California Teachers Association has declared a state of emergency for school funding. California schools have been cut by $18 billion in the last three years, and will face an additional $4 billion in cuts this year. These cuts have resulted in increased class sizes, the elimination of instructional days, and decreased staff that has led to a reduction in programs including counseling and athletics.

The week of May 9-13 has been declared a Week of Action involving the Education Coalition, parents, all other labor unions, and faith and community groups. The goal of this week of action is to force the legislature to pass tax extensions to prevent deeper cuts to schools, colleges, and other essential public services. TRUE, TRUSD, CSEA, and Educate our State are working together to plan activities in our area.

We need your help during this week of action. Here is the plan to help our Legislature L.E.A.R.N. (Acronym adopted by CTA State Council)

- Monday, May 9th – Focus on LEGISLATIVE activities by visiting the office of a local Assembly or Senate member.
- Tuesday, May 10th – Reach out to EVERY PARENT by encouraging them to have a brown bag lunch with their Assembly person.
- Wednesday, May 11th – Use the Day of the Teacher to APPRECIATE educators and allies.
- Thursday, May 12th – Promote the need for REVENUE for schools and other essential public services.
- Friday, May 13th – It’s NOT BUSINESS AS USUAL. Attend a rally at the State Capital.

TRUE will send the details for each day’s event as plans are finalized, or go to stateofemergency.com for more information. Please be prepared to step up and fight for public education funding!

Julianne Neal
TRUE Director-at-Large

“We must indeed all hang together, or, most assuredly, we shall all hang separately.”
—Benjamin Franklin, July 4, 1776
(Remark to John Hancock at the signing of the Declaration of Independence.)
April 18, 2011

I hope this message finds our membership well-rested and ready for the last six weeks of school. Some of us have finished standardized testing and some of us need to complete it in early May. My school has completed the testing and I really believe it is becoming less relevant to students and teachers each year.

The two long days of lay-off hearings were interesting at best. We went from 142 laid-off members to 120 laid-off members. We expect more rescissions by the May 10, 2011 School Board meeting, which will finalize the process.

TRUE is active in the state-wide planning for the “State of Emergency” events for the week of May 9 -13. We will ask members to spend time educating parents, being present at the Capitol, and planning activities for the week. It is very important that all TRUE members participate, one way or the other, in these events. Stand by for more details.

John Ennis
TRUE President

The best teacher is the one who suggests rather than dogmatizes, and inspires his listener with the wish to teach himself. ~ Edward Bulwer-Lytton

WE ARE ONE is a movement going all across the nation. The unions from both public and private groups are joining together to show that union members are one!!! We will be heard and our solidarity will prove strong.

On April 4th 2011, in Cesar Chavez Park at 10th and I Streets, hundreds of union members joined Sacramento Central Labor Council to show our neighbors that WE ARE ONE! TRUE was part of this demonstration and our members acted as leaders in this action. For a glimpse follow the link:

http://www.youtube.com/watch?v=8KITujIB-5E

Joyce Childs
TRUE Secretary
The Truth About Your Pension

The economic collapse is the result of many factors, including the subprime mortgage crisis, Wall Street banking scandals, the deregulation of financial institutions and on and on. It was not caused by middle-income teachers and education support professionals who worked hard and contributed part of their pay toward their pension throughout the years so they could live modestly during their retirement years. It was caused largely by Wall Street bankers, who, instead of going to prison, continue to receive outrageous pay raises and $100 million bonuses.

In California, most educators belong to the California State Teacher’s Retirement System (CalSTRS), the second-largest public retirement fund in the country. The retirement fund is not a taxpayer giveaway, as critics have charged. Over the span of their careers, CalSTRS members contribute 8 percent of their monthly pay to help finance their retirement. Employers kick in an equal 8.25 percent of monthly pay. A decade ago the state reduced its 4.6 percent contribution to a little more than 2 percent and they continue to contribute that amount today. Finally the returns garnered by CalSTRS investments do the rest. Unlike most workers, educators in California do not earn any Social Security benefits, and teachers who previously worked in the private sector often see their Social Security benefits reduced or eliminated from federal Social Security offsets, despite the fact that they paid into the Social Security system.

