CTA President David Sanchez Visits TRUE Members

On September 8, 2010, CTA President David Sanchez and other CTA leaders made a scheduled visit to Twin Rivers Unified School District. Sanchez first met with Superintendent Frank Porter and Dr. Ramona Bishop to discuss the success of the Algebra Project. He spent lunch and the afternoon at Allison Elementary School in TRUE member Wendy Gallimore’s classroom, where he had the opportunity to observe the Algebra Project first hand.

After his visit, TRUE members were invited to join Sanchez at Lions Gate Restaurant for a question and answer session. Topics of discussion included the lack of outrage over the missing state budget, the need to elect Jerry Brown and Tom Torlakson this November, the gains showed by QEIA schools in the District and around the state, as well as CTA’s position on evaluations based on test scores and the need to be proactive on this issue. Sanchez explained why the Race to the Top proposal is bad for education and for TRUE members. He suggested all TRUE members read the book *The Death and Life of the Great American School System* by Diane Ravitch. The book explains how testing and choice are undermining public education. The conversation ended with a discussion about CTA’s advertising plans to combat the negative media coverage of education. The advertising was designed to tell the public that public school teachers are not the enemy.

CTA President, David Sanchez’s, Visit with TRUE Educators
President’s Message

September 17, 2010

After five weeks of school, some of us believe we have reached a new low in several areas. The cleanliness of our schools continues to be a main issue. Our members need to know there are varying degrees of filth. Some schools have dirty carpets, some don’t. Some schools get their trash emptied, regularly, some don’t. Some schools have inhabitable restrooms, some do not.

Currently, there are 52 laid-off teachers, 17 from 2009 and 35 from 2010. At one point there were 238 laid-off educators. There are still very large class sizes. In fact, my amateur analysis leads me to believe there are about 50-60 classrooms that still have an outrageous number of students.

There may be a little light at the end of the tunnel. The district will receive 5.5 million dollars in the Federal Jobs Bill. We are entitled to about 53% of the money. This one-time money has to be spent by September 2012. This is equivalent to about 45 teaching jobs. In addition, the enrollment in the District is up over 1000 students. This affects the ADA revenues for 2011-12.

TRUE expects some relief for elementary teachers starting in the weeks of September 20, 2010. The transportation department is moving slowly on the overflow issue. Six weeks into the school year to “overflow” is still unacceptable.

John Ennis
TRUE President

Teacher Funnies

While a teacher was reviewing future, past, and present tenses with her ninth-grade English class, she posed the question, “I am beautiful” is what tense? One student raised her hand and replied, “Past tense.”

Negotiations Update

Negotiations took a turn for the worse during the past two weeks. We had hoped to vote in late September on the re-openers negotiated during the last school year. The District will not sign off this round of negotiations without a further concession from our membership.

We recognize trouble in the future 2012-2013 and will work with the District to help balance the budget in that year. At the present time we are already making numerous concessions: Unlimited class size, no overage payments, layoffs, furlough days, etc. The District’s next step may be to declare impasse.

Paul LeFrancois
TRUE Lead Negotiator

Elections Update

Our Director-at-Large for Specialty Groups election is currently taking place. Ballots were delivered to the school sites September 13 with voting to take place until September 24. All ballots are to be turned in by 4:30 p.m. on September 24th. The winner will be posted on the TRUE website by September 27th and announced at the Representative Council scheduled for September 28th.

If negotiations with the District continue, in late October we hope to send out a ballot for member ratification.

Julieanne Neal
TRUE Elections Chair
VOTE YES ON PROPOSITION 24 – Tax Fairness Act (CTA Sponsored)
Prop. 24, the Tax Fairness Act, ends nearly $2 billion in special corporate tax loopholes that don’t require the creation or protection of one single California job. It will make big corporations pay their fair share and keep the Legislature from making even deeper cuts in public schools, health care and public safety. During last year’s budget disaster, the Legislature made $30 billion in cuts that resulted in 16,000 teacher layoffs. But they gave corporations $1.7 billion in tax breaks. When large corporations pay less, California taxpayers pay more. Prop. 24 will end tax loopholes that unfairly benefit less than 2% of California’s wealthiest corporations, as 98% of California’s businesses, especially small businesses, would get virtually no benefit from these tax breaks. Voting yes on Prop. 24 puts our public schools, health care and safety ahead of tax breaks for large corporations.

