TRUE members have overwhelmingly ratified the new contract. Eighty-six percent of the ballots cast supported ratification of the tentative agreement. The three year contract will go into effect as soon as the TRUSD School Board approves it, and will be in effect through 2014. The following information is a summary of the important changes to the contract:

**TENTATIVE AGREEMENT SUMMARY - 2012**

**Article 1: General Provisions**
- Changed dates to make current
- Added Special Education as a re-opener for next round
- 1.5.4 defines Elementary Schools as PK-2, PK-4, PK-5, 3-6, PK-8
- 1.5.5 defines Secondary Schools as 5-8, 6-8, 7-8, 7-12, 9-12
- Changed names of who to contact about credential issues

**Article 4: Work Day/Work Year**
- 4.3.2 Added specific language to give prep time to 7th & 8th grade teachers at K-8 sites
- 4.7.2 Added Elementary Schools so they get the Friday before Labor Day as a Minimum Day (like Secondary)

**Article 6: Administrative Approved Leaves**
- No significant changes- removal of the date July 1, 2009 from 6.1.6 as it is old

**Article 7: Class Size**
- 7.1.1.1 Opportunity: changed from 15 to 18
- 7.1.1.1 EL : changed Inside & Edge class size for all Level 3 and under to 24 (was: Level 1 & 2 at 20 & Level 3 at 27)
- 7.2 Exemption for class size limits & no overage payments will still end July 1, 2013. (After that date, class size caps in contract will be back in effect and overages will have to be paid.)
- 7.3 All elementary classes shall be balanced within 15 working days from the start of the school year (was 20 days).

**Article 8: Transfers**
- 8.2 Members will be notified in writing within 5 work days prior to the end of school, or as soon as reasonably practicable, of their specific assignments for next year (before notification was by June 1).

**Article 9: Department Head/Assistant to the Principal/Activity and Athletic Director**
- A lot of language clean up (i.e. clarified relevance to different grade levels)
- 9.4 Added and clarified head counselor stipend (now listed in contract)
- 9.6 Added that the Elementary Activity Stipends need to be specified in School Site Plan (so teachers know what positions receive stipends)
- Added 9.6.2: Elementary Site Web Master stipend @ $1015
- Added 9.6.3: At K-8 schools, stipends for 7th & 8th Grade coaches will be $750 for each sport

**Article 10: Evaluation**
- Cleaned up language so process is easier to follow (that changed a lot of article numbering)
- 10.3.2.2 Added some language: An Evaluator or Supervisor, in consultation with the Member, may provide a Member with a Performance Plan (formerly written plan of improvement) in order to reduce the risk of an unsatisfactory rating. If an Evaluator gives the Member a Performance Plan, the Evaluator must provide assistance and additional resources to implement the improvement recommendations that may include, but is not limited to, training, visits to model classrooms and/or a mentor teacher. The parties agree to meet and confer regarding a structured mentor support program.
- Added 10.7 Individual school sites, in consultation with their School Site Leadership Team and by mutual agreement of the Member, may opt to pilot the Alternative Evaluation Model (attached hereto)

(continued on page 2)
April 20, 2012

The new three year contract passed with 86% of the vote. We know it’s not perfect, or probably as specific as we need. Soon we will be surveying our members for future negotiations. The most important points to remember going forward are the Governor’s May revised budget, the State budget June 30th deadline, and most importantly, the November 2012 election. As most TRUE members know, on June 30, 2013, the class size caps return, overage pay for class size returns, and the 4.5 furlough days disappear. Obviously, the District will want to negotiate these issues. The furlough days affect all employees in Twin Rivers, and must be negotiated with every bargaining unit.

There are now only forty-six (46) days to the June 5, 2012 School Board Election. The amount of work to do will take a considerable effort. Each school site has one designated evening for phone banking. This one night commitment multiplied by fifty-four (54) sites will get the job done. Precinct walking in May is also a task that needs to be done. Volunteer!

Most TRUE members realize that after the CST’s, some students “check out” academically. Teachers and students tend to get in more conflicts in the spring. Patience and engaging activities will get us all to May 31, 2012.

