Day of the Special Educator

Again this year, the Day of the Special Educator was celebrated at an annual event in Region 7. Joyce Childs, the Region 7 Director for CARS+, worked together with the local TRUE CARS+ chapter and the Twin Rivers United Educators (TRUE) to host an event that was attended by educators from around the Sacramento area.

This year’s celebration was held on the evening of December 2, 2011 at the Lion’s Gate Hotel. Many educators in the field of special education attended. There was a District assistant superintendent as well as program specialists, para-educators, consultants and teachers. There were educators from Sacramento City School District, Washington Unified School District, Rocklin School District and Twin Rivers Unified School District.

Dana Dillion, CTA Board Director for District D, and John Ennis, TRUE President, were also present at this event and shared their support for the service that special educators provide students in our state. John Ennis is a special education teacher himself at Foothill High School.

We were honored that Fred Balcom, Director of the Special Education Division of the California Department of Education, made time in his busy schedule to attend this year’s event. He has demonstrated his support of all special educators throughout his service as the Director of the Division. Erika Webb-Hughes, also from the Special Education Division of the California Department of Education, was able to be present at this year’s celebration. She is a consultant from the Department of Education and has been a guest speaker at the local TRUE CARS+ chapter events.

The event was also honored by the attendance of Dee Torrington, the President Elect for CARS+. She came to share the enthusiasm of the local educators and recognize their hard work and dedication to our field of education.

This celebration has become an annual event that local educators look forward to, for the opportunity of networking and socializing with other special educators from throughout the Sacramento area. Each year the attendance increases when others bring new members to the event. We would love to see more of you at next year’s celebration for the Day of the Special Educator.

Joyce Childs
January 16, 2012

At about the halfway point in the school year, we are at a critical junction. We are one month away from candidates filing to run for the Twin Rivers USD School Board, and we are less than five months from the June 5, 2012 Board election. This election is important for the future direction of the District and TRUE’s role in the process. The local media will pay close attention to this race.

As you will recall, our contract expired on June 2011. A successor contract is currently in negotiations. We are negotiating with the District a three-year deal, but with economic and budget uncertainties, it will require yearly re-openers (certain Articles of the contract will be reviewed/negotiated annually). It is possible that we will be voting on a Tentative Agreement for the contract in the next couple of months.

The District’s student enrollment has stabilized and is more predictable. The District has twice as much money in reserve than is recommended. The District is neither closing nor consolidating schools. These three facts should make us conclude that layoffs are not necessary by March 15, 2012, but we can’t be absolutely certain they are not going to happen. The District does have the right to terminate particular programs and “particular kinds of services”, but TRUE doesn’t see the need or the necessity.

John Ennis
TRUE President

Resource Area For Teachers (RAFT)

The TRUE Executive Board was recently invited to attend a reception at the Resource Area for Teachers (RAFT). RAFT is a non-profit organization dedicated to helping educators transform learning through hands-on experiences. Those that attended the reception were given an extensive tour of the RAFT store, highlighting their new products. They have listened to the input of teachers and now have basic school supplies available at back to school rates all year long. Items such as pencils, markers and folders can now be purchased at RAFT. They have increased the amount of standards based activity kits they sell. These kits focus on Math, Science and Art. RAFT now has a kit for each of the Math and Science standards for grades K-8. The kits are packaged with all materials needed, as well as a lesson plan and which standard the activity covers. The price of these kits is quite reasonable and is a great way for teachers to provide hands-on learning experiences for their students.

RAFT has also forged a partnership with KVIE to develop videos that go along with the idea sheets in the activity kits. You can watch these videos on the RAFT website at www.raft.net. RAFT also hosts hands-on workshops for teachers that are designed upon requests. Workshops are usually held on Saturdays and you can check their website for more information. In addition to their store, they also have a warehouse and host monthly open warehouse sales where members can buy furniture and other items at discount prices.

I have been to RAFT numerous times since their opening and was very impressed with the recent changes they have made and with their responsiveness to the input of teachers. They are working extremely hard to provide helpful resources to educators during these difficult financial times. I would encourage you to take some time to check out the improvements they have made. RAFT is located down the street from the TRUE office, at 3136 Howard Street, McClellan, CA 95652. Visit their website: www.raftsac.org and check out their calendar of events.