Teachers’ retirement benefits, secured over nearly three decades of service, replace about 62 percent of their working income. As such, the CalSTRS pension represents the only source of reliable monthly income a retired teacher receives. In addition, most public school educators in the state retire without employer-sponsored health care after age 65. (Read more on The Truth About Your Pension in the May issue of TRUE News).

NEGOTIATIONS UPDATE

A new negotiations team has been formed. The team members are: Chris Moran, Patty Reetz, Janet Schafer and Chris Bach. We have sent out an important survey to your home email address. Please make sure you complete this survey as it provides guidance and information for negotiations. The deadline for completing the survey is Wednesday April 27, at 11:00 pm. If you do not receive the survey please email from your home email to the TRUE office at true.office@yahoo.com

We are beginning negotiations with the district in May. Your responses to the survey will give us important information and help to guide us during our negotiations. Thank you in advance for your support.

Chris Moran
TRUE Lead Negotiator

ELECTIONS UPDATE

TRUE Elections Committee counted ballots for the State Council Representative on Friday, April 15. Wendy Gallimore was once again elected as a TRUE State Council Representative. This is her second three year term. Unfortunately, voter turnout was low with only 260 legal ballots cast. It would be great to have more members cast ballots in our elections.

The TRUE Officers Election is currently in progress. Declarations were due to the TRUE Office on April 15, 2011. Ballots will be prepared over spring break, and delivered to the school sites soon after break. Ballots are due to the TRUE office by 5:00 p.m. on Thursday, May 12th.

Julianne Neal
TRUE Elections Committee Chair
TRERC UPDATE

The TRERC (Twin Rivers Employee Relations Council) met on Monday, April 11. The following issues were raised:

- Half Day Substitutes
- Lack of Substitutes
- Administrative Transfers
- Job Fair Issues
- Principal Issues
- Late Start Wednesdays.

Most of these issues were brought up in Executive Board and at Representative Council. If you have any issues for the TRERC, they should be sent to Paul Le Francois at lefrancois1@earthlink.net. The last meeting of the year is in late May. We do have a number of openings for our council next year and anyone interested should contact the TRUE Office.

Paul LeFrancois
TRUE TRERC Representative

GRIEVANCE UPDATE

There are three main areas where the Grievance Team receives the majority of their emails and phone calls:

- Unit Audits
- Half Day Sub issues
- Transfer concerns.

If you are having a concern or issue in one of these areas, contact one of the TRUE Grievance Team members. Paul Le Francois deals with all unit issues, Sharon Reichelt will deal with half day sub vs. hourly issues. Joyce Childs will deal with all transfer concerns.

On a positive note, the District Administration has worked hard to clarify evaluation language to site Administration. We have had a few concerns on evaluation language, but nothing like last year.

Paul LeFrancois
TRUE Grievance Team

CTA/NEA Retired Meeting

The leadership of CTA/NEA Retired held its quarterly meeting before the April State Council on Education Meeting in April. Members are invited to observe the leaders in action at future meetings. Although all leaders of the organization are retired CTA members, any CTA member may join the organization in anticipation of their future retirement. Future retirees can save substantially by becoming life members before dues increases are approved.

President Ed Foglia reported that the organization has a twelve-member election committee that will conduct elections. He also discussed the Membership Project that is designed to increase the organization’s membership. As of February 2011, 14,874 current and former CTA members are enrolled as CTA/NEA Retired members. This number included more than 10,000 life members and nearly 2,000 members who pay dues annually. Nearly 500 members are in Pre-Retired status.

