On Thursday, March 4th, several Twin Rivers’ schools joined CTA and other districts across the state, in the Start the Day for Students. Educators and administrators from several Twin Rivers schools started the day with an onsite tail gate informational breakfast. As parents dropped off their children for school, staff members passed out flyers listing the numerous effects of the devastating budget cuts and what families could do to help. Parents were appreciative to get this information, as many were unaware of the impact budget cuts have had on Twin Rivers’ students. Parents and staff members were also given the opportunity to sign petitions strongly stating to the California government leaders that they wanted the corporate tax loop holes closed. This would allow 1.7 billion dollars to be funded back to education.

Although our day of action has passed, we need to continue to fight for full education funding. State and district budget cuts will mean higher class sizes and loss of teachers around California. Last year, more than 16,000 teachers and support professionals lost their jobs. On March 15, Twin Rivers sent out 235 proposed layoffs to educators. This will cause higher class sizes for the remaining teachers.

State Budget Cuts are devastating California Public Schools. Here are some of the affects:

- California ranks 46th nationally in per-pupil funding
- More than 17 billion has been cut from California public schools and colleges in the last two years
- K-12 schools have suffered 60% of the state budget cuts hurting entire generation of children
- Class sizes are increasing at all grade levels across the state

If you would like to help, call your local legislator and tell them to support our kids by refusing to cut more money from education. You can also join the Support California Kids group at www.supportcakids.com.

Karen Mix, Organizing Chair
Julieanne Neal, Director-at-Large
Ann Murray, Communications Chair
**President’s Message**

March 16, 2010

As I read the e-mails from distressed members, I understand the turmoil lay-offs, non-re-elects, and administrative transfers can cause our members and their families. The fact is the District laid off over 200 of our members. This is twelve million dollars in salaries. Twin Rivers does not have a twelve million dollar budget deficit.

Next, we believe the extraordinary number of lay-offs has to do with the lack of planning for school re-configuration. The district is “buying time” on K-7 and K-8 school planning, so in the meantime our members are hung out to dry.

On the subject of Neighborhood Networks, it is beginning to look like the “fix” is in, with top management predetermining school configurations. Our participation may be a “sham” and I don’t like our members being used. Our contributions, deliberations, and ideas should be respected or we will opt out.

*John Ennis*

TRUE President

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**Join the Call to Repeal the Social Security Offsets**

NEA supports repeal of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP), which penalize some public employees by cutting or taking away completely Social Security benefits they or their spouse earned. More than one million NEA members are not covered directly by Social Security. They face penalties for public service. THE GPO and WEP provisions apply only to persons receiving public pensions, not those receiving private pensions.

The GPO reduces public employees’ Social Security spousal or survivor benefits by two-thirds of their public pension. The GPO reduces benefits for some 200,000 individuals by more than $3,600 a year. The arbitrary WEP formula does not eliminate “windfalls.” Because of its regressive nature it causes a relatively large reduction in benefits to low-paid workers. The WEP reduces the earned Social Security benefits of an individual who also receives a public pension from a job not covered by Social Security. It penalizes lower paid workers with short careers or whose careers are split evenly inside and outside the Social Security system. Affected teachers and education employees lose up to 60% of the Social Security benefits to which they are entitled.

A significant number of teachers have entered the teaching profession late in life after years in the private sector. Many women work part time in the education profession after spending more time at home to raise children. These educators have relatively limited service and their chosen career path provides a modest public pension. Individuals who held jobs in Social Security-covered employment, or who are eligible for Social Security based on their spouse’s covered employment, should be able to count on a more equitable share of that income to sustain them through their retirement years.

Repeal of the GPO and WEP provisions are part of the NEA legislative agenda. NEA is working closely with friends in the House and Senate to repeal the GPO and WEP provisions. Bargaining unit members should call or email directly to their Representatives and Senators asking them to stop penalizing public service. Members should ask their Representatives to re-introduce the Social Security Fairness Act and to cosponsor the bills needed to repeal the Government Pension Offset and the Windfall Elimination Provision. Additionally, members can help in this fight by signing NEA’s electronic petition. A copy will go immediately to the individual’s member of Congress. NEA will compile complete records of all signed petitions so they can show Congressional leaders the overwhelming support and urgent need for the bills.

*Chuck Denonn*

TRUE Director-at-Large
Negotiations Update

The TRUE Negotiations Team met with the District on Friday, February 26 and discussed Article 8 (Transfers) and Article 10 (Evaluation). We have countered the District's proposal on Article 10 and there has been substantial movement. There are still areas of this article we didn't agree on, but we are close enough to finalize it at the next session.

