TRUE GOES TO CHICAGO

The NEA Representative Assembly (NEA-RA) was held in Chicago from June 30 - to July 5, 2011. TRUE members John Ennis, Janet Shafer, Wendy Gallimore, Joyce Childs, Kerri Asbury, Melissa McManus and Julieanne Neal, represented TRUE at the NEA-RA in Chicago this summer. While at the RA, we had the opportunity to vote on several important issues as well as the election of NEA Officers. The NEA-RA delegation voted to reelect Dennis VanRoekel as NEA President and Lily Eskelsen as NEA Vice President.

NEA Delegates and their guests were also given the opportunity to attend a speech by Vice President Joe Biden. Keeping to party lines, he shared what’s at stake for education if President Obama is not re-elected. After the speech, the delegation approved an early endorsement of President Obama. The discussion surrounding this vote was intense, but the decision to endorse early was made in an effort to protect the middle class and our rights as union members. CTA members expressed their concerns for Obama’s education policies and led the way to pass New Business Item C requiring NEA to aggressively communicate our dislike for the so-called school reforms supported by Education Secretary Arne Duncan.

The NEA delegation also adopted a new policy statement on teacher evaluations and accountability. The policy includes language to ensure any test not designated to measure both student learning and teacher performance could not be used to take employment actions against a teacher. The plan focuses on enhancing teaching instead of identifying teachers to dismiss.

Finally, delegates voted to approve a $10.00 dues increase to support the NEA’s Crisis Fund.

Julieanne Neal
TRUE NEA Representative

( More information on the NEA-RA is available on Pg. 7 of this issue of TRUE News)
August 18, 2011

I hope all TRUE members had a restful and enjoyable summer vacation. TRUE is ready for an eventful 2011-2012 school year.

The State Budget was passed in a timely manner. AB 114, signed into law after the Budget, directs School Districts to “staff” at 2010-2011 levels and allows “no” lay-offs from July 1, 2011 to July 1, 2012. However, if State revenues fall short by December 15, 2011, a revenue “trigger” will allow School Districts to cut costs like transportation and negotiate more furlough days. The July revenues were off 500 million dollars.

TRUE takes seriously the issue of lack of air conditioning in classrooms. We need you to inform the TRUE office (true.office@yahoo.com) on an ongoing basis, if you are confronted with A/C and heating issues. We believe we have a better “direct line” to deal with this with the District, than the Principals do.

The issue of large class-sizes also needs to be fixed. After the second week of school, there are no District excuses that are acceptable. The District has to act quickly to balance the class sizes.

We are nine and half months away from the School Board Election. The process is beginning with boundary lines for Trustee areas being re-drawn. Candidates can file to run in February 2012. TRUE will have our seven endorsed candidates by January and introduced to our membership by the end of January 2012. TRUE members need to actively take part in this election process. There are many ways you can participate, so stay informed and get involved!

John Ennis
TRUE President

CTA’s annual President’s Conference was held in July at the Asilomar Conference Grounds. One of the focus sessions was about solving the school funding crisis in California with a Fair Tax Initiative. The current model of school funding in California is very volatile and unstable and it will benefit our students to strive to get a more stable model of funding. You will hear more about this in the months to come as it is a focus area for CTA. Other areas covered at the conference were federal issues such as School Improvement Grants (SIG) and the reauthorization of ESEA (Elementary/Secondary Education Act) the new Common Core State Standards, the changing face of Special Education and teacher evaluation issues. The week was capped off by a visit from Governor Jerry Brown in a show of support for CTA and the hard working teachers of California.

Chris Moran
TRUE Exec. Board Secretary
YOUR TO-DO LIST FROM TRUE

It’s The Beginning Of A New School Year!

Here is your To Do List from TRUE:

• Keep track of your sick leave! At the beginning of each year you get 11 days. This should be reflected on your September paycheck statement (at the top left-hand corner). There have been many mistakes made on members’ sick leave. Elementary teachers may continue to use full day or half day on your leave cards. Secondary teachers will use hours absent to report on your leave cards. Keep track!

