The certificated staff voted to accept the Tentative Agreement on the contract re-opener articles. All ballots were counted on February 17th, with 990 YES votes and 80 NO votes.

As spring quickly approaches, so does the TRUE election season. Over the next few months we will vote on the CTA State NEA/RA Delegate seats, the TRUE Local NEA/RA Delegate seats, and the TRUE Executive Board officer seats. Please pay close attention to the posted timelines.

Ballots for the CTA State NEA/RA Delegate seats will be going out on February 28th and are due back to the TRUE office at the latest by March 11th, at 5 pm.

The timeline and declaration of candidacy forms for the election of TRUE (Local) NEA/RA Delegates have been posted on the TRUE website. This year the NEA Representative Assembly will be held in Chicago, IL from June 30th to July 5th. All those wishing to run for a local delegate seat need to complete and return a declaration of candidacy form by March 11th at 5:00 pm at the latest.

Julianne Neal
TRUE Elections Committee Chair

Many of the complaints that we received related to unit audits have been settled through the grievance process. If the District informs you that some of your previously approved units will be eliminated or reduced, please inform us as soon as possible by sending an e-mail to the TRUE office (true.office@yahoo.com). We can help you resolve that issue.

Spring can be very busy with involuntary and voluntary transfers. If you are at a school that is closing or reconfiguring, make sure you are aware of the MOU language for that process. The MOU is posted on the TRUE website (www.trueassociation.org). If you feel there are issues with your movement, please send an e-mail to the TRUE Office and the Office Managers will put you in contact with a Grievance Team Member who will help you with your case.

Paul LeFrancois
TRUE Grievance Team Leader
PRESIDENT’S MESSAGE

Feb. 18, 2011

Last night the TRUE Elections Committee counted the ballots for the vote on the Tentative Agreement for the “re-opener” articles of our Contract. About 72% of certificated staff (members and fee-payers) voted in this process. Over 92% of the voters approved these Contract changes. Our ratification, along with the classified staff’s contract ratification, will give us a chance to “breath” the rest of this school year.

TRUE believes our Organizing/Crisis activities put a lot of pressure on the District to settle. While we are not completely proud of the Re-Openers settlement, we believe it was the best we could achieve in the current economic state of California and the budget woes facing K-12 education. We do have “restoration language” in our Tentative Agreement (Art. 14.9), if and when things improve. If the economy improves, TRUE members will then have to decide if they want furlough days “restored” or class sizes “restored”.

We will begin new negotiations sessions in March 2011 for our successor three-year Contract. If you are interested in being part of the new TRUE Negotiations Team, send us an e-mail letting us know, to true.office@yahoo.com. In your e-mail please tell us why you consider that you would be a good choice for the Team. We have to move quickly on this; on March 2, 2011 we will have at the TRUE a question and answer session for TRUE members interested in joining the Negotiations Team.

John Ennis
TRUE President

TRUSD BEHAVIOR COMMITTEE

A District Behavior Committee met on February 7th. TRUSD administration met with TRUE members to discuss behavior issues throughout the District. Discussions included what works well at various sites and networks, and what does not work so well. The biggest issue brought to the table is lack of consistency regarding student behavior.

The behavior committee’s goal is to provide a District-wide behavioral model that is user-friendly. Ideally, we are looking into a decision “flow” chart that will make administrative decisions easier and consistent. Statistics shed light on the effectiveness of the continuation schools.

There is still much work to be done. TRUE mentioned the need for “on-site” rooms that could alleviate the overabundance of students in the office and puts them back into an educational environment. District administration brought forth a three-tiered intervention model as a response to student behaviors. There are many areas that need to be addressed such as: verbal harassment, property damage, physical violence, relationship violence, weapons at school, gang involvement, cyber bullying, and overall feelings of student safety.

Chris Bach
TRUE Director-at-Large for K-12 Special Education
ORGANIZING NEWS

We are gaining momentum on behalf of our members as we continue to meet and reach out to our teachers, parents, and school communities. We are conducting house meetings at various school sites to answer questions, field concerns about negotiations/contract issues, and to hear your ideas on ways we can build capacity and solidify our strength as a union.