John Ennis
TRUE President
The district calendar is created by a committee of certificated employees as well as district personnel. Tom Janis serves as the facilitator. The committee looks at previous calendars and makes adjustments as needed. The paid work year for certificated employees is 181.5 days and consists of 175 student teaching days, 2 days for elementary parent conferences or secondary collaboration, 1.5 teacher work days, and 3 Professional Development days. Add 4.5 furlough days to the 181.5 paid days and the total is 186 days that are put onto the calendar to make up our school year.

Why do we start our school year so early? We are now a Unified School District and secondary teachers need their students to complete first semester finals before Winter Break. So, in order to get as close to half of the school year completed before Winter Break, school needs to start in the middle of August.

There have also been questions as to why we had a furlough day the day after New Year’s Day which was a holiday for many people. The answer is that certificated employees do not get paid for holidays. We get paid for the 181.5 days explained in the first paragraph above. This year, 2012 New Year’s Day was on a Sunday and the calendar committee thought that employees would appreciate being off on the Monday after. So, one of the furlough days was placed there.

The 2012-13 calendar is very similar to the 2011-12 calendar. The only difference is that the half day that certificated employees are to work at the end of the 2012-13 school year will be Monday, June 3rd. Yes, we have to come back on Monday for half of a day. If we do not work one day in June we will not get paid for that month. If you missed getting a check for the month of June, two months worth of checks would be taken out of the other 10 checks that you get. Most of us could not afford that.

I hope this has answered any questions or concerns that you have had about the calendar.

Sharon Reichelt
Director at Large

Great Teachers:
Building a Better State for Public Education

This year on May 9 we will mark the 30th anniversary of California’s Day of the Teacher. This year’s Day of the Teacher theme is “Great Teachers: Building a Better State for Public Education.”

We know that we are working hard every day to prepare our students for success in the future. We know that California’s future success depends on these students, and that’s why this year’s theme is so aptly chosen. We are building a better state for public education, and we are working in public education to build a better California.

“Day of the Teacher” arose out of legislation co-sponsored by CTA and the Association of Mexican American Educators. Senator Joseph Montoya wrote the bill and it was adopted in 1982. California has patterned its celebration after the traditional “El Dia del Maestro” festivities observed in Mexico and other Latin American countries.

(Article compliments of www.cta.org)
TRUE ENDORSED CANDIDATE STATEMENTS

Area 1 — Michael Baker: Through our schools, we must build our future but, our schools must have the tools to do the job. If I am elected I will promote polices, which remove obstacles to student achievement. I will work in partnership with parents and teachers, and give the schools the tools they need to give the students the skills they need. This means having safe, healthy and clean classrooms with the technology needed for modern teaching. It means supporting the programs which will help our kids stay on the right track. I have lived in our district for 33 years. My parents went to our district schools. I went to our district schools, and now my kids go to our district schools. I live here with you, I share your concerns. Our district needs leadership and with my love for this community I know I can bring leadership and experience to the board. On June 5th I ask for that chance I ask for your vote.

Area 2 — John Dexter: Nobody works harder than teachers to prepare our students to meet the challenges of tomorrow. Things need improving. We can’t improve our schools if parents, teachers and classified employees don’t have a seat at the table where the decisions are made. As your school board member I will build a team to make partnership not politics a priority. I will bring people together, not pull them apart and where everyone is valued, teachers, students, parents, staff, administrators and the school board. We need a school board that respects the teachers and the parents and works with them, in partnership to make decisions that affect the future of our students. I know we need cooperation not conflict to overcome the challenges that face our students. I graduated from CSU- Sacramento after serving in the US Army. I am a 27 year resident in the Foothill Farms area. I have raised 4 children who attend Rio Linda Elementary Schools, and all graduated from Grant and Twin Rivers School District Schools. I am a proud Manager for the Department of Public Health for the State of California. I have a strong sense of community. I value the daunting task that faces parents and teachers alike. The fiscal uncertainties that face our public schools can’t be ignored. We need to grow our enrollment, cut unnecessary spending, make sound business decisions, value all employees and put our students first. I ask for your vote for Twin Rivers School Board, Area 2 and I promise to include and value all members of the Twin Rivers Community and above all, put our students first.