• Look into CTA-endorsed Standard Disability Coverage! If you are planning to have a baby, this will be the only coverage/pay you would get during your maternity leave. The District gives you time off, but you will exhaust your sick leave first, then will use any type of disability insurance you have. If you do not have disability coverage through an outside company, like The Standard, you will receive no pay from the District for your leave, once your sick leave has been used up.

• Update your personal e-mail address and phone number with TRUE, so that you can receive important news and other communications from TRUE.

• Stay informed on the upcoming Twin Rivers School Board Race (Election). We will have a busy year supporting TRUE-approved candidates for the TRUSD School Board election to be held this coming June. It is vital that all educators get involved in this process to help elect teacher-friendly Board members. More information to come soon.

• Check out the new TRUE website: www.trueassociation.org. We’ve made many changes, but let us know what new items or features you’d like to find there.

• Communicate with your Site Representative. Site Reps receive valuable information they must pass on to their staff and are also there to help you out. Don’t know who your Site Rep is? Call or e-mail TRUE!

TRUE office phone number: 916-648-9791 - E-mail address: true.office@yahoo.com

Kristin Finney
TRUE Vice President

TrERC UPDATE

The Twin Rivers Employee Relations Council (TrERC) has several new members representing TRUE this school year. Our team is formed by: Paul LeFrancois, Julieanne Neal, Shirley Chambers, Maria Gallegos, Joyce Childs and Jack Masters. This group meets with District TrERC representatives throughout the year to troubleshoot potential problems within the District and come up with solutions that are agreeable to both sides. Please inform any of us of issues you believe need to be brought before TrERC.

Paul LeFrancois
TRUE TrERC Representative
**TRUE ELECTIONS UPDATE**

The TRUE Elections Committee is already busy at work planning the next two elections. The first election will fill two vacancies on the TRUE Executive Board. The second election will fill a vacancy on the CTA State Council. The announcement and declaration of candidacy forms are available for one Grades 7-12, Charter, & Adult Education Director-at-Large seat and one Ethnic Minority-at-Large Director seat with terms ending on May 31, 2012. Minority at Large candidates must meet the ethnic description set by CTA. Declarations are available on the TRUE website and at the TRUE office. **Declarations are due at the TRUE office by 5:00 pm on September 8th** and voting will take place from September 14-22. Look for the posting for the CTA State Council vacancy towards the end of September.

As always, the Elections Committee continues to need volunteers. Contact Julieanne Neal (julieanneneal1@sbcglobal.net) or submit your name to the TRUE office if you are interested in joining our team.

*Julieanne Neal*
TRUE Elections Committee Chair

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**TRUE SCHOLARSHIP RECIPIENTS**

TRUE offers scholarships each spring for members, member’s children, and graduating Twin Rivers seniors. TRUE would like to congratulate the following recipients of the TRUE scholarships for the 2011-12 school year; each recipient gets $500 from TRUE to help them with their education costs:

Evangelina Arreguin (SF State), Lorenzo Arreguin (SF State), Amy Burns (University of the Pacific), Lyudmila Khokhlan (Anthem College), Jessica Lawrence (St. Mary’s College), Katelynne Neal (CSU Monterey), Steven Pham (UCLA).

We know that many of our members are attending college, but none applied for a TRUE scholarship. Remember, applications are available on the TRUE website beginning in March and are due the first week in May. It would be nice to also see some of our members receive scholarships.

*Sharon Reichelt*
Scholarship Committee Chair

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**CAMPAIGN PLANNING RETREAT**

Members of the TRUE Political Action Committee (PAC), Lisa Gant, Kerry Asbury, Julieanne Neal, Suzie Dollesin, and Joyce Childs, along with Sean Donahoe from the Democratic Party of Sacramento, attended the 2011 CTA Region 2 Political Campaign Planning Retreat on June 9-12, 2011. The retreat offered training in the areas of candidate recruitment, campaign planning & strategy, organizing for politics, volunteer recruitment, targeting and voter contact, and how to use direct mail effectively.

TRUE members at the retreat learned tools for campaign planning and are using that knowledge in the development of the plan for the 2012 Twin Rivers School Board election.