If your site wishes to have a meeting or even a re-visit, please contact your Site Rep about arranging for a team from the Organizing Committee to visit your school. If your school does not have a Site Representative, then now would be a good time to talk with your colleagues and share this communication opportunity as a team or as an individual.

Four members of our Organizing Team representing elementary, middle and high school will be attending a three-day training through CTA on “Organizing for Power”. This workshop is being held at just the right time as we readjust our efforts with the ratification the Tentative Agreement. All organizing is re-organizing.

Attending Twin Rivers School Board meetings continues to be a very worthwhile and valuable opportunity to see our District in action, but more importantly, to voice your concerns and to remind the District that we do indeed care about the way they do business. We need to continue having our presence felt at the Board meetings!

In Unity,

Jeanie Stockton
TRUE Crisis/Organizing Chair

TRUE SCHOLARSHIP

Please be on the lookout for TRUE’s scholarship process and application. Documents will be available early in March. Applications will be available for TRUE members, their children, and TRUSD high school seniors attending community college or university. Scholarship awards will be in the amount of $250 for those attending community college and $500 for those attending a university. The application form will be available at the TRUE office and on the TRUE website starting in March. The deadline to submit applications will be Friday, May 6th, 2011.

Sharon Reichelt
Scholarship Committee Chair

TRUE CARS+ CORNER

Some members of TRUE CARS attended the annual CARSplus Convention this month at the Doubletree here in Sacramento. There were presenters from all over California covering topics from autism to understanding special education law. Nancy Nos presented workshops on number sense for young learners and Gayle Green shared with attendees the option of using a power point for the IEP meetings.

TRUE CARS members also worked behind the scene to make sure things ran smoothly. They assisted with organizational tasks and operating the CARSplus store.

Lovina Robinson and Paula Ramsey volunteered their time to the TRUE CARS table to explain the benefits of membership in a local CARSplus chapter. Next month look for articles regarding some of the convention topics.

Joyce Childs
CARS+ Region 7 Director
The State Council of Education acts as the policy-making legislative body of the California Teachers Association. The 735 council members are assigned to one of twenty-two committees that review issues pertinent to education. Delegates attending from TRUE included Chuck Denonn [who also serves as Capital Area NEA Resolutions Committee member], Wendy Gallimore, Ann Murray (Capital area Minority-at-large delegate), Janet Shafer and Keri Asbury. Council members meet in respective committees on Friday night and Saturday afternoon. Committees recommend policy changes, review new business items, and develop legislative strategy for issues under their purview. Several TRUE delegates serve in committee or subcommittee leadership positions. Matters are voted on during the business sessions on Saturday morning and Sunday afternoon. Council members meet with other members of Directorial District D on Sunday morning at 7 AM.

Significant actions taken by State Council at its most recent meeting:

- Elected Dean Vogel as CTA President, effective June 26, 2011.
- Re-elected George Sheridan as NEA Director for District 12.
- Reduced the number of NEA Directors and Resolutions committee members from California from 17 to 16.
- Applauded the appointment of CTA’s own Patricia Rucker to the State Board of Education and the National commission on the Common Core Standards.
- Screened the film Race to Nowhere.
- Reported that election success can be tied directly to the fact that 80% of CTA members voted in the 2010 elections.
- Provided a Question and Answer checklist to assist associations in determining if their district is misusing Perkins funding.
- Announced that the California Association of Work Experience Educators will hold a conference in Sacramento on March 5, 2011.
- Adopted the 2011-2012 State Budget Principles.
- Supported the elimination of funding for the second grade test under the Standardized Testing and Reporting (STAR) program.
- Referred for committee action the “School Pool” health insurance white paper.
- Warned of efforts to have regular education teachers earn a special education supplement that could then affect the instruction options for RSP students.
- Requested the showing at the April State Council meeting of the movie Immersion, which highlights the negative impacts of high stake testing on English Language Learners.
- Announced that the Republican State Convention is scheduled for March 18-20 in Sacramento and the Democratic Convention will be on April 29-May 1 in Sacramento.
- Extended the deadlines for applications for the Ted Bass and Joyce Fadem award programs.
- Announced a GPO/WEP Webinar on February 16, 2011 at 11:00 PST. RSVP to www.socialsecurity.gov/survey/gpo-wep.rsvp.htm.
- Reported that the Teacher Evaluation Workgroup is still seeking input from members via a survey at www.cta.org.
- Requested nominations of members to serve on Commission on Professional Competency panels with training scheduled for May 6-8, 2011.
- Provided clarification of the credential status of members serving as teachers in transitional kindergarten classes.
- Amended policy to include anti-bullying language.
- Announced that information concerning Family Medical and Pregnancy Leave laws is available at www.las-elm.org.
- Asked members to support condemning child labor by signing the International Confederation of Free Trade Unions’ petition at www.icftu.org/petition.

