Why?

- Prop 32 prohibits unions from using dues through payroll deduction on ballot measures or candidates.

**WHAT DOES THIS MEAN?** It silences our voices on the issues that are important to you as a teacher and professional. We will not be able to fight future propositions or legislation that could get rid of our right to collectively bargain or any other education proposition or legislation.

“That doesn’t affect me,” you say? **What is important to you as a teacher?** Benefits, salary, work day and working conditions, pension or curriculum? These issues affect us through legislation we can fight or issues we can bargain. Still don’t think it affects you? Go to TRUE’s Website (www.trueassociation.org) and watch the video from Wisconsin’s teachers.

SOME SAY, “BUT, Prop 32 evens out the playing field by limiting corporations too!” NO it does not! Corporations almost never use payroll deductions to collect funds for political purposes; they use their corporate profits.

- **Prop 32 eliminates our voices. ALL Unions in California, public and private, will not be able to contribute to candidates – local or state, ballot measures, or Independent expenditures.**

**WHAT DOES THIS MEAN?** We cannot contribute but these groups can: Corporate Super PAC’s - No limit; Michelle Rhee’s Students First PAC - No limit; Billionaires - No limit; Companies such as Kaiser, pharmaceutical companies, casinos - No limit.

15 to 1 - This is what corporations ALREADY outspend labor unions on political contributions. What would this look like if Prop 32 passes?

This is not like previous anti-union measures. It is much different and much worse.

Read more at: www.cta.org/campaign2012

**Kristin Finney**
TRUE Vice President

---

**August 2012**

**Volume 5, Issue 1**

**Inside this issue:**

<table>
<thead>
<tr>
<th>President’s Message</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calendar of Events</td>
<td>2</td>
</tr>
<tr>
<td>Grievance Information</td>
<td>2</td>
</tr>
<tr>
<td>School Board Election</td>
<td>3</td>
</tr>
<tr>
<td>Catastrophic Leave Bank Enrollment</td>
<td>4</td>
</tr>
<tr>
<td>Presidents Conference</td>
<td>5</td>
</tr>
<tr>
<td>NEA-Rep Assembly</td>
<td>6</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>7</td>
</tr>
<tr>
<td>TRUE/CTA/NEA 2012-2013 Dues</td>
<td>8</td>
</tr>
<tr>
<td>Election Announcement: Director-At-Large PK-6</td>
<td>9</td>
</tr>
<tr>
<td>TRUE wins CTA Website Award</td>
<td>10</td>
</tr>
</tbody>
</table>
PRESIDENTS MESSAGE

August 2, 2012

I hope every member of TRUE had a restful summer vacation. After our victorious June 5th School Board election, it has been a pleasure to work with the new, activist School Board. I admit to being a very impatient person, but have found myself telling people to be patient with the new Board. We have to be. There is a lot to do and there is some resistance to their proposed changes.

As long as we pass Proposition 30, and defeat Proposition 32 in the November election, I believe we are in a transition year in Twin Rivers. There will be new faces in the District Office and some processes and procedures will change. The priorities will change, the classroom environment will improve. The new School Board will be more receptive to employees and parents.

This month TRUE will start providing information to our members, regarding Propositions 30 and 32, because it is of crucial importance that we become well informed on these two propositions. Please make sure you read the material we send you and pass on the information to family and friends.

We will soon be sending TRUE members a short survey about our priorities regarding Contract re-openers. Negotiations on a few Articles of our Contract may begin in October. We need your input and creativity. Participate! Get involved!

John Ennis
TRUE President

CALENDAR OF EVENTS

Aug 9 ..........Students' First Day of School
Aug 14 & 28….TRUSD Board Meeting
Aug 30..........Newsletter Articles Due
Aug 31..........Minimum Day - District wide
Sept 3.........Labor Day - No School
Sept 4 & 18....TRUSD Board Meeting
Sept 11.......TRUE Exec Board Meeting
Sept 18.......TRUE Rep Council Meeting

Welcome Back!

GRIEVANCE INFORMATION

If at anytime you feel that your contractual rights have been violated, please contact a member of our Grievance Team as soon as possible. The team members will listen to your concern and offer advice based on the intent of the TRUE Contract.