There is a lot of work to be completed before the School Board election in June. Therefore, TRUE PAC is hoping to expand through volunteer Site PAC Representatives. We would like to have at least one member per site join this team to help with the School Board campaign work. If you are interested in joining our TRUE PAC, please submit your name to the TRUE office (true.office@yahoo.com).

*Julieanne Neal*
TRUE PAC Member
## TRUE PAC

The TRUE Political Action Committee has been busy this summer already working on next year’s School Board elections. The team is working with other stake-holders throughout the North Sacramento, North Highlands and Rio Linda communities. The process of TRUE selecting and supporting candidates for the Twin Rivers Unified School District Board of Trustees will follow the guidelines from CTA. This process will require many helpful volunteers. If you are interested in supporting this process, please contact Joyce Childs at 916-715-8244 or joyandmic@sbcglobal.net.

**Joyce Childs**  
TRUE PAC Chair

## GRIEVANCE UPDATE

The TRUE Grievance Team has been reduced to three members; assignments will be as follows:

**SHARON REICHELT:**  
Grievances in ECE, K, and Grades 1 - 4

**JOYCE CHILDS:**  
Grievances in Grades 5 - 8 and Special Ed.

**PAUL LEFRANCOIS:**  
Grievances in Grades 9 - 12 and Adult Ed.

If you think you have a grievance, you may e-mail, call the person above directly, or notify the TRUE Office. Please keep all records (e-mails, phone calls, letters, etc.) of your case, as they are often needed to resolve the conflict.

**Paul LeFrancois**  
TRUE Grievance Team Chair

## CATASTROPHIC LEAVE BANK ENROLLMENT STARTS NOW!

**Enroll Now!!!**

Become A Member of the Catastrophic Leave Bank

**Enrollment ends October 7, 2011**

Welcome Back TRUE members to the 2011-2012 school year. Our annual enrollment drive for the TRUE Catastrophic Leave Bank has begun. As per our contract, any permanent member who has at least 9 days accrued sick leave after donating to the Bank may enroll.

Days in the Bank are voluntary, and the same one-day contribution will be deducted each year from your sick-leave, unless said contribution is canceled by the participant. If you would like to become a participant in the Bank, please fill-out the enrollment form, which can be downloaded from the TRUE website, acquired from your Site Rep or from the TRUE office. Completed form must be return to the TRUE office **no later then Friday, October 7, 2011**.

New enrollees and members who are already in the Bank will see the donated day deducted on their November 30th paycheck statement. Current participants who no longer want to be part of the Bank need to fill-out the Cancellation of Participation form found on the TRUE website, by Friday, October 7th, in order to not have a day deducted from his/her November 30th paycheck statement. Remember, you never know when you may need to use the Catastrophic Leave Bank, for your own needs or to take care of a family member. Only participants may use the Bank.

**Sharon Reichelt**  
Catastrophic Leave Bank Chair
NEGOTIATIONS UPDATE

Negotiations resumed for the year on Thursday, August 18. We will meet with the District team every Thursday afternoon until we have a Tentative Agreement. The most recent articles we have worked on are Article 16 (Grievance), Article 11 (Discipline), Article 4 (Work Year/Work Day) and Article 12 (Charter/Alternative Education).

Chris Moran
TRUE Lead Negotiator

TRUE/CTA/NEA

2011-2012
MEMBERSHIP DUES STRUCTURE

**CATEGORY 1:**
For those faculty whose teaching assignment is more than 60% of a normal assignment except for faculty employed as pre-school, head start, child care, and adult education teachers, whose salaries are less than the minimum teacher salary for their district.