CTA President-elect Dean Vogel praised the organization for its hard work on behalf of CTA issues. He reported that hope for a budget settlement faded when the holdout legislators changed the discussion from issues like pension reform and a spending cap to a manifesto of 53 demands. If there is no budget by June 15, the state education system will sustain a nearly mortal blow. The Council will debate action items during its committee discussions and floor action this weekend.

CTA/NEA Retired members are in the forefront of the battle to bring about Social Security Fairness. President Foglia recently met with several Congressmen in a bi-partisan effort to reintroduce the Social Security Fairness Act. Senator Diane Feinstein is an original sponsor of the Social Security Fairness Act but has stepped back a bit from her ten-year support of the struggle. CTA members are urged to contact her office to encourage her to remain fully engaged. Retired members receiving reduced social security should communicate to her how the reduction in social security has hurt themselves and their family. Send comments to Senator Diana Feinstein, 600 Grand Avenue #410, Oakland, CA 94610. {The California Alliance for Retired Americans will forward your comments.)

Senator Barbara Boxer is a sponsor of the Social Security Protection Act of 2011 that is designed to save social security. The Retiree Advocate is an excellent source of information pertinent to the current and future life of retired California teachers. The articles try to focus on matters of significant interest in these trying times.

The Western NEA Regional Conference was held on April 9-11, 2011 in Albuquerque, New Mexico and the NEA Retired meeting will be held on June 27-29, 2011 at the Swissotel [323 E Wacker Dr] in Chicago, IL. Reservations for the hotel are at (888) 737 9477.

In other action, the leadership voted to explore endorsing the Life Alert program as a CTA/NEA Retired program. The leadership also voted to donate $100 in the name of the NEA Vice President’s husband who passed away recently.

Chuck Denonn
State Council Representative
Do You Want a Raise?

First, you have to commit to a program that is going to tax your powers of observation. Secondly, you have to commit to an intensive self-evaluation about what you do in your classroom. Then you join a group that is doing the same thing and Bingo! You are on the National Board for Professional Teaching Standards Train. Hop on!! It’s quite a ride. Teachers who pursue National Board Certification have to meet rigorous standards and you get to share your work with peers for review. NBPTS offers 25 certificates that cover a variety of subject areas and student developmental levels. If you agree to the process it takes to achieve National Boards you will be quite pleased with yourself and also have the satisfaction of knowing that you do an amazing job every day of your life. And…..here’s the best part, the district will pay you an additional $1800.00 a year if you become nationally certified.

I decided to get on this train a few months ago, and I strongly recommend it to anyone that wants to do their best in their profession. It’s been a tough ride; it’s asked a lot of me and I found it challenging. But, I have never enjoyed an endeavor as much as I have this one. I’ve had to look at everything I do and how I do it. In so doing I felt more confident working with my students and knowing what my reasons were for making the choices I make. It reminded me once again why I got into this field. Times are tough. But there are ways to increase our income. This is one way that I am working on and I have found it rewarding. I won’t know if I made or not until November; and if I didn’t I will try again. That is how much I believe in this process.

There is a group forming soon. If you are interested, I recommend you join soon. This would give you a year to accomplish this task. I recommend a year ....you will need every minute. My group worked on this task for 7 months....trust me, a year is better!! The contact person is: pstratford@gmail.com. Good luck!!

Maria Elena Gallegos
Director for Specialty Groups

TRUE CARS+ CORNER

TRUE CARS met April 14th and the group was presented with the current state of special education added authorizations. Nancy Nos had attended the Region 3 meeting as well as the CARS convention workshop regarding the status of these new authorizations. The office of California Teacher Credentialing has decided to change the playing field again. They have decided that Special Education Credentials will have some new windows to clear these educators’ credentials. The added authorizations are required for some special educators, but not all.

The next TRUE CARS meeting will be May 19th. The chapter is planning a special event with a guest speaker and a swap meet for educational materials.

Joyce Childs
CARS+ Region 7 Director
CTA Fights for Teacher Retirement

Delegates to the State Council of Education approved the recommendation of the Retirement Committee to make the following addition to CTA policy.