If a grievance is filed, it begins at the Informal Level and if nothing is resolved, the next step is a Level One grievance. After the Informal and Level One steps, the grievance moves into Level Two, the mediation phase, which is handled by CTA. If a solution for a grievance is not agreed upon at the mediation level, binding arbitration would be the final step.

If you wish to discuss a possible grievance, depending on your assignment contact the following team members:

- Sharon Reichelt: K-5th Grade;
- Joyce Childs: Grades 6-8, Special Ed. and ECE;
- Paul Le Francois: Grades 9-12, Adult Ed. and MLK.

Paul Le Francois
TRUE Grievance Chair
Last spring seems like a lifetime ago. The TRUE Political Action Committee (PAC) promised we would bring you up to date on the details and the costs of the campaign after summer break.

The Work:
Let’s start by thanking everyone that worked so hard for our School Board candidates. There were actually over 100 employee volunteers that worked very hard to create the necessary change in the School Board. TRUE and CSEA worked together at the phone banks, walking the precincts and supporting our candidates at public events. Again, THANK YOU!

The Cost:
This year all seven seats of the TRUSD Board of Trustees were open for election. This will be the last time this happens. We vetted and endorsed seven candidates, but because Bob Bastian ran unopposed, he was not on the actual ballot. The other six races were all very involved campaigns. No funds came from the general fund of the TRUE treasury. TRUE PAC applied for and received a major contribution of $21,000 from the ABC/CTA committee. These funds, along with the member contributions to our local TRUE PAC were used to meet the expenses of the campaign. The funding covered items such as political mailers, postage, door hangers, electronic voter data banks, lawn signs, food for volunteers, election day handouts, office supplies and copies made on TRUE’s copy machines. The total cost of the campaign was close to $70,000. CSEA also made additional contributions to the campaign; however, their funds were not comingle with our funds.

Five of the seven candidates endorsed by TRUE were successful in their runs for Board Trustees. Christine Jefferson and Francisco Garcia will continue to be very active in the District. Walter Kawamoto, our elected Trustee for Area 3, has 2 daughters attending CCAA, where he is a very active parent. Walter has a PhD and is an adjunct professor at American River College. We look forward to working with Trustee Kawamoto to create the necessary changes for the District to heal and go forward in a positive direction. Cortez Quinn was elected as the Board president, Rebecca Sandoval was elected as the vice president and Michael Baker was elected as the Board clerk.

Volunteer Appreciations:
All the volunteers were given tickets for prize drawings; the winners were drawn at the election night celebration. The following were not present that evening; so please contact Joyce Childs (joyandmic@sbcglobal.net) for your prize: Sarah Straehle: Macy’s Gift Card; Carolyn Kuhl: Macy’s Gift Card; Karen Mix: Macy’s Gift Card; Gail Cunha: Macy’s Gift Card; Rhiannon Strong: Jamba Juice Gift Card; Terry Cole: Kindle Touch; Brenda Thiesen: Nookcolor.

Joyce Childs
TRUE PAC Chair

<table>
<thead>
<tr>
<th>Trustee, Area 1</th>
<th>Votes</th>
<th>Trustee, Area 5</th>
<th>Votes</th>
<th>Trustee, Area 2</th>
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<td>CORTEZ QUINN</td>
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<td>JANIS R. GREEN</td>
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<td>MIRIAM &quot;MIMI&quot; CHERNOW</td>
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<td>REBECCA SANDOVAL</td>
<td>6447</td>
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<td>7718</td>
<td>ANNETTE EMBER</td>
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<td>6643</td>
<td>ROGER WESTRUP</td>
<td>4689</td>
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<td>5964</td>
<td>LINDA FOWLER</td>
<td>9008</td>
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<td>JOHN BERICAHELLI</td>
<td>4231</td>
<td>FRANCISCO R. GARCIA</td>
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TRUE SCHOLARSHIP RECIPIENTS

Each spring TRUE offers scholarships for members, children of members and graduating Twin Rivers seniors who will be attending college in the fall. This year TRUE is happy to congratulate the 25 following individuals who were awarded scholarships for the 2012-13 school year.

TRUE Members: Edlyn Garcia, Julie Bradford, Annie Burnett, Kalysia Conway, Chris Bach, and Cori Gabbert.

TRUE Members’ Children: Alden Bradley, Ari Green, Eliana Gutierrez, Derek Beyer, Katelynne Neal, Cierra Price, Frida DeHaro, Meghan Ennis, Michael Palmer, Kenneth Kolster, and Taralyn Kolster.