VOTE YES ON PROPOSITION 25 – Passing the Budget on Time Act of 2010
Prop. 25 is a common-sense solution to California’s budget disaster that breaks legislative gridlock by allowing a simple majority of legislators to approve the state budget — just like in 47 other states. It allows a majority of lawmakers to pass the budget, instead of allowing a small minority of legislators to hold it captive. Meanwhile, Prop. 25 preserves the two-thirds vote required to raise taxes. Prop. 25 reforms California’s badly broken state budget process, so taxpayers, schools and services are protected, while legislators are held accountable if they fail to pass the budget on time. No budget, no pay—and no payback later. It holds legislators accountable when they don’t do their jobs. For every day the budget is late, lawmakers are docked a day’s pay.

VOTE YES ON PROPOSITION 21 – State Parks and Wildlife Trust Fund Act of 2010
Prop. 21 creates stable and adequate funding for California’s state parks by establishing the State Parks and Wildlife Conservation Trust Fund. It creates a special vehicle license fee to allow all Californians free access to state parks. California parks are invaluable outdoor living classrooms that encourage our children to learn about the environment and promote active and healthy life styles. The Trust Fund frees up other funding in the state budget that can be used for education and health care.

VOTE YES ON PROPOSITION 27 – Financial Accountability in Redistricting Act
Prop. 27 Repeals Proposition 11, which created the state Redistricting Commission that replaced the state Legislature in drawing political districts.

For more information, please visit http://www.cta.org/Issues-and-Action/Election-2010/

Know Your Rights: The Grievance Process

Since the author is not serving as an attorney and cannot anticipate or respond to every conceivable nuance that affects individuals covered by the Collective Bargaining Agreement, these written comments will be general in nature. Specific situations must be discussed with the Association leadership. When appropriate the matter may involve the TRUE grievance team, referral to the Employee Relations Council, consultation with a California Teachers Association staff member or a referral to a CTA lawyer.

The Duty of Fair Representation covers bargaining wages, hours and working conditions. When bargaining unit members believe that one or more provisions of the contract have been violated, they may file a grievance. A grievance is “an allegation that the bargaining unit member has been adversely affected by a violation of the specific provisions of the contract.”

The Collective Bargaining Agreement, commonly known as “the contract” includes an entire Article on the steps involved in the grievance process. The process begins with an effort to resolve the dispute informally. Usually when alleging a violation, the member and a site representative should meet with the site administrator to find a mutually agreeable solution. A grievance committee member is always available for consultation and assistance as needed and may help prepare any required paperwork. If the problem cannot be solved informally, a site representative and/or grievance committee member will assist in the filing of the formal grievance. Beyond Level I, unresolved problems should be referred to the Association. The Association may refer the matter to CTA for mediation or binding arbitration.

Although usually unwise to do so, bargaining unit members have the right to self representation throughout the process. The bargaining unit member must notify the Association of the grievance and any proposed settlement. Employees also have the right to retain their own attorney to advise them about contract disputes. The Association has the right to provide input prior to any final agreement and to present the case as it sees fit.

Finally, the Association may use its professional judgment when deciding on a settlement to a grievance or whether to take the grievance to arbitration. The Association may determine that a favorable settlement of the grievance would harm a larger number of teachers in the unit. It may determine that the grievance lacks merit, even though the analysis is later determined to be erroneous, and it may accept a reasonable settlement, even though the settlement was opposed by the grievant.

If a grievant is not satisfied with the decision of the grievance committee or the actions of the Association, the grievant, may appeal the decision to the Association’s Executive Board, to the California Teachers Association, and eventually to the Public Employees Relations Board.