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.

On the legislation front, CTA will work to support legislation that would extend the CalSTRS post-retirement earnings limitations exemptions (AB 758). CTA will also fight to keep the retiree teacher position on the CalSTRS board as an elected position (AB 1101).

The Council agreed to have CTA lobbyists to actively oppose bills that would prohibit collective bargaining for pension and retirement benefits (AB 961); would require a 20-year return period and market value accounting for CalSTRS and CalPERS actuarial valuations (AB 1247); would eliminate the defined benefit retirement program for new employees (SB 520); would eliminate the right to bargain for retroactive pension benefits (SB 522); would eliminate the right to bargain for pension benefits (SB 527); would mandate the use of the final three year average for calculating retirement benefits (SB 526); or would convert the elected positions on the CalPERS board to appointed positions (SB 528).

The Retirement Committee reported on the CalSTRS response to the fallacious arguments included in the Little Hoover Commission Report. By not comparing the different California pension systems, the Commission made changes for sweeping reforms, many of which are unneeded or inappropriate for CalSTRS’s participants. The Commission recommended reducing future accruals of benefits for current employees. In actuality, those promised benefits are protected by decades of case decisions that treat pensions as contracts. A public employee has a vested right “to earn a pension on terms substantially equivalent to those then offered by the employer.” It is fallacious to suggest that retirement benefits be integrated with Social Security since it would cost CalSTRS an extra $1.8 billion each year to offset the loss in benefit should Social Security become mandatory. Although much is made about the “crushing” cost of teacher pensions to the state, the reality is that the State has been paying a reduced contribution of only 2.017% since 1998. This is less than half of the amount that was previously contributed (4.607%) by the State. The CalSTRS pension was never designed for members to “accumulate wealth.” The average retired participant, who may have a masters or doctoral degree and worked an average of 27 years, receives a pension of only $3,302 per month. Sadly, despite the inference that retired teachers widely receive employee-paid health care, less than 40% of retired teachers have any employee-paid retiree health care after age 65. Finally, even the Wall Street Journal (on February 22, 2011) has noted that that 401(k) style hybrid plans have not been proved to be effective retirement plans and may cost hundreds of thousands of Americans their retirement security. CTA believes “it is unwise and unfathomable to recommend the elimination of a system that is not only working, but also making significant improvement in California’s economy through its investment policies.”

Any active CTA member can enroll now in a pre retired status by buying into the CTA/NEA Retired/Pre-Retired Life program by September 1, 2011 and save $80. Retired members continue to be eligible for legal consultation for benefits, substitute employment and other concerns. They remain protected by the Educators Liability Insurance program and can continue to participate in auto, home, life, long-term care insurance programs. Members are also eligible for home and personal loans, other financial services, and can receive discounts on entertainment, travel, and purchasing programs. Life membership now costs only $320 this same life membership will be $400 starting September 1, 2011.

CTA/NEA Retired is fully engaged in the fight to end the unfairness created by the Social Security offset provisions. The organization is getting prepared to join the fight against a proposed initiative that would require members work five consecutive years at full time status prior to retirement and would limit a public agency employee to receiving no more than 60% of the highest annual average base.

Chuck Denonn
Director-at-Large
I love this time of year in education! Not necessarily because the sun is shining (although warm is nice), but because I start to see the positive relationships with and between members of my classroom strengthen and mold. As I like to say, teenagers “become snuggly” towards their teacher once a connection is firmly established. Now I don’t mean that they like hugs and want you to read them fairy tales (although they still want to be read to!). They simply develop a connection to their teacher and want to do well because they know someone believes in them. As a classroom teacher, I am privileged to have the flexibility and space to choose how I connect with my kids and what values I will emphasize during the course of each year. Will I emphasize honesty or integrity? Or will I emphasize friendship and loyalty? The truth is, not only do I focus on the classroom community dynamic within the classroom, I try to emphasize qualities based on what each of my students need.