Twin Rivers High School Seniors: Elyn Chagolla, Kevin Tran, Edward Garcia, Linda Vang, Raphael Opon, Kong Lor, and Ia Lo.

Remember applications are available on the TRUE website beginning in March 2013 and are due the first week in May. Be sure to read the TRUE NEWS for reminders as to when the applications are available on the website.

CATASTROPHIC LEAVE BANK ENROLLMENT

Welcome back to the 2012-2013 school year. The annual enrollment period for the TRUE Catastrophic Leave Bank is now open. Below is a short description of the Catastrophic Leave Program; for more details, please see Article 18 of the Contract on our website: www.trueassociation.org.

Catastrophic Leave Program Description

Eligible permanent members who are suffering from a catastrophic illness or injury may request donation of sick leave credits under the Catastrophic Leave Program. Also, an eligible permanent member whose dependent child, immediate family member living in the household, spouse or domestic partner is suffering from a catastrophic illness or injury, may request donation of sick leave credits from the Bank to take care of them.

To join the Program, members must have at least 9 days of accrued sick leave remaining after donating a day to the Bank. Only contributors will be permitted to withdraw days from the Bank, and in order to be eligible to withdraw, participants must first use all of their available sick leave.

Participation in the Catastrophic Leave Bank is voluntary, and once you enroll, from there on at the beginning of every school year a one-day contribution will be automatically deducted from your sick leave (unless participation in the Bank is canceled in writing). If you would like to become a participant in the Bank, please fill out the enrollment form found on the TRUE website: www.trueassociation.org, or request it from the TRUE office. Completed enrollment forms must be returned to the TRUE office no later than Friday, October 5, 2012.

New enrollees and members who are already members of the Bank will see on their November 30th paycheck statement that the one-day donation has been deducted from their sick leave balance. 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, www.trueassociation.org, by Friday, October 5th.

You never know when you may need to use the Catastrophic Leave Bank, for yourself or to take care of a family member with a catastrophic illness. Remember, you may not receive any days if you did not deposit any days into the Bank. Please sign up now!!!

Sharon Reichelt
Catastrophic Leave Bank Chair
“Just because you don’t take an interest in politics doesn’t mean politics won’t take an interest in you.” -Pericles

This summer, CTA’s annual Presidents Conference was focused on the November election. There are two important Propositions on the ballot this year and it is critically important that we are not only familiar with them, but that we are able to discuss them with others.

**PROPOSITION 30 – THE SCHOOLS AND LOCAL PUBLIC SAFETY PROTECTION ACT OF 2012:**

**CTA supports Proposition 30 and encourages a YES vote.** This Proposition protects the minimum school funding guarantee and prevents further cuts to education. The revenue increases are temporary, with the income tax provisions lasting 7 years and the sales tax provisions lasting 4 years. Individuals making below $250,000 and families making below $500,000 will pay no additional income tax, so the middle class and poor are not impacted by the income tax increase. To be clear, if Proposition 30 passes, there will not be new money in education, it will just protect what we have. If the initiative fails, it triggers an additional $6 billion in cuts to schools and colleges (this is in addition to the more than $20 billion that has already been cut). If Proposition 30 fails, the state authorizes districts to take 15 days off of the 2012-2013 school year AND the 2013-2014 school year. This means the school year could go down to as few as 160 days (subject to negotiations). Twin Rivers Unified School District would lose $457 per ADA if this fails. While we are all aware that the district has money in reserves, this cut would not only use up all of the reserves, but the budget would be in the negative in 2014-2015. It is clear that education in California is not being funded adequately- we rank 47th in per-student funding and have the largest class sizes in the country. We need to do what we can to get out the message that we need to protect what we have and stop the bleeding.