<table>
<thead>
<tr>
<th></th>
<th>CTA (State) Dues</th>
<th>NEA Dues</th>
<th>TRUE (Local) Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amounts</td>
<td>$647.00</td>
<td>$178.00</td>
<td>$250.00</td>
</tr>
<tr>
<td>Monthly</td>
<td>$82.50 CT/NEA</td>
<td>+25.00</td>
<td></td>
</tr>
<tr>
<td>Dues (10 Deductions)</td>
<td></td>
<td></td>
<td>$107.50 per month</td>
</tr>
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</table>

**CATEGORY 2 A:**
For those faculty whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment.

<table>
<thead>
<tr>
<th></th>
<th>CTA (State) Dues</th>
<th>NEA Dues</th>
<th>TRUE (Local) Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amounts</td>
<td>$333.50</td>
<td>$99.00</td>
<td>$125.00</td>
</tr>
<tr>
<td>Monthly</td>
<td>$43.25 CT/NEA</td>
<td>+12.50</td>
<td></td>
</tr>
<tr>
<td>Dues (10 Deductions)</td>
<td></td>
<td></td>
<td>$55.75 per month</td>
</tr>
</tbody>
</table>

**CATEGORY 2 B:**
For those faculty whose teaching assignment is greater than 50% but not more than 60% of a normal assignment, or faculty employed as pre-school, head start, child care, whose salary is less than the minimum salary paid regular teachers in the district.

<table>
<thead>
<tr>
<th></th>
<th>CTA (State) Dues</th>
<th>NEA Dues</th>
<th>TRUE (Local) Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amounts</td>
<td>$333.50</td>
<td>$178.00</td>
<td>$125.00</td>
</tr>
<tr>
<td>Monthly</td>
<td>$51.15 CT/NEA</td>
<td>+12.50</td>
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</tr>
<tr>
<td>Dues (10 Deductions)</td>
<td></td>
<td></td>
<td>$63.65 per month</td>
</tr>
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</table>

**CATEGORY 3 A:**
For those faculty whose teaching assignment is 25% or less of a normal assignment, including faculty on unpaid leave (Must pay dues during leave to remain as a TRUE/CTA/NEA member).

<table>
<thead>
<tr>
<th></th>
<th>CTA (State) Dues</th>
<th>NEA Dues</th>
<th>TRUE (Local) Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amounts</td>
<td>$176.75</td>
<td>$59.75</td>
<td>$62.50</td>
</tr>
<tr>
<td>Monthly</td>
<td>$23.65 CT/NEA</td>
<td>+ 6.25</td>
<td></td>
</tr>
<tr>
<td>Dues (10 Deductions)</td>
<td></td>
<td></td>
<td>$29.90 per month</td>
</tr>
</tbody>
</table>

**CATEGORY 3 B:**
For those faculty whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment

<table>
<thead>
<tr>
<th></th>
<th>CTA (State) Dues</th>
<th>NEA Dues</th>
<th>TRUE (Local) Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amounts</td>
<td>$176.75</td>
<td>$99.00</td>
<td>$62.50</td>
</tr>
<tr>
<td>Monthly</td>
<td>$27.57 CT/NEA</td>
<td>+ 6.25</td>
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</tr>
<tr>
<td>Dues (10 Deductions)</td>
<td></td>
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<td>$33.82 per month</td>
</tr>
</tbody>
</table>

NOTE: Those eligible for membership in more than one school district shall be enrolled in their primary place of employment for CTA/NEA; but for local membership, will have to pay dues at each local chapter.

- **CTA dues** at each category include a $20 Voluntary Dues Contribution to support CTA Advocacy and CTA Foundation for Teaching and Learning. Members not wishing to contribute may request a refund from CTA.

- **TRUE dues** include $0.50 per month, per member for the TRUE Scholarship Fund and $1.50 per month, per member for the TRUE Political Action Committee (PAC). TRUE members choosing to opt out from contributing to the TRUE PAC must fill out yearly an opting-out form to have said amount remain in the TRUE general fund instead of going to PAC. The opting-out form must be filled and signed in person at the TRUE office.
TRUE CARS+CORNER

TRUE CARS is gearing up for the new school year. The first TRUE CARS plus meeting of the year should be on the 3rd Thursday in September, but the exact time and place had not been confirmed at the time of this newsletter publication.

The TRUE CARS chapter is planning to continue the guest speaker format from the last two meetings this past spring. The last meeting of the year was well attended. A light dinner and dessert were provided to the attendees. The group also held a swap meet by bringing items that were no longer needed in their own classrooms. The items were displayed and chosen by others who could use them in their classrooms.