Chuck Denonn
TRUE Director-at-Large
TRUE State Council Rep
YOUR RETIREMENT

The Retirement Committee of the CTA State Council on Education provides oversight on retirement issues for CTA members. Some recent information provided by the committee includes:

- Currently CalSTRS retiree benefits generate more than $9 billion annually to the local economies of the state. Members living in Sacramento County received $313 million and those in Placer County received $152 million. The amounts for surrounding counties included $64 million for El Dorado, $69 million for Sutter and $20 million for Yolo.
- Because of the CalSTRS decision to change the assumed investment rate of return from 8% to 7.75% the unfunded liability of CalSTRS system rose to $50 billion. In actuality, the fund ended the 2010 fiscal year with a 12.7% investment return and closed at a high value of $147.9 billion in assets.

At the February State Council meeting, the retirement committee proposed amending CTA policy to include the following statement:

“CTA believes that CalSTRS/CalPERS should recruit and retain the highest caliber of personnel to further the goals of the systems. CTA believes that CalSTRS/CalPERS should have a systematic and ongoing process to review the operational activities of the retirement systems and make adjustments as necessary.”

The committee also reviewed newly submitted legislative bills that could affect teacher retirement. In each case the committee recommended a “watch” position. A “watch” position allows CTA to monitor what is happening with each bill without becoming actively involved in supporting or opposing any of these bills.

- **AB 7** (Portantino) Prohibits state employees receiving salaries greater than $150,000 from receiving an increase or bonus until 2014.
- **AB 17** (Davis) Requires CalSTRS and CalPERS to report annually on the ethnicity and gender of external investment managers.
- **SB 27** (Simitian) Creates anti-spiking policy for CalSTRS and CalPERS.

The NEA publication, *The Characteristics of Large Public Education Pension Plans* provides comparative pension information. It is available at [www.nea.org/home/30068.htm](http://www.nea.org/home/30068.htm).

Other web sites to access retirement information:
- [www.CALSTRS.com](http://www.CALSTRS.com)
- [www.ctainvest.org](http://www.ctainvest.org)
- [www.leginfo.ca.gov](http://www.leginfo.ca.gov)
- [www.nea.org](http://www.nea.org)
- [www.CALPERS.ca.gov](http://www.CALPERS.ca.gov)
- [www.nirsonline.org](http://www.nirsonline.org)

Since retired members are a valuable resource in local and state association business, Chapters are encouraged to start recognizing retirees for their years of service to the profession and consider assisting members in the transition to retirement by paying the first year’s CTA/NEA Retired membership dues of $42 ($54 on September 1, 2011). Members can become lifetime members of CTA/NEA Retired for $320 ($400 after September 1st). Members do not need to wait for retirement to join CTA/NEA Retired; they can join at any time in their professional career. TRUE has a number of pre-retired members of CTA/NEA Retired.

Finally, TRUE members are encouraged to support the reelection of our own CTA Director for District D, Dana Dillon to another term on the CalSTRS Board. Dana is a past chair of the CalSTRS Board and strong supporter of retirees and their pension rights.

*Chuck Denonn*
TRUE Director-at-Large
TRUE State Council Rep
On Wed. Dec. 29, Kerry Shelton arrived at the Las Palmas site with her daughter and her niece. They were ready to get to work and try to get as much done as possible by 3:00. When they arrived they noticed that the moving van was there and all Kerry’s stuff was being off-loaded and taken to her assigned room, room 65. They hurried to the room to tell the movers where to put the large pieces. When they asked them to set the furniture down in specific places, they were told, "We only move from A to B we do not place furniture”. B was in the middle of the room. Everything from her old room at the Johnson campus was placed in the middle of room 65. When she inquired about who would be helping with the heavy moving and large furniture placement, she was told that it was the district that would provide the muscle. So she asked Beth, the district’s employee in charge of the move, and she said there would be people there soon to help with the heavy lifting and placement of the large cabinets.