**PROPOSITION 32 – THE SPECIAL EXEMPTIONS ACT:**

**CTA opposes Proposition 32 and we need a NO vote.** Proposition 32 claims to be about stopping special interest money in politics, but it does nothing to prevent billionaires and corporations from spending their money on political campaigns. It would strip unions of their ability to collect dues from their members through payroll deductions. The fact is that employee contributions to political campaigns are already voluntary under existing law -members may opt out of contributions to political purposes at any time. The truth is Proposition 32 unfairly singles out and limits the voices of teachers, nurses and firefighters (really all union members) by taking away their ability to speak out on issues that matter to us all- like cuts to our schools and colleges and workplace safety. 99% of California corporations don’t use payroll deductions for political giving and they would still be allowed to use their profits to influence elections. Also, Prop 32 is written in such a way that exempts almost all companies. Corporations already spend 15-times as much as unions spend on political contributions. If Proposition 32 passes, our voices will be effectively silenced. Look at Wisconsin as an example of what can happen when we no longer have a seat at the table. This is very real and could be the beginning of the end of unions in California should it pass.

You will receive more information about these Propositions as well as ways you can help with the Campaign in the coming weeks.

**Chris Moran**

*TRUE Executive Board Secretary*
TRUE CARSpus

The local group of CARS members and special educators from Twin Rivers started a local chapter for CARS here in Twin Rivers. The first year the chapter was very active and teachers from surrounding districts joined the chapter. TRUE CARS helped with the state level convention when it was in Sacramento. They had guest speakers on CARS history, statewide legislation and curriculum relevant to special education.

This past year there were fewer participants and the meetings at the end of the year were cancelled because most of us were working on the School Board election.

We want to jumpstart the school year with a special guest at the first TRUE CARSpus meeting. If you are interested in planning for this year please contact Joyce Childs, Lovina Robinson, or Tina Mischke.

We are working on the arrangements for the first meeting which will fall during the third week in September.

Joyce Childs
Region 7 Director, CARS+

NEA REPRESENTATIVE ASSEMBLY (RA)

The 150th annual meeting of the NEA Representative Assembly (RA) was held in Washington DC, June 30 - July 5, 2012. TRUE members in attendance were: Joyce Childs, Wendy Gallimore, Chris Moran, and Janet Schafer. The unusually hot weather and the unbelievable thunderstorms mirrored the emotions on the delegate floor.

California delegates had a very difficult time getting New Business items passed; at times it appeared as if we were deliberately being shut out. California’s issues, due to the large number of members (we represent 10% of NEA) and our political foes, differ from other states; and while our issues may become their issues, many delegates were reluctant to take a stand and chose instead to refer them to the NEA Board of Directors. For a complete accounting of business items passed, please visit the NEA web site at www.nea.org.

Highlights of the week included a visit from Vice President Joe Biden and his wife, Dr. Jill Biden. Dr. Biden, who is a teacher, has continued her teaching career while being the wife of the Vice President. Vice President Biden, when speaking about his wife stated, “Being a teacher isn’t what Jill does, it’s who she is.” President Obama also addressed the delegation, of more than 14,500, via a video connection from Ohio. But, without a doubt the highlight of the week was when the National Teacher of the Year, Rebecca Mieliwocki addressed the group. Ms. Mieliwocki is a middle school English teacher from Burbank, California. Her message was inspiring and delivered with a good dose of humor.

TRUE members who are interested in maintaining and creating the governing rules and legislation policies for the NEA can submit their name by contacting the TRUE office. Next year’s RA is scheduled to be held in Atlanta, Georgia.

Janet Schafer
NEA-RA Delegate

What is the CTA Death & Dismemberment Plan?
• An automatic benefit you receive as a TRUE/CTA Member.
• A Death Benefit of up to $2000
• An Accidental Death and Accidental Dismemberment Benefit of up to 10,000
• A $50,000 benefit if you die or suffer a dismemberment due to an accident or assault while at work, or while acting in the capacity of Association Leader
• A life insurance benefit that increases with each year of continuous CTA membership, until the maximum benefit is reached after ten years
• Go to www.cta.org, sign in and go to My Profile to designate or change your beneficiary.
Every year we have had a number of complaints that stipend payments were not received, or that a member received one installment, but not the other. Many stipends are now paid in two installments (fall and spring). The Grievance Committee has been involved with a number of these complaints and it usually goes back to an incorrect list sent to Human Resources at the beginning of the school year.

It is imperative that all TRUE members look at the stipend information that site administrators turn into Human Resources. If you feel there is a mistake at your site, do not hesitate to contact us.

Paul Le Francois
TRUE Grievance Chair

Disability & Life Insurance ~ The STANDARD

Get the Protection You Need – From a Partner You Can Trust

Eligible TRUE members can enroll in CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard). These plans were created specifically for California education professionals