Article 8 has proven to be very difficult with impending school closures, configurations of a K-8 model, layoffs, and several other issues. We have had discussions on Involuntary Transfers at every negotiation session, but the process of fitting all members into this category with all the unique situations will require more time. Placing members affected by involuntary transfers will probably not take place until May, due to the many obstacles we are facing.

Paul Le Francois
TRUE Lead Negotiator

Education Humor: I recently taught my kindergarten students about graphs. I asked them if they had ever seen a graph before. One little boy raised his hand and said, “Yes, at the zoo!” - Robert Katz

Elections Update

Thank you to all who voted in the two most recent elections. Congratulations to TRUE members Janet Schafer and Kerri Asbury. Both were elected as CTA State Council Representatives for TRUE. Janet and Kerri will represent TRUE for three-year terms, from June 2010 to May 2013. Janet was elected to a second term and Kerri will be starting her first term. Each can serve up to three consecutive terms. Results for the NEA-RA State Delegates election have not been released by Capital Service Council Center (CSCC) as we go to print. More than 500 TRUE members submitted ballots for this election.

Declarations of Candidacy were available for up to seven NEA-RA Local Representative positions. Only five declarations were submitted, so a ballot was not needed. John Ennis, Chuck Denonn, Joyce Childs, Winston Roach, and Julieanne Neal submitted valid declarations and will be joining Wendy Gallimore, and Danalynn Zacharias as TRUE Representatives on the floor of the NEA-Representative Assembly in New Orleans.

The Membership Committee conducted a census of all TRUE members as of March 1, 2010. This information will be used to determine the number of Director-at-Large positions available for future elections. Declaration of Candidacy forms for terms from June 2010 to May 2012 will be posted March 23, 2010.

Julianne Neal
TRUE Elections Chair
The Northern Good Teaching Conference: January 22-24, 2010

This year, I received a scholarship to attend CTA’s annual Northern California Good Teaching Conference (GTC) from January 22-24, 2010 in Burlingame, CA. This conference never disappoints those who attend. The extensive workshop schedule covers all the different core subject areas such as classroom management techniques, as well as the arts and technology for both primary and secondary teachers. At the Saturday luncheon session CTA President David Sanchez spoke to the members, and at the Sunday brunch CTA Vice President Dean Vogel spoke.

As TRUE’s contact person for QEIA (Quality Education Investment Act) schools, I attended the workshop: QEIA Issues and Discussions, which was led by Jane Robb, our Region 2 QEIA representative. At that workshop Secretary/Treasurer Gail Mendez and I spoke about QEIA, and of her commitment to ensuring California schools get what is promised. Members at QEIA sites should look for information on the upcoming QEIA meeting in late April, that is held in Emeryville, California. One member from each QEIA site should attend, expenses are paid by CTA.

This year my focus was technology and science. I attended two technology workshops: The Best on the Web for Education (http://mrsabato.webs.com/) and California Technology Assistance Project (www.myctap.org). Both gave numerous websites to explore. Sabato is a collection of web resources in one spot and is ever changing. The Tech Project is sponsored by the California Department of Education. It is a growing collection of resources contributed by California teachers from across the state. Techies go exploring!

I particularly enjoyed the Easy and Exciting Science Experiments. The presenter George Lightholder was very entertaining, and a great early morning presenter. I received a little booklet with 9 hands on projects that we were able to take home. I never knew how fun Borax could be and the bonus is it cleans better than sanitizer.

I received some great information and made some good connections at the conference, and I would go again. I recommend that next year our members submit a conference scholarship form and attend this conference.

Lisa Gant
TRUE Member

Los Angeles Schools Panel Recommends Teacher Evaluation, Tenure Changes.

The Los Angeles Times (3/16, Song) reports, "High-performing teachers should earn more pay, tenure should be more difficult to achieve and teacher reviews should be tied to student test scores, a Los Angeles school district panel is expected to recommend Tuesday. The proposals, aimed squarely at increasing the effectiveness of teachers, would be the most far-reaching change in years in how the Los Angeles Unified School District decides which teachers to promote and retain." According to the Times, "Employee unions are expected to oppose some of the proposals, some of which would have to be collectively bargained."
The CTA Equity and Human Rights Conference took place March 5-7 in Irvine, California. This three-day conference was designed to enhance understanding and appreciation of issues surrounding diversity and equity.

Conference highlights included keynote speaker Jeffrey Duncan-Andrade, Ph.D., an Assistant Professor of Raza Studies. His session, “Effective Teachers in Urban Schools: The Gangsta, Wanksta, Rida Paradigm,” discussed the impact of teachers at urban schools. He classified teachers who ignore students needs and believe in testing as Gangstas, teachers who do the job for the kids regardless of what it takes as Ridas, and those riding the fence as Wankstas. He suggested that successful teachers are Ridas because they develop trust with their students, come to work prepared, have a sense of duty, have a Socratic sensibility, and have a critically conscious purpose. He stressed the fact that teachers shape what happens in the classroom. Everyday teachers can tip the scales for kids lives. All good undertakings are risky, therefore we need to fight for our students. We need to get off the fence.