In the mean time, they began to open boxes and put stuff in the cabinets and the bookcases that they could wrestle into place. The rest of the stuff was still in the middle of the room. When they had unpacked as much stuff as was possible without having the huge casement cabinets in place they began to "bug" Beth on a regular basis as to the time when the people would be there to do the heavy moving..."soon" was always the answer. They hung out waiting for them until 3:00, then finally went home and agreed to meet again in room 65 the next day.

When Kerry and her team arrived the next day at 8:30, they were informed by a volunteer parent from the pre-school next door that she was being moved to room 68. When Kerry asked, Beth indicated yes she is moving again, but all the moving would be done by district employees.  (What about all the work we did yesterday?) We’re sorry, but we will have people there in 30 minutes,” to help her unpack (what they had put away the day before), re-pack, and move Kerry to room 68.

In the meantime, they began to unpack the cupboards, re-pack the boxes and move on to room 68. But wait, there’s somebody already moved into 68 and they’re not there to move their stuff out of 68. All their stuff was placed in the middle of the room, just like the movers left it the day before. Who’s moving that stuff, they asked Beth? Again she told them district employees would be there in 30 minutes. As soon as their stuff is out you can move in. By that time it was 10:00, they had waited another hour, and then 7 women composed of teachers, relatives of teachers, and parent volunteers began to move all the boxes that they were able to carry from room 65 to room 68. They placed Kerry’s boxes wherever they would fit, trying to keep them from getting mixed up with the boxes already in the room. The waiting game for the district support continued. As before, they were reassured that the district movers were on their way..... They would be there any minute, now.

Teachers working on their own time at this point were moving heavy boxes, large tables, and stacks of heavy chairs, some items taking 4 women to move down the hall, not 6 ft. away there was a trio of men...Jeff Doyle, the architect, and the head of the contracting company, all watching, but not one of them ever asked if they could be of some assistance. The teachers continued to move as much of their materials as they could that day, and at 4:00 left.

The district movers did not show on Friday either, so one of the preschool teachers and her husband hired a laborer and the two men were able to move my large stuff to room 68. On Saturday, volunteer parents, family members and dedicated teachers were at Las Palmas along with their hired laborers, and various husbands doing the work that the district refused to do for 3 days. They worked that day, the next day, and on their furlough day getting rooms ready so the students would have a warm and somewhat neat environment on Tuesday. On Sunday, Kerry’s son and son-in-law came with their pick-ups and power tools and made trips back and forth from the Johnson campus to the Las Palmas, unscrewing white boards, coat hanger shelves, bookcases, large cupboards, etc. and re-installing them at the Las Palmas site for any teacher who needed the help.

They started school on Tuesday and Kerry did not have any heat in her room until Friday afternoon because thieves had come and stole the copper. It was 41 degrees in her room in the morning and moved up to 45 by the end of the day every day.

They are moved in now and she says her room is actually pretty nice, but has anybody from the DO come over to look or say thanks for a job well done NO, NOT ONE OF THEM. Apparently they are too busy planning the next move.

Kerry says the Johnson teachers are disgusted, disillusioned, and disrespected. They worked 6 to 8 hours a day, for 6 to 7 days during their winter vacation for a six hours pay at $147.68.

There is still large stuff over at the Johnson site that teachers would like, but Johnson’s principal is not having any luck getting anyone at the district level interested in bringing it over. Some of the stuff the movers just left even if it had been labeled to move it to the new site.

There you have it by Kerry Shelton, Johnson 2.0 and as she says soon to be swallowed up by Noralto, but that is another story.
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Calendar of Events
Feb. 21-24 - Presidents Week  No School
Feb. 25 - Furlough Day
Mar. 1 - TRUSD Board Mtg
Mar. 8 - TRUE Exec Board Mtg
Mar. 9 - TRUE News Articles Due
Mar. 11 -Due date to Submit  NEA/RA Local Delegate Candidacy Form
Mar.19 - School Board Workshop
Mar. 29 - Site Rep Council Meeting at CTA