The chapter is always looking for new members, if you have any questions please contact Jane Pena at Hagginwood, Paula Ramsey at Vineland, or Joyce Childs at Rio Tierra Jr. High. More information will be coming soon.

Joyce Childs
Region 7 Director

CALIFORNIA ATTENDS THE NEA REPRESENTATIVE ASSEMBLY

California sent 1,000 teachers to Chicago to join the NEA-RA which included approximately 10,000 educators from all over the United States of America. This greater body of teachers reviews the issues facing education policy, and debates the positions NEA should support as a collective group.

This year was especially interesting considering the attacks educators are facing from many directions. Collective bargaining, charter schools, value added evaluations, and the threats against our retirement system were some of the hottest topics.

The Representative Assembly directed the NEA president, Dennis Van Roekel, to communicate with the Obama Administration regarding the frustration educators are feeling surrounding the policies coming out of the Secretary of Education’s office.

Secretary of Education, Arne Duncan, has weighed in on local and state issues around the country that appear to support the attacks on public education.

There were 97 new business items on the agenda and every item was presented and reviewed. The assembly voted that “NEA will analyze current response to the increasing public attention and clamor for performance based and ‘value-added’ teacher assessment.” They also voted to support the Parent Teacher Home Visit Project, National Board Certification, and to work to protect collective bargaining throughout the United States. The other issues can be viewed at www.nea.org/ra.

Joyce Childs
TRUE NEA Representative
## TRUE TEAM:

### EXECUTIVE BOARD:

**OFFICERS:**
- President: John Ennis - true.office@yahoo.com
- Vice-President: Kristin Finney - pazgirik@yahoo.com
- Secretary: Chris Moran - rlteacher@yahoo.com
- Treasurer: Rick Mau - rickmau@trueassociation.org

**DIRECTORS-AT-LARGE:**
- For Pre-K - Grade 6: Julieanne Neal - julieanneneal1@surewest.net
  Sharon Reichelt - sreichelt23@gmail.com
  Jeanie Stockton - lisasring@sbcglobal.net
  Lisa Gant - lefrancois1@earthlink.net
- For Grades 7-12: Paul Le Francois - lefrancois1@earthlink.net
- K-12 Special Ed.: Chris Bach - bacher3@aol.com
- Minority Rep.: Chris Bach - vacant
- Specialty Groups: Maria E. Gallegos - gallegos4@gmail.com

### NEGOTIATIONS TEAM

- Lead Negotiator: Chris Moran - rlteacher@yahoo.com
  Janet Schafer - Chris Bach

### CONTRACT ENFORCEMENT (Grievances)

- Paul Le Francois - lefrancois1@earthlink.net
- Joyce Childs - joyandmic@sbcglobal.com
- Sharon Reichelt - sreichelt23@gmail.com

### ELECTIONS COMMITTEE

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

### POLITICAL ACTION COMMITTEE (PAC)

- Committee Chair: Joyce Childs - joyandmic@sbcglobal.net

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

- Paul Le Francois
- Maris Gallegos
- Shirley Chambers
- Julieanne Neal
- Joyce Childs
- Jack Masters

### CTA STATE COUNCIL REPRESENTATIVES

- Janet Schafer
- Wendy Gallimore
- Keri Asbury
- Ann Murray
- vacant seat
- Alternate: Lisa Gant

### TRUE NEWS

- Editor: Ann Murray - annmurray456@gmail.com
- Editing Assistant: Evelyn Alvarado

## Calendar of Events

- **Sept. 02** ...... Due-date to submit articles for Sept. TRUE News
- **Sept. 05** ...... Labor Day-No School
- **Sept. 06** ...... TRUSD School Board Meeting
- **Sept. 13** ...... TRUE Executive Board Meeting
- **Sept. 19** ...... TRERC Meeting
- **Sept. 20** ...... TRUSD School Board Meeting
- **Oct. 04** ...... TRUSD School Board Meeting
- **Oct. 11** ...... TRUE Executive Board Meeting
- **Oct. 25** ...... Rep. Council Meeting
- **Oct. 31** ...... Professional Development K-12