TRUSD Plans to Consolidate Schools

The sound heard around the district on the superstitious “bad luck day” of Friday the 13th of November was the announcement of the District’s proposal to close and consolidate schools. This truly was a bad news day for several schools as the plans were revealed as to which schools would be affected. The recommendations are just preliminary at this point, but some final decisions will be made by the end of January 2010.

The preliminary plans for closures and relocations are:

- Close Larchmont and North Avenue Elementary Schools
- Relocate Keema Independent Study Program to Campos Verdes (will share site with Pacific)
- Relocate GCC to Larchmont Elementary Site
- Relocate CCAA 7th & 8th Grade program to Highlands West Campus and add 9th grade, (building to 12th)
- Consider adding Westside Prep 9th grade program to Highlands West or Foothill H.S. (building to 12th grade)
- Consider relocation of Smythe Academy’s 7-8 grade program in 2011-2012

How will these proposed changes affect the members at these schools? When the decisions become final, TRUE will get information out to those who will be directly affected. This will help individuals to know what to expect, and if necessary what steps they will need to take during the time of transition.

Public Input Forums are being planned in each of the three areas where changes are being proposed. The dates and locations are as follows:

- Highlands/Foothill H.S. Area - December 9 and 17
- Grant H.S. Area - December 10 and January 5
- Rio Linda H.S. Area - December 16 and January 6

Each forum will be from 6-8pm. The exact location is yet to be determined by the District. This information will be posted on the TRUE website as it is made available.

Town Hall Meeting

State Senator Darrell Steinberg held a Town Hall Meeting on November 12 at the U. C. Davis Cancer Center. CTA requested a large teacher turn out, and they got one. The room was full, and over 90% of those in attendance were teachers. Educators in attendance asked the Senator questions on various educational topics. One topic discussed was the Race to the Top (RTTT) proposal from President Obama, which involves merit pay based on a single test score. This plan is more of the one size fits all approach of No Child Left Behind that has failed students and schools. Mr. Steinberg stated that, “Relying on a single standardized test is not the way to go.” He mentioned

(Continued on page 3)
November 13, 2009

I hope all TRUE members have a relaxing week off for Thanksgiving. There are still many unsolved issues with the District. (As an astute Executive Board member said last week, “Is there anything the District does exceptionally well?”) Since there are many outstanding issues, we need to classify them as immediate, short-term and long-term.

Immediate concerns to me include report-card nightmares and conference scheduling with parents. Teachers are asked to take furlough days, but not given enough time to do their jobs.

Short-term problems are the two school closures and the District’s lack of interest in settling salary schedules for Adult Education and Early Childhood Education.

Our long-term issues include the State and Federal legislation related to the Race-to-the-Top merit pay. Other problems include negotiating re-openers, dealing with State budget deficits and preparing for the upcoming School Board election.

Luckily, we have a core of about 35 people who do the bulk of our union’s business. If instead we had some 70 people, working weekly, we could accomplish many more things. I urge you to sign up to be part of one of our Committees! To join the Political Action Committee (PAC), which will deal with the School Board election, contact Lisa Gant at lisasring@sbcglobal.net. To work with the Organizing Committee, which this year is focusing on class-size and lack of materials, as well as organizing forums with School Board members, contact Karen Mix at kemix@msn.com.

It was heartening to see 16 or 17 TRUE members at Senator Steinberg’s Town Hall meeting on Nov. 12th. Our union had more members present than any other union. I was delighted to hear poignant questions and statements made by members like Lisa Gant, our PAC Chair, and Chuck Denonn, our Contract Enforcement (Grievance) Chair. Seeing our activists at work gives reason for optimism.

John Ennis
TRUE President

Tavis Smiley, Keynote Speaker at State Council

“You can’t lead people if you don’t love people, you can’t save people without serving people.” “What is the quality of your service for our children.” “If you call yourself a leader and you turn around and no one is following, you are just out for a walk.” These are just a few of the moving words from Tavis Smiley, keynote speaker at the opening of State Council held in Los Angeles, October 23-25. Smiley is a motivational speaker, well-known author and talk-show host.