Chris Moran
TRUE Executive Board Secretary
The TRUE Political Action Committee (PAC) has been working very hard this school year, but especially the past two months. PAC members have sent out candidate questionnaires to many people in the TRUSD community that are planning to run for a position as a trustee on the Twin Rivers Unified School District Board. Once the questionnaires were received, they had to be screened by the Committee to validate the candidate and insure their policies would align with the values of the TRUE membership. This Committee included members from elementary, junior high and high school, as well as representatives from all four of our previous school districts. PAC wanted to make sure that all members were well represented.

The TRUE PAC organized an interview team to meet with the prospective candidates. This team was made up of members from the Political Action Committee as well as other TRUE members who are rank and file within the association. The Committee wanted to insure that the evaluation process was completed by a diverse group of TRUE members. The interview team included: Joyce Childs, TRUE PAC Chair and resource teacher at Rio Tierra Jr. High, Kerri Asbury, TRUE PAC Treasurer and special education teacher at Village Elementary, Suzie Dollesin, TRUE PAC Secretary and teacher at Keema High School, Mysti Lingenfelter, teacher at Foothill Ranch Middle School, and Kelleyjean Strong-Rhoads, student learning coach at Orchard Elementary.

The names of the candidates that the TRUE PAC has screened, interviewed and evaluated will be presented at the January Site Representative Council meeting. A motion will be introduced to the Rep Council to endorse certain candidates for the June election.

Once the selection process is completed, the real work begins. TRUE members will need to work together to insure that the new TRUSD Board includes community members that understand the value of the educators. TRUE members always put their students first and the new Board will see this dedication during the campaign as well as in their school district.

TRUE members can expect to see e-mails and flyers from the TRUE PAC, requesting assistance in this election. It is imperative that we accomplish our goal for the students, parents and employees of Twin Rivers Unified School District.

The actual election is presently scheduled for June 5, 2012. This is after the last day of school, so the TRUE PAC members, as well as the Executive Board, ask that you remember this important date when scheduling your summer break. Please realize it will take all of us to accomplish our goal of an effective School Board for Twin Rivers.

Look for more to come!

Joyce Childs
TRUE PAC Chair

Negotiations Update

There is no new information to share at this time. Because of the winter break, the Negotiations Team has had only one more meeting with the District and we are still working on cleaning up contract language. We will continue meeting and will have an update at the TRUE General Membership Meeting to take place on January 31, 2012, at the CTA Conference Room in Natomas.

Chris Moran
TRUE Lead Negotiator
Organizing Update

The Organizing Team met several times throughout December and January to analyze and organize the relational meeting information gathered by TRUE from the Twin Rivers USD school sites.

We received relational meeting data from one fifth of our schools. We are thankful for each site that conducted the meetings to gather teacher input. The Organizing Team reviewed the responses to the questions and found many common threads that weave us together as educators, TRUE members, and individuals. The results of the data will be shared at the TRUE General Membership Meeting on January 31, at the Truxel Road CTA offices.

Jeannie Stockton
Organizing Team Chair

TRERC Update

During the last meeting of the Twin Rivers Employee Relations Council (TRERC), the reconfigured K-8 sites were a topic.

As a TRUE Rep on TRERC and one of the TRUE Executive Board Directors-at-Large for grades 7-12, I would like to hear from TRUE members about the positives of those reconfigurations as well as the areas that need improvement at those sites.

Most of the Site Representatives at the 5-8 and 6-8 schools have shared their views, but I’d like to hear more from the teachers at those sites. If you are at a K-8 site, please share with me some thoughts about the changes you have noticed. You may share your experiences with your Site Representative, or e-mail me directly at lefrancois1@earthlink.net.

Paul Le Francois

Grievance Process

If you feel that your contractual rights have been violated, call the TRUE Office at 648-9791 and speak to one of the Office Managers. They will put you in contact with one of the three Grievance Team members. The Grievance Team will walk you through the contract and ask questions to make sure there is a clear violation of the contract. Remember, you cannot grieve against another member of our association.

If there is a clear violation of the contract, a call will be placed to Human Resources within 48 hours. We normally give HR a few days to resolve the issue before filing the Informal Grievance. If the grievance isn’t resolved through the informal process, it will move to Level One. If no settlement is reached, the grievance moves to Level Two, which is mediation with CTA and Human Resources. We normally resolve all cases before Level Two (mediation), but in the event no settlement is reached, binding arbitration is the final level of the grievance process.

Paul Le Francois
Grievance Team Chair

Athletics Grant Deadline Extended

The California Casualty has extended the application deadline for its Thomas R. Brown Athletics Grant program to February 15, 2012. “We want to ensure that as many schools as possible are able to apply,” said Doug Goldberg, Senior Vice President for the company.