Chuck Denonn, TRUE Contract Enforcement Committee Chair, prepared this article using materials provided by the California Teachers Association.
TRUE Overhauls Grievance and Complaint Procedures

TRUE has developed a new procedure for dealing with grievances and formal complaints. All grievances must be logged through the TRUE office. Each grievance or formal complaint will be assigned a log number, an incident report will be catalogued and a grievance committee member or union officer will be assigned to the case.

If a member has started an informal grievance at the site level, the member or site representative will report it to the TRUE office via email (true.office@yahoo.com) or by phone (916-648-9791). At that time the case will be assigned to a grievance committee member or union officer.

If the issue is not a contract violation, but warrants a formal complaint, the member will call the office or send an email. The member will be assigned an Association person to help fill out the complaint, deliver the paperwork to the proper places and follow-up with the district.

These changes will streamline our processes, hold the District to stricter timelines, and allow TRUE to study the effectiveness of the grievance article in our contract.

John Ennis
TRUE President

TRUE CARS+ CORNER

The first TRUE CARS+ meeting of the year will be September 23 in the Walnut Room at the district office on Dudley. By the time this is published the group should have covered the items on the first agenda.

TRUE CARS+ is one of the newest chapters in the state and they are being asked to review the process for opening a new chapter. CARS+ will take the feedback to update this complicated process. At this meeting members will also have the opportunity to hear reports from the latest CARS+ executive board including an update on the California Accommodations Guide.

CARS+ is in the middle of a full scale membership drive. TRUE CARS has 22 members from Twin Rivers Unified School District plus 2 members from San Juan Unified School District. The latest issue of CARS+ magazine is available online. If you are not currently a member of CARS+ you can contact Joyce at joyandmic@sbcglobal.net and she will forward a copy so non-members can see one of the values of joining CARS+.

Joyce Childs
CARS+ Region 7 Director
Notification of TRUE/PAC Allocation Opt-Out

A designated portion of TRUE dues is allocated to the TRUE Political Action Committee (TRUE PAC), which shall study legislative proposals which have to do with education; make recommendations as to means to further desired legislation and for defeating undesired measures; make recommendations for the endorsement of candidates to local, state, and national positions when such endorsements will promote the interests of quality education and the rights and privileges of the members; make a recommendation through the Executive Board to the Site Representative Council concerning the degree of endorsement and support to be provided to candidates for positions on the Twin Rivers Unified School District Board of Education.

Any member that does not wish a portion of his/her dues to go to TRUE/PAC, must fill out a General Fund Allocation Form, in person, at the TRUE office no later than October 15, 2010. In lieu of the TRUE/PAC contribution, the money will remain in the TRUE General Fund.

NEA News

Obama Announces New STEM Education Initiative.
The AP (9/17) reports that in line with efforts to promote science, technology, engineering and math education, President Obama "announced Thursday a nonprofit organization called Change the Equation." According to the AP, the new initiative is "designed to bring successful, privately funded programs to 100 schools and communities that are most in need. ... Former astronaut Sally Ride and current and former executives from Intel, Xerox, Time Warner Cable and Eastman Kodak founded the nonprofit organization."

CNN (9/16) added that Change the Equation "has $5 million in funding for its first year of operation, according to information provided by the White House." According to CNN, "The goals of Change the Equation are to improve teaching in STEM subjects, inspire student learning in those subjects and achieve a national commitment to improve education in them, according to the White House. ... 'The cost of inaction is immeasurable,' Obama said, citing the lost participation of children who never get encouraged or exposed to education in STEM subjects. California BOE Votes To Create An Online Teacher Performance Database.

The Los Angeles Times (9/16, Watanabe) reports that the California Board of Education took up the controversial issue of teacher evaluations Wednesday, unanimously voting to create an online database to share information about local, state and national efforts to measure educators' effectiveness. The board also asked the Los Angeles, Long Beach and Fresno school districts to propose specific ways the state can support local efforts to create more meaningful evaluation tools, including the value-added method of using students' test scores to rate teacher performance." The Times notes that the "California Teachers Assn. and the Los Angeles teachers union have opposed use of the value-added method, saying that students' test scores do not accurately reflect a teacher's effectiveness."