Mrs. Vera Graft was Tavis’ second grade teacher and she said to him to quit, quitting. “You are as smart as and as good as anyone in this classroom”, she told him. Those words helped to inspire him to become who he is today. Teachers never know what type of influence you may have on a child’s life. He asked us, “What is your depth of love for our children?” Mr. Smiley is not known to mince words or

(Continued on page 5)
Working the Generational Divide

It is inevitable that sooner or later most baby boomers are going to work for younger bosses. No matter how successful or talented - or unsuccessful or untalented- many will still end up taking their orders from those 10, 15 or even 20 years younger.

Sometimes this is by choice. We could have been promoted but opted out. Sometimes it’s not. Sometimes those younger bosses are mature beyond their years. Other times they’re arrogant jerks.

Ideally, the May-December work relationship works well from both perspectives when both sides see it as a partnership. The younger bosses, if mature, gain insight from the mature worker, respecting their experience and advice. They don’t have to reinvent the wheel with them or micromanage. They can allow the experienced worker more freedom and flexibility, knowing that the workers have “been there, done that” know where the land mines are and have learned from past mistakes. Older employees, if they’re valued, are more secure and play an important role on the team. They can, in fact, mentor the younger boss, helping him or her avoid unforeseeable pitfalls they might not see on their own.

After all, many baby boomers once were younger bosses themselves and should be sensitive to that role. Still, it can be a delicate balancing act requiring tact on both sides. Some boomers might think their younger boss is heavy-handed, inflexible, and arbitrary, while the younger boss may consider the boomer out of date and over the hill.

The recession has brought the generational divide into the workplace. Boston area psychiatrist Ned Hallowell’s advice for the younger boss: “A little empathy, respect and understanding go such a long way. Instead of saying, “You old fogey, you don’t know how to text, instead say, “I respect your experience and you have a lot to teach me. Let me show you how to text.”

Hallowell -a boomer himself- believes the burden is on the boss to make the relationship work. Young bosses might also bear in mind that they themselves are some day likely to be the older employees reporting to a young boss.

By Bella English

UPDATE ON THE CATASTROPHIC LEAVE BANK

The Catastrophic Leave Bank is up and running. It is being administrated by a TRUE Committee. This Bank has been set up to help permanent members when s/he, an immediate family member, spouse, or domestic partner is suffering from a catastrophic illness or injury. **TRUE and the District have agreed to extend the Catastrophic Leave Bank contribution deadline until Dec. 15th**, so hurry and sign up! You never know if you might be the one in need!

We currently have 155 members who have contributed this year. We have already had two withdrawals that have quickly left us with 100 days. **WE NEED YOU!!!** During this season of giving, we are asking members to please contribute. Our contract states that a member can donate to the Bank 1 sick-leave day a year and can stop contributions at any time. You can download the contribution form from the TRUE website (www.trueassociation.org). You can also get a form from the TRUE office (true.office@yahoo.com) or from your Site Rep. The completed form must be returned to the TRUE office.

Ann Murray and Julieanne Neal

Town Hall Meeting (Continued from page 1)

the need to look at a growth model. He gave the example of a 9th grade set of scores being reevaluated for growth the following year in 10th grade. He wants to compare student growth over time, not the comparison of 9th grade class to the next year’s 9th grade class. The Senator also stated that there was “too much fat” at the top in the administration offices of school districts. He cited an instance of one small district of 10,000 students that had 4 superintendents. He said by making cuts in administrations would be a way for districts to save money.

The Senator gave an example of an innovative way to generate more revenue for schools. He stated that our tax base was too narrow, and that a progressive tax would work better. This type of tax model would lower sales tax rates and expand tax to service based occupations, such a doctors and lawyers.