Following a successful inaugural year, the 2012 California Casualty Thomas R. Brown Athletics Grant program will distribute a total of $75,000 in grants of $1,000 or more to support public high school athletics programs across the nation.

Applications must be submitted by a member of CTA who is an employee of the school that seeks grant support, and they should be received by California Casualty no later than February 15, 2012. California Casualty will notify selected schools and present them with checks by May 2012. For more information, as well as application forms and guidelines, visit www.CalCasAthleticsGrant.com.
Adjunct Duties

An adjunct duty is any event that goes beyond an educator’s contracted work day and is performed without pay. Examples of adjunct duty include curriculum nights, such as Science Fair, Music Night, Math Night; Family Nights, such as Fall Festival, Game Nights, Book Fairs. In addition to attending after school evening events, there are other adjunct duties such as PTA Teacher Representative, School Site Council Member, ELAC Member and Leadership Team Member. There are also other activities such as talent shows, dances, etc. A few schools even consider that being a Site Rep is an adjunct duty. We must clarify that Back-to-School Night and Open House do not count as adjunct duties. Attendance on those nights is required of all certificated staff.

An Administrator can require educators to participate in adjunct duties, but these duties need to be reasonable and equitably distributed amongst all educators at the site. Educators are only required to participate in 20 hours of adjunct duties per school year. This is in Article 4.2.10 of our Contract. The only exception is being part of a Leadership Team, where members must stay on the Team for the entire year, even if it exceeds 20 hours. For Team members, though, that would be the only adjunct duty they’d be required to participate in for the entire year.

It is strongly recommended that TRUE members keep a running log of any and all adjunct duties they perform in a school year. The log should include the date, name of the event and hours attended. Once 20 hours have been completed, you cannot be involuntarily required to do any more adjunct duties for the remainder of the school year. If you haven’t been keeping track of your adjunct duty hours, today is a good day to start.

Sharon Reichelt
Grievance Team Member

NEA News

Some Schools Making Students Sick.
CNN Presents (1/15, 8:21 pm. EST, Gupta) broadcast, "Our investigation found that all over the country children are going to schools that can make them sick." Many schools are built on old industrial sites, and "the best estimates are that one third of our public schools have air quality that can cause respiratory problems in our children," often due to mold. Lily Eskelsen, Vice President of the National Education Association, said, "Right now, the last estimates said about a third of our schools have some kind of problem that causes respiratory problems in children." She added, "I know the solution to this and it costs money. And it's the right thing to do to get these schools the money they need so that kids have a healthy place to learn."

California Legislator Would Ban School IDs Reflecting Test Performance.
The Orange County (CA) Register (1/13, Martindale) reports that California Assemblyman Jose Solorio (D) has introduced legislation to ban state schools “from issuing ID cards and other items that reflect students' classroom performance" after an Anaheim school generated controversy with such an incentive program last year. "The 2-year-old program – which featured a separate lunch line, raffles and campus discounts for students in the top two tiers – was largely dismantled by the Anaheim Union High School District after the Register reported on it in fall 2011. Under AB 1166, school districts would be prohibited from including any information about a student’s standardized test scores or 'course grades' on school-issued ID cards or 'any other object that a pupil is required or encouraged by school officials to carry.’"
### TRUE’s School Board Election Timeline

*Updated January 20, 2012*

<table>
<thead>
<tr>
<th>Event</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Period to file Declaration of Candidacy with the County</td>
<td>Feb. 13 to March 09, 2012</td>
</tr>
<tr>
<td>Candidates must file with County Ballot Statement with signed endorsements. Cost $950 each.</td>
<td>Due by March 09, 2012</td>
</tr>
<tr>
<td>Candidates must file with County Statement of Economic Interests</td>
<td>Due by March 09, 2012</td>
</tr>
<tr>
<td>County selection of alphabetical order for ballot</td>
<td>March 15, 2012</td>
</tr>
<tr>
<td>First day to purchase voter “walking list” from County</td>
<td>March 16, 2012</td>
</tr>
<tr>
<td>First day to purchase voter file CD from County</td>
<td>March 19, 2012</td>
</tr>
<tr>
<td>First day to purchase Vote-by-Mail voter list from County</td>
<td>March 20, 2012</td>
</tr>
<tr>
<td>TRUE Phone-Banking begins</td>
<td>April 23, 2012</td>
</tr>
<tr>
<td>TRUE Precinct Walking begins</td>
<td>April 28, 2012</td>
</tr>
<tr>
<td>First day of Vote-by-Mail</td>
<td>May 07, 2012</td>
</tr>
<tr>
<td>After school Precinct Canvassing begins</td>
<td>May 07, 2012</td>
</tr>
<tr>
<td>TRUE member assignments to observe voting by precincts</td>
<td>June 01, 2012</td>
</tr>
<tr>
<td>TRUE member assignments to give rides to the polls</td>
<td>June 02, 2012</td>
</tr>
<tr>
<td>School Board Election Day</td>
<td>June 05, 2012</td>
</tr>
<tr>
<td>Victory Party</td>
<td>June 05, 2012, 8:00 pm</td>
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</tbody>
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### News from The Standard