Additionally, the conference provided 50 different workshops with practical ideas to improve equity and eliminate bias in the classroom. Topics were grouped into several categories; enhancing ethnic awareness, women’s issues, classroom strategies, diversity education, special education, union issues, and GLBT issues.

This conference is one that everyone should attend. Next year’s conference will be held March 4-6 at the Fairmont Hotel in San Jose.

Julianne Neal  
Director-at-large, Elementary

The NEA Resolutions Committee met in Washington, D.C. in late February. Capital area teacher Chuck Denonn and sixteen other CTA Representatives joined 160 other NEA educators at the Winter Meeting to discuss proposed changes to NEA Resolutions.

During the three days of business the Resolutions Committee reviewed 83 business items. The subcommittees on restructuring education and alternative compensation will report their recommendations to the full committee during the summer meeting. The committee will consider all proposals made to date and others made at the summer meeting before issuing a report for action by delegates to the NEA Representative Assembly (NEA RA). Voting on the final resolutions documents will take place at the NEA RA in New Orleans in July 2010.

Some of the amendments to existing resolutions are as follows:

- Vocational and technical experiences should be included in the middle school curriculum.
- Recommend consideration of best teaching practices in any changes in programs for ELL’s.
- Support vocational, career, and technical education courses as options for all students. Placement must be voluntary.
- Support for a development of a fitness plan that is tracked for progress to physical education programs.

Chuck Denonn  
TRUE Director-at-Large
### TRUE TEAM:

#### EXECUTIVE BOARD:

**Officers:**
- President: John Ennis - true.office@yahoo.com
- Vice-President: Kristin Finney - pazgirk@yahoo.com
- Secretary: Joyce Childs - joyandmic@sbcglobal.com
- Treasurer: Rick Mau - RickMau@trueassociation.org

**Directors-at-Large:**
- For Pre-K: Dawn Walker - dwalker@lincolnxng.org
- For K-3: Julieanne Neal - julieanneneal1@surewest.net, Sharon Reichelt - sreichelt23@gmail.com, Jeanie Stockton - davejavu1@comcast.net
- For 4-6: Aaron Chan - achan19@yahoo.com
- For 7-8: Paul Le Francois - lefrancois1@earthlink.net
- For 9-12: Chuck Denonn - cdenonn@peoplepc.com, Nona Boyd - nonahob@hotmail.com

**Specialty Groups:**
- Kerry Kelly - sauserc@surewest.net
- Lindsay Hester - lhester@surewest.net

#### NEGOTIATIONS TEAM

- Lead Negotiator: Paul Le Francois - lefrancois1@earthlink.net
- Michelle Dice-Hodgdon - Chris Moran - Patty Reetz

#### CONTRACT ENFORCEMENT (Grievances)

- Chuck Denonn - cdenonn@peoplepc.com
- Paul Le Francois - lefrancois1@earthlink.net
- Ann Murray - annblowmurray@earthlink.net

#### ELECTIONS COMMITTEE

- Committee Chair: Julieanne Neal - julieanneneal1@surewest.net

#### ORGANIZING COMMITTEE

- Committee Chair: Karen Mix - kemix@msn.com

#### POLITICAL ACTION COMMITTEE (PAC)

- Committee Chair: Lisa Gant - lisasring@sbcglobal.net

#### TRUE Reps on the Employee Relations Council (TRERC)

- John Ennis
- Paul Le Francois
- Chuck Denonn
- Mark Hales
- Kristin Finney
- Laura Bingham
- Bob Wadman
- Chris Moran

#### CTA STATE COUNCIL REPRESENTATIVES

- Janet Schafer
- Janice Auld
- Chuck Denonn
- Wendy Gallimore
- Ann Murray
- Alternate: Catherine Roller

### TRUE NEWS

- Editor: Ann Murray - annblowmurray@earthlink.net
- Editor: Julieanne Neal - julieanneneal1@surewest.net
- Editing Assistant: Jen Turner-Smith

### Calendar of Events

- Mar. 29—Apr. 2......Spring Break
- April 5 .........Furlough Day
- April 6.........TRUSD School Board Meeting 6:30 PM, Bay A
- April 7-8......Layoff Hearings
- April 12......TRUE Newsletter Articles Due
- April 13 ......TRUE Executive Board Meeting
- April 14......Organizing for Power, Rep Training, 4:00 PM, CTA Office
- April 20 ......TRUSD School Board Meeting 6:30 PM, Bay A
- April 27 ......TRUE Rep Council Meeting