A Teacher for All Seasons

A teacher is like Spring,
Who nurtures new green sprouts,
Encourages and leads them,
Whenever they have doubts.

A teacher is like Summer,
Whose sunny temperament
Makes studying a pleasure,
Preventing discontent.

A teacher is like Fall,
With methods crisp and clear,
Lessons of bright colors
And a happy atmosphere.

A teacher is like Winter,
While it's snowing hard outside,
Keeping students comfortable,
As a warm and helpful guide.

Teacher, you do all these things,
With a pleasant attitude;
You're a teacher for all seasons,
And you have my gratitude!

By Joanna Fuchs
# 2010/2011 TRUSD PAYROLL DEPARTMENT

If you have questions about your health benefits, your paycheck, sick-leave, etc., e-mail or call the corresponding person in the list below:

<table>
<thead>
<tr>
<th>If Your Last Name Begins With:</th>
<th>Your Payroll/Benefits Contact Is:</th>
<th>Call Ext:</th>
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<tr>
<td>A or B</td>
<td>Peter Thao</td>
<td>566-1600</td>
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<tr>
<td>C or D</td>
<td>Janis Berry</td>
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<tr>
<td>E, F or G</td>
<td>Jennifer Macias-Sweeney</td>
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<tr>
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<td>Celeste Bradford</td>
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<td>Sandy Heitz</td>
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<td>O, P, Q, R</td>
<td>Linda Makley</td>
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<tr>
<td>S or T</td>
<td>Ann Marie Peters</td>
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<tr>
<td>U, V, W, X, Y OR Z</td>
<td>Phyllis McGarvey</td>
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<tr>
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<td>Gina Belez-Balay</td>
<td>1479</td>
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Do you know about **TRader**?

The Twin Rivers TRADER website is a place where schools and departments of the district can trade surplus items to limit waste and get unused materials, supplies, furniture, hardware, etc., back into use.

Enroll!


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**THE MODERN SCHOOLTEACHER**

- Prank from Student (Future Cartoonist)
- Lesson Plans, Papers to Grade, and Grade Books to Update by Tomorrow
- Note from Parent Saying Teachers Get Paid Too Much
- Shoes for Traffic Duty, Playground Duty, Cafeteria Duty and That Really Fast Brat

by Bruce Plante
TRUE TEAM:

EXECUTIVE BOARD:

Officers:

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

Directors-at-Large:

- For Pre-K - Gr. 6: Julieanne Neal - julieanneneal1@surewest.net
  Sharon Reichelt - sreichelt23@gmail.com
  Jeanie Stockton - davejavu1@comcast.net
  Lisa Gant - lisasring@sbcglobal.net
- For Grades 7-12: Paul Le Francois - lefrancois1@earthlink.net
  Chuck Denonn - cdenonn@peoplepc.com
- K-12 Special Ed.: Chris Bach - bacher3@aol.com
- Minority Rep.: Aaron Chan - achan19@yahoo.com
- Specialty Groups: Vacant

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
- Sharon Reichelt - sreichelt23@gmail.com

ELECTIONS COMMITTEE

Committee Chair: Julieanne Neal - julieanneneal1@surewest.net

ORGANIZING COMMITTEE

Committee Co-Chairs: Karen Mix & Bob Wadman

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
- Chris Moran
- Kathy King
- Shirley Chambers

CTA STATE COUNCIL REPRESENTATIVES

- Janet Schafer
- Keri Asbury
- Wendy Gallimore
- Ann Murray

TRUE NEWS

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- Jen Turner - jenturner@trueassociation.org

TRUE/CRA/NEA

Calendar of Events

Oct. 5: TRUSD Board Mtg.
Oct. 12: TRUE Executive Board Meeting
Oct. 13: TRUE Elementary Teacher’s Meeting
Oct. 15: Newsletter Articles Due
Oct. 19: TRUE General Membership Meeting
          4pm @ CTA
Oct. 23: TRUSD Board Workshop
Oct. 26: Site Rep Meeting