b) plan endorsed by CTA and created using a fiduciary standard of care, which means it has your best interests in mind. More at CTAMemberBenefits.org/rsp.

By combining the discounts from your CTA and NEA Member Benefits programs, you have a long list of programs and savings available to you.

A Handful of Benefits
For a complete list of the discounts and resources, visit our websites:
CTAMemberBenefits.org
neamb.com
CTAinvest.org

If you have any questions:
memberbenefits@cta.org
(650) 552-5200

Download the 2020-2021 Member Benefits Highlights for a complete look at the program.
cta.org/MBHighlights
A great state needs great public schools. Starting back in 1863, the California Teachers Association made shaping those schools its main focus.

This is why CTA stands.

When you stand with us, you stand up for California’s people.

Outspoken and out to make a difference since 1863.

After 155 years, here’s what we know: Our public schools are made stronger each and every day by those who believe in and fight for them. That’s why we’ll never give up, throw in the towel, or relax our guard. Because the public needs public schools.

TO PROTECT AND PROMOTE THE WELL-BEING OF ITS MEMBERS.
TO IMPROVE THE CONDITIONS OF TEACHING AND LEARNING.
TO ADVANCE THE CAUSE OF FREE, UNIVERSAL, AND QUALITY PUBLIC EDUCATION FOR ALL STUDENTS.
TO ENSURE THAT THE HUMAN DIGNITY AND CIVIL RIGHTS OF ALL CHILDREN AND YOUTH ARE PROTECTED.
TO SECURE A MORE JUST, EQUITABLE, AND DEMOCRATIC SOCIETY.

We've fought for books, funding, and a whole lot more. There’s still more to do. Every day is an opportunity to make our schools better and brighter.