Teachers pay attention to what a child is lacking in their lives, or to what they are struggling to learn, and they focus on creating lessons that help. These lessons may, from time to time, put students out of their comfort zone. In being there, they may blame someone else (even the teacher), for putting them there. While they grow, they gripe. While they want to say, “I hate being held accountable for my actions,” they actually say, “My teacher is mean to me.” While they want to say, “My teacher makes me complete all of my homework,” they actually say, “I hate you.” While they want to say, “I’m scared to connect with you because I have been let down by important people in my life,” they actually say, “Get away from me – I don’t want to talk to you.” Within the same breath, young people will blame someone else for “making” them grow.

With all of this verbal abuse, one might think teachers end every school day in tears. But this is what makes teaching so special. When others run away, punish, and accuse students of being crafty, cruel, and crass, a teacher doesn’t give up. A teacher listens, considers the elements, and helps find solutions. By the end of each diligent year, stronger, more confident, relaxed, happier children emerge.

Two springs ago, a friend and colleague of mine came into my classroom to visit on the last day of school. This classroom had been a challenge for both of us – for me as a classroom teacher and for her a Resource Specialist. We had extensively collaborated throughout the year to support several students who had IEPs and Behavior Plans. This year, we had adapted and accommodated for individuals who were mainstreamed but who were extremely challenged. Eleven children struggled with one or more of the following diagnoses: ADHD, Tourette Syndrome, Oppositional Defiance Disorder, absent parents, transience, gypsy parents, depression, molestation, neglect, poverty, drug use, violence towards others, and a victim of a sexually violent past.

In addition to these childhood atrocities, this was the year where two-thirds of my class either enrolled after the school year started or left before the year was over. A revolving door. Our school, like many others, felt the effects of budget cuts to services. Where there had been a Vice Principal the year before, the school could provide none. Where the school provided a counseling service previously, this system no longer existed.

Within the first two weeks after thumbing through the cumulative files of my kids, I went to the Principal. I asked, begged really, to receive guidance and support in dealing with the challenges that came with such a needy, diverse group of kids. I was given cassette tapes and asked to attend training. I took what I could get. Over the next nine months, I attended trainings, I documented everything. I called parents, met with parents, visited homes, and differentiated like crazy. I nearly drowned that year, but I didn’t. I had colleagues and friends who helped keep me nourished. Nourished enough to be solid for the kids.

When my colleague walked in to our classroom party at the end of the year, she was flabbergasted. Before she came to mine, she had walked into other classrooms where kids were climbing over others, yelling to each other, and throwing their garbage everywhere. In my class, students were grouped together having lively conversations. They had smiles on their faces. Joyful music played as we all signed classroom yearbooks. Students were serving up food to others, including my colleague. She later told me that she could not believe that these were the same students. These were the ones who had caused many students and staff members so much anguish; they, who could not handle being around others. And at this culminating moment, they enjoyed being in the company of both peers and adults! Busy and joyful, they wanted nothing more than to be reminiscing with each other about the school year.

This same day, a parent visited the classroom to pick up her child. She wanted to talk to me in private, so that she wouldn’t embarrass her daughter (teenagers…). Let’s call the parent Mom and the student Alexa. Alexa struggled with bullying, aggression, anxiety, problems being accepted by peers, defiance towards adults, and depression throughout the year. Mom said that Alexa was too embarrassed to tell me how she felt, so instead Mom would relay the message. Mom said that Alexa came home everyday recalling something she had learned from me. She always brought it up in regular conversation. Whether it was a class lesson or a personal one, it was clear that her daughter became excited about learning. Alexa told her mom that I was her favorite teacher. As tears welled in her eyes, she added: “You make me want to be a better mother to my child.” I just about lost it.

As an educator, these are the moments I eat up. They are the quiet moments recognized. Millions of these untold stories exist within our schools. These invaluable connections between teachers, students, and parents continue to propel the hearts and minds of young people.