When asked where he stood on career technical programs. He felt that these programs could make middle and high school education more relevant; as more money becomes available in the future, it can and should be invested in career education.
## TRUE Elementary Site Representatives

<table>
<thead>
<tr>
<th>Elementary School</th>
<th>Site Representatives</th>
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<tbody>
<tr>
<td>Aero Haven Elementary</td>
<td>Tom Bothwell</td>
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<td>Castori Elementary</td>
<td>Barbara Banholzer &amp; Karen Maxwell</td>
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<td>Dry Creek Elementary</td>
<td>Karen Mix</td>
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<tr>
<td>Frontier Elementary &amp; Charter (K-8)</td>
<td>Nancy Nazoki &amp; Cara Downey</td>
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<tr>
<td>Hillsdale Elementary &amp; Eastside Charter</td>
<td>Aaron Chan</td>
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<tr>
<td>Kohler Elementary</td>
<td>- VACANT -</td>
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<td>Morey Ave ECDE</td>
<td>Jeanie Stockton</td>
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<td>Northwood Elementary</td>
<td>Jackie Leymaster &amp; Janet Kouzel</td>
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<td>Pioneer Elementary</td>
<td>Gwen Malnassy &amp; Carol Daulton</td>
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<td>Rio Linda Elementary</td>
<td>Ben Crago-Schneider</td>
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<td>Strauch Elementary</td>
<td>Shirley Chambers &amp; Lindsay Hester</td>
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<tr>
<td>Westside Elementary &amp; Charter (K-8)</td>
<td>- VACANT -</td>
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<td>Creative Connections Arts Acad. (CCAA) (K-8)</td>
<td>David Evans</td>
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<td>Fairbanks Elementary</td>
<td>Laura Hatcher</td>
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<td>Garden Valley Elementary</td>
<td>Ramon Aguilar</td>
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<td>Johnson Elementary</td>
<td>Kerry Shelton &amp; Jeri Guesnon</td>
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<td>Oakdale Elementary</td>
<td>Michelle Pratt</td>
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<td>Regency Park Elementary</td>
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<td>Sierra View Elementary</td>
<td>Barbara Moses</td>
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<td>Village Elementary</td>
<td>Ann Murray &amp; Judy Crowe</td>
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<td>Woodlake Elementary</td>
<td>Kent Kohler</td>
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<td>Babcock Elementary</td>
<td>Amy Berry &amp; Malissa Byrd</td>
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<td>Del Paso Elementary</td>
<td>Lorraine McBeth &amp; Irma Herrera</td>
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<td>Foothill Oaks Elementary</td>
<td>Marilee Marsh</td>
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<td>Hagginwood Elementary</td>
<td>Dan Hirschfield</td>
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<td>Joyce Elementary - VACANT -</td>
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<td>Madison Elementary</td>
<td>Cathy Mapes</td>
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<td>North Ave Elementary</td>
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<td>Orchard Elementary</td>
<td>Diana Franklin-Schultz &amp; Jacquelyn Howard</td>
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<td>Ridgepoint Elementary</td>
<td>Mary Chilicote &amp; Joan Mayhew</td>
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<tr>
<td>Smythe Academy (K-6 Campus) - VACANT -</td>
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<tr>
<td>Vineland Elementary &amp; Pathways Community Day School</td>
<td>Paula Ramsay</td>
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<td>Woodridge Elementary</td>
<td>Luke Flores</td>
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## TRUE Secondary Site Representatives

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<th>School</th>
<th>Site Representatives</th>
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<tbody>
<tr>
<td>Foothill Farms Junior High School</td>
<td>Denise Retter &amp; Karolee Smiley</td>
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<tr>
<td>Foothill High School</td>
<td>Chris Bach &amp; Nicole Pinto</td>
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<tr>
<td>Grant High School (Main Campus)</td>
<td>Catherine Roller &amp; Frank Lopez</td>
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<tr>
<td>Grant High School (West Campus)</td>
<td>Robert Wadman</td>
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<tr>
<td>Highlands Academy (Main Campus)</td>
<td>Karen McVey, Shelly Olson, &amp; Alisia Cruz</td>
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<tr>
<td>Highlands Academy (West Campus)</td>
<td>Tony Arreguin</td>
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<tr>
<td>Keema High School</td>
<td>Maria Elena Gallegos</td>
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<tr>
<td>Las Palmas Skill Center</td>
<td>Beth Gaddess</td>
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<td>MLK Jr., Tech. Academy - VACANT -</td>
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<tr>
<td>Norwood Jr. High School</td>
<td>Linda Hall &amp; Lisa M. Smith</td>
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<tr>
<td>Rio Linda High School</td>
<td>Richard Halter, Lucinda Halter &amp; John Kreutzer</td>
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<tr>
<td>Rio Linda Jr. High School</td>
<td>Craig Green</td>
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<td>Rio Tierra Jr. High School</td>
<td>Kate Purrington</td>
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<tr>
<td>Smythe Academy (7-8 Campus)</td>
<td>Danielle Williamson</td>
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<tr>
<td>Vista Nueva High School and Nova Community Day School</td>
<td>Brian Bartholomew</td>
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<td>Winona Center</td>
<td>Norm Zack</td>
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A Good Teacher   -   by Laura Medley

A good teacher is someone who directs and instructs, but never demands that a student learn.