**Family status changes**

Remember that within 31 days of a family status change, you can add Disability Insurance and/ or increase Life insurance coverage up to $200,000. Family status changes include: birth/adoption, marriage/domestic partnership, loss of spousal employment, and other qualifying events. For more information about this enrollment opportunity, or to file a claim, visit us at [www.cta.org/ththestandard](http://www.cta.org/ththestandard).

For costs and further details of the coverage, including exclusions, benefit waiting periods and any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard’s dedicated CTA Customer Service Department at **800.522.0406**.

**Keep your records up-to-date**

With 2012 underway, remember to call The Standard if you’ve moved to a new address, changed districts or need to make changes to your beneficiary designations. It’s very important to keep your records up-to-date, and it’s easy to do. Simply call The Standard: 800.522.0406 or go online (see address above).
GENERAL MEMBERSHIP

When: Tuesday, Jan. 31, 2012
Time: 4:00 pm
Where: CTA Conference Rooms
       4100 Truxel Rd, Sacramento 95834

➤ Endorsed candidates that are running for the Twin Rivers School Board will be invited to attend.

➤ Hear the latest on Contract Negotiations.

➤ Organizing, and how you can help elect a School Board that will support educators, students and parents of our District.

THIS IS ONE MEETING YOU DO NOT WANT TO MISS!
TRUE TEAM:

EXECUTIVE BOARD:

OFFICERS:
President: John Ennis - true.office@yahoo.com
Vice-President: Kristin Finney - pazgirl@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 - jeanie.stockton@gmail.com
Lisa Gant - lisasring@sbcglobal.net
For Grades 7-12 & Adult Ed.: Paul Le Francois - lefrancois1@earthlink.net
Catherine Roller - caroller54@aol.com
For K-12 Special Ed.: Chris Bach - bacher3@aol.com
Minority Rep.: Ann Murray - annmurray456@gmail.com
For Specialty Groups: Maria E. Gallegos - gallegos4@gmail.com

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

CONTRACT ENFORCEMENT (Grievances)
Chair: Paul Le Francois - lefrancois1@earthlink.net
Joyce Childs - joyandmic@sbcglobal.com
Sharon Reichelt - sreichelt23@gmail.com

ELECTIONS COMMITTEE
Chair: Julieanne Neal - julieanneneal1@surewest.net

POLITICAL ACTION COMMITTEE (PAC)
Chair: Joyce Childs - joyandmic@sbcglobal.net

TRUE Reps on the Employee Relations Council (TRERC)
Paul Le Francois
Maria E. Gallegos
Shirley Chambers
Julianne Neal
Joyce Childs
Jack Masters

CTA STATE COUNCIL REPRESENTATIVES
Janet Schafer
Wendy Gallimore
Keri Asbury
Ann Murray
Joyce Childs
Alternates: Lisa Gant and Catherine Roller

TRUE NEWS
Editor: Ann Murray - annmurray456@gmail.com
Editing Assistants: Evelyn Alvarado and Jen Turner

TWIN RIVERS
United Educators
3318 Howard Street, Suite 10
McClellan, CA 95652
Office: (916) 648-9791
Fax: (916) 648-9753
E-mail: true.office@yahoo.com
Website: www.trueassociation.org

TRUE/CTA/NEA
UNITED FOR A BETTER TOMORROW

CALENDAR OF EVENTS
January 26 Kindergarten Meeting
January 31 General Membership Meeting
January 31 School Board Meeting
February 07 TRUE Executive Bd. Meeting
February 14 School Board Meeting
Feb. 20 - 23 Presidents’ Week
February 24 Furlough Day
March 06 School Board Meeting
March 13 TRUE Executive Bd. Meeting
March 20 Site Rep Council Meeting
March 30 - April 9 Spring Recess