To my teacher friends and colleagues: The blaring negativity may sometimes seem to swallow your progress and positive intentions in one gulp. But your efforts will not remain unnoticed. They just aren’t being vocalized like you deserve. You are valuable and you are appreciated. Call me biased, but you are in the best profession to prove that one person can make a positive difference in the lives of many.
The New York Times (4/7, Cooper, Subscription Publication) focuses its coverage on Obama's Wednesday night comments, in which he described "education and education equality as the 'civil rights issue of our time,'" and "called...for a renewed effort to eliminate the achievement gap between African-American students and others. 'Too many of our kids are dropping out of schools,' Mr. Obama told a mostly black audience in the ballroom of the Sheraton New York Hotel in Manhattan. 'That's not a white, black or brown problem. That's everybody's problem.'" This piece also briefly notes Duncan's comments about his travels with Sharpton.

Duncan Calls On Black Men To Become Teachers. News One (4/7) reports that Duncan "elicited a collective gasp from" the event's audience "when he revealed that less than two percent of the nation's schoolteachers were Black and male. 'And we wonder why our boys are struggling,' Duncan said. 'We need more Latino and African American male teachers. We need to show these kids that they can also educate people just like them when they grow up.' Duncan used the convention to promote the federal TEACH campaign that persuades male minorities to enter education."

California Seismic Inspections At School Construction Projects Questioned.
KABC-TV Los Angeles, CA (4/11) reports on the responsibility of "specially-trained inspectors" to make sure that the "thousands of school construction projects throughout California" are properly monitored for earthquake standards, and asks whether the state always lives up to this standard. The piece singles out one inspector who reportedly repeatedly allowed "makeshift" equipment to pass muster.

The San Francisco Chronicle (4/11, Perez, Johnson) notes that the inspector, Richard Vale, was hired to "inspect a top-to-bottom reconstruction of R. Roger Rowe Elementary and Middle School" in Rancho Santa Fe, noting, "The Division of the State Architect had approved Vale to inspect public school and community college projects in 2005, without checking his background. But Vale had been convicted of a felony in a construction safety case and fired from the inspector program in Los Angeles. In the early 1990s, prosecutors had accused Vale of knowingly overlooking unsafe seismic anchors installed in the walls of numerous unreinforced masonry buildings throughout Los Angeles. He pleaded no contest to conspiracy to obstruct justice. Despite that, the state architect's office allowed Vale to monitor the $37 million Rancho Santa Fe job."

California Legislative Panel Passes Anti-Bullying "Seth's Law."
The Bakersfield Californian (4/15, Barrientos) reports that Seth's Law, a California measure to establish "an anti-bullying system at all California schools," passed out of the California Assembly's Education Committee Wednesday. "The bill pays homage to Seth Walsh, who hanged himself in his backyard in September, partly blaming his school. His mother, Wendy Walsh, and the bill sponsors claimed Tehachapi Unified School District officials ignored complaints of bullying against Seth, and the US Department of Education Office of Civil Rights stepped in to investigate the district's handling of bullying claims connected with Seth's death. That investigation is ongoing."
New CTA Officers Elected

CTA Board members Eric C. Heins and Mikki Cichocki, were voted vice President-Elect and Secretary-Treasurer-Elect, respectively, Saturday, April 2. Along with CTA President-elect, Dean E. Vogel, they begin their term of office June 26.

Heins is currently District C board member, representing Contra Costa and Alameda counties. A resident of San Francisco, Heins has taught elementary school in the Pittsburg Unified School District for 20 years and is a member of the Pittsburg Education Association. He has served as a board member on the CTA Board of Directors for 4 years.

Cichocki (pronounced “chuh-husky”) is a resident of Riverside, and is a youth services teacher in San Bernardino City Schools. She has served as president of the San Bernardino Teachers Association and is a member of the CTA board of directors, where she has represented San Bernardino area teachers for almost nine years.