Area 3 — Christine Jefferson: To meet the challenge of the next generation, our students have to be prepared. That means we have to create an environment where teachers are supported to do what they do best – teach. As your school board member I will promote policies that encourage kids to take responsibility for themselves. I will support prevention programs to keep our kids off drugs, to stay away from gangs and violence. This also means building on the basics in teaching reading and math. Our kids are only in each grade once, so every day in class matters. What they learn there has to stay with them because school is for life. I graduated from Grant High School in 1972, and I am a 38 year employee of the Twin Rivers School District. My community service includes TLC Soup Kitchen, Grant High School cheer leading coach, Grant Little League Board, MLK 365 March Board, Del Paso Heights Community Association Board, Chief Job Steward, Negotiator for the District, District Mediator for employee/employers disputes and on the United College Action Network Board.

Area 4 — Bob Bastian: is running unopposed so he is considered elected.
CANDIDATE STATEMENTS (CONTINUED)

Area 5 — Cortez Quinn: As a father, I stress the importance of hard work and a good education. Every child, regardless of his or her background, deserves the opportunity to reach their full potential. We must build a supportive teaching environment by removing the barriers that keep students from learning and providing schools and teachers with the tools they need to create a quality education for our kids. It is vital to improve our vocational education programs and make sure students who directly enter the workforce have the skills they need to compete for a 21st century career. Additionally, I will work to institute a higher standard of college preparatory course work, giving our college bound students the ability to excel at their next level of education. I have the experience to protect our valuable taxpayer dollars. With proper fiscal responsibility we can provide more services for less money. We cannot use limited funds as an excuse for not providing our children with the quality education they deserve. When parents and schools work together we can raise student achievement. My leadership is results oriented, success focused, inclusive, and accountable. I would be honored to represent you on the school board.

Area 6 — Rebecca Sandoval: Learning doesn’t end when the school bell rings. It takes partnerships that help teachers work with parents, that help parents work with their children, and that make cooperation and communication the center of change. Teachers are doing their part in the classroom, and parents have to be involved in the education of their children. That means moral education, time spent reading, overseeing homework, and volunteering in school. Working together, teachers and parents can enhance literacy, develop good study habits, and promote responsibility, respect, and self-discipline. Parents and teachers together can make sure that the education that takes place in the classroom is valued and continued at home. As your school board member, I will promote the kind of partnerships that bring the progress we need in our schools. As a life-long resident of North Sacramento, a product of the public schools here, and grandparent of children attending Twin Rivers schools, I am committed to insuring the highest quality education that our students so richly deserve. Our parents made the education of their children their highest priority. I would be honored by your vote on June 5th to continue that dedication to our children and our future.

Area 7 — Francisco Garcia: Nobody knows better than parents what their kids need. Teachers work hard to prepare our students to meet the challenges of tomorrow. In Twin Rivers things need improving. Parents and teachers do not have a seat at the table where the decisions are made in our school district. As your school board member I will build a team to make partnership not politics a priority. I will bring people together, not pull them apart, teachers, students, parents, administrators, and the school board. We need a school board that respects the teachers, parents, community and works with them, in partnership to make decisions about our schools. I know that we need cooperation, not the conflict we presently have in Twin Rivers, to meet the challenges ahead. I have experience on the school board of North Sacramento School District, where I worked with teachers, parents and the community to improve the education of our children. I want to continue serving my community to provide our children the best learning environment possible. I am looking forward to working with my community, please give me your vote.

Partnership for progress in Twin Rivers!
The Elections Committee is once again working on multiple elections. First, the ballots for the Director-at-Large election are at the school sites for voting. Due to an involuntary omission, the Director-at-Large for Specialty Group was left off the original ballot, and a supplemental ballot has been sent to the sites. You can put both the original ballot and the supplemental ballot into the same set of envelopes. Because of the oversight, we have extended the return date for the ballots. Ballots are now due by 4:30 PM on May 4. Results will be posted on the TRUE website by May 7.