A good teacher challenges your mind and provides you with opportunities to gain knowledge at your own speed.

A good teacher encourages you to ask questions, even if your ideas are not completely correct.

A good teacher is not just a leader to be followed, but a guide who suggests and leaves you to carry on down your own road.

GLBT Conference

In October, CTA held its first annual Gay, Lesbian, Bisexual, and Transgender (GLBT) Conference, in Palm Springs, CA. That sentence may have just made you want to go to the next article, but I encourage you to continue to read. This isn’t about you, or maybe it is, but it’s definitely about your students, your classroom, your colleagues.

This is serious. This is about the safety of our students and peers. Let’s start with some frightening statistics: 97% of students in public high schools report regularly hearing homophobic remarks from their peers; 53% of students report hearing homophobic comments made by school staff, 45% of gay males and 20% of lesbians report having experienced verbal harassment and/or physical violence as a result of their sexual orientation during high school. According to Safe Schools Coalition of Washington State, heterosexual youth are 5 times more likely to attempt suicide if they are harassed because someone thinks that they are gay.

According to GLSEN (The Gay, Lesbian and Straight Education Network - www.glsen.org), only 11 states and the District of Columbia protect students from bullying and harassment on the basis of sexual orientation. Only 7 states and D.C. protect students based on gender identity/expression. California is on both of these lists. PFLAG (Parents, Families & Friends of Lesbians & Gays – www.pflag.org) says approximately 1 in 4 families has an immediate family member who is GLBT, and most people have at least one GLBT individual in their extended circle of friends and family.

Here is some TRUE/FALSE awareness for you: TRUE – School Districts are required by law to actively educate school personnel, students and parents about anti harassment laws, school policies and their consequences. (Education Code Section 201(a) - All pupils have the right to participate fully in the educational process, free from discrimination and harassment.) FALSE – if a student “comes out” to a teacher, the teacher has legal obligation to report it to their parents or care givers.

What can YOU do to help? No matter your view on this topic, just be supportive, you’re an educator, educate yourself on this topic. Don’t ignore discriminatory behaviors. Unchecked behavior will repeat itself again and again. Don’t excuse discriminatory behaviors, they need to be addressed. Don’t be immobilized by fear. Not taking action can endanger kids and make the classroom unsafe. CTA, PFLAG, GLSEN along with many others in the GLBT community have workshops available. Please contact Jen Smith at the TRUE Office (jensmith@trueassociation.org) for more information.

A Good Teacher - "Tavis Smiley at State Council (Continued from page 2)" shy away from controversial topics and this evening was no exception. “As long as children of color lag behind and adults of color are disenfranchised, we do not yet live in a nation that is as good as its promise”. As long as these short comings show up in education they will show up in other places, politically, socially, economically and in employment. “Each of us has a role to play to help create a nation that is as good as its promise.”

Ann Murray
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Editing Assistant....... Evelyn Alvarado

Calendar of Events

Dec. 1.............. TRUE Site Rep Council Meeting
Dec. 8............... TRUE Executive Board Meeting
Dec. 15............. TRUSD School Board Meeting
Dec. 21-Jan 1..... Winter Break
Jan. 4.............. Furlough Day
Jan. 5............. TRUSD School Board Meeting
Jan. 12............ TRUE Executive Board Meeting
Jan. 18.......... Martin Luther King, Jr. Holiday
Jan. 19.......... TRUSD School Board Meeting
Jan. 22-24....... Good Teaching Conference
Jan. 26 .......... TRUE Site Rep Council Meeting

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TRUE/CTA/NEA