CTAINVEST.ORG HELPS MEMBERS TO BE GOOD INVESTORS

“Teachers are often so focused on educating others that they sometimes neglect educating themselves on things like financial literacy,” says Oak Grove Educators Association member Maggie Ellis. “The CTAINVEST.ORG site is a really great way to arm members with the knowledge to close that financial literacy gap.”

A great way to work toward the goal of being more financially literate is to supplement your pension with a 403(b) plan. Because 403(b) retirement plans can appear complex, CTA launched a new website for its members, CTAINVEST.ORG, in August 2009. Designed to offer members helpful financial tools and resources, CTAINVEST.ORG provides a secure and straightforward way to make better-informed decisions about your investments and retirement plans. And with new enhancements made as a result of CTA member feedback, the site includes even more features and interactivity — and no log-in is required.

“Educators in California have such a strong guaranteed retirement system in place with CalSTRS and CalPERS,” says Corning Elementary Faculty Association Vice President Philip Barletto. “But the reality is that retirement is expensive. We live longer, and inflation rates and health care costs continue to rise. We need to supplement our retirement with our own savings — and that can be done through a 403(b) plan.”

Because financial experts have suggested that individuals may need 90 to 100 percent of their pre-retirement income to maintain an uninterrupted lifestyle and cover health care expenses in retirement, it makes perfect sense to plan ahead.

“CTA works in partnership with CalSTRS on its members’ behalf to maintain and protect your pension,” says CTA president David A. Sanchez. “However, a CalSTRS pension will not replace 80 percent to 100 percent of your pre-retirement income. That’s where voluntary savings in the form of 403(b) and 457 plans come in, and why CTA has developed these financial tools for its members.”

The CTA State Council Retirement Committee has had a long-term goal to see more financial literacy education available to teachers. Too many educators have been taken advantage of by investment advisers. CTA believes the solution is for members to educate themselves. CTAINVEST.ORG makes it easier for members to become informed, with tools like “CalSTRS 403(b) Compare” helping them see any hidden charges.

“Educators need to make time to plan for their retirement, and the earlier the better,” says Oak Grove Educators Association President KC Walsh. “It’s an easy-to-use website with so many helpful tools and resources. I tell members to visit CTAINVEST.ORG even if they can only spare 15 minutes of their time — it is well worth the time invested.”

All-new features at CTAINVEST.ORG added from member feedback

- Five brief videos, averaging 2-3 minutes, loaded with resources to support your financial future.
- Interactive quizzes and answers to increase your knowledge of financial topics.
- A personalized checklist designed to help you remember to complete important financial tasks.
- “Ask the Advisor” lets you post general questions about financial topics

By Carole Anne Luckenback
## TRUE TEAM:

### EXECUTIVE BOARD:

#### OFFICERS:
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- **Vice-President**: Kristin Finney - pazgirl@yahoo.com
- **Secretary**: Joyce Childs - joyandmic@sbcglobal.com
- **Treasurer**: Rick Mau - rickmau@trueassociation.org

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  - vacant
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- Janet Schafer - Chris Bach - Patty Reetz

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### 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
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- Kerri Asbury
- Chuck Denonn
- Alternate: Catherine Roller

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## Calendar of Events

- **April 28**: Kindergarten Meeting
  - TRUE Office—4:00 pm
- **May 10**: TRUE E-Board Meeting
- **May 10**: TRUSD Board Meeting
- **May 12**: Officer Elections Ballots
  - Due: 5:00 pm
- **May 24**: TRUSD Board Meeting
- **May 24**: Rep Council Meeting
- **May 27**: Furlough Day
- **May 30**: Memorial Day
- **June 2**: Last Student Day
  - Minimum Day
- **June 3**: Teacher Work Day
- **June 7**: TRUE E-Board Meeting
- **June 14**: TRUSD Board Meeting
- **June 28**: TRUSD Board Meeting