The second election is for CTA State Council of Education Representative, with a term ending in 2015. Declarations of Candidacy were due April 25, 2012 by 4:30 PM. Voting will take place from April 27 to May 18. Third, the TRUE NEA-RA delegates elected by TRUE members are Chris Moran and Joyce Childs. They will join Wendy Gallimore, Melissa McManus, and Janet Schafer this summer for the 2012 NEA-RA in Washington DC. Catherine Roller was elected as a successor delegate.

Julianne Neal
TRUE Elections Chair

### NEA NEWS

#### More Educators Using iPads With Special Needs Students.

The Washington Post (4/19, Williams) reports, “Two years after Apple introduced the iPad, the tablet is becoming increasingly popular with educators of students with special needs, especially learning disabilities and autism spectrum disorders.” Teachers and administrators say that tablets are being used “to improve communication, reading and math skills, to virtually dissect animals or to give students an easier way to take notes,” and “results...are promising.” Furthermore, educators “think these hard-to-motivate students are excited about using something that is a hip piece of technology, that interests them more than traditional learning methods.”

#### School Districts Debate Facebook Friending Among Teachers, Students.

The AP (4/19) reports that nationwide, school districts are questioning whether students and teachers should be Facebook friends "as they seek to balance the risks of inappropriate contact with the academic benefits of social networking." For example, "At least 40 school districts nationwide have approved social media policies," while "schools in New York City and Florida have disciplined teachers for Facebook activity, and Missouri legislators recently acquiesced to teachers' objections to a strict statewide policy." The AP notes that some teachers argue that "social media - in particular Facebook - can be a vital educational resource if used appropriately, especially because it's a primary means of communication for today's youngsters.

We need a new school board!

This will take everyone working together. We will be looking for volunteers to phone bank and precinct walk in May.

Phone banking is easy and can be fun. A script and dinner will be provided. Please get a team from your site (7-10 people) to join us on your assigned night. Feel free to come any other night you are free.

The four nights that are not assigned are open for any volunteers. Feel free to invite parents, family members, and community members.

All Phone Banking will be done at the TRUE Office, 318 Howard Street, Suite 10, McClellan, CA 95652 from 5:30-8:30pm.
Support Our Endorsed Candidates for the Twin Rivers School Board!

Partnerships for Progress in Twin Rivers

TRUE and CSEA Phone Bank

Monday through Thursday
April 30th to May 31st
5:30 – 8:30 pm
At the TRUE Office
3318 Howard Street, Suite 10
McClellan, CA 95652

Come support the TRUE and CSEA endorsed candidates for a NEW Twin Rivers School Board, by phone banking. The calls are easy to make, and it can be fun when you are calling with your friends. We will provide the phones and a script for you to follow. Dinner will be served for all phone-bankers.

We are looking for at least 7 volunteers from each site, on the site’s assigned night. If you are not able to attend on your site’s night, we will gladly accept your support any other night. TRUE and CSEA members are encouraged to sign up. Bring with you parents and family members to help make calls!

Prizes will be awarded nightly, as well as at the end of the campaign.
### EXECUTIVE BOARD:

**OFFICERS:**
- President: John Ennis - true.office@yahoo.com
- Vice-President: Kristin Finney - pazgirlk@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 - lisasing@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 - Chris Bach

### 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
- Shirley Chambers
- Julieanne Neal
- Maria E. Gallegos
- Joyce Childs
- Jack Masters

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

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

### UNITED FOR A BETTER TOMORROW

### CALENDAR OF EVENTS

- *Entire Month of May-Phone Banking*
- May 8......TRUSD Board Meeting
- May 15......TRUE Executive Board
- May 22......TRUSD Board Meeting
- May 22......TRUE Rep Council
- May 28......No School Memorial Day
- May 31......Last Day of School
- June 1......Half Day Furlough
- June 5......School Board Election
- June 12......TRUSD Board Meeting
- June 26......TRUSD Board Meeting
- July 4......Independence Day
- August 7...Teacher Work Day
- August 8...Professional Development Day K-12
- August 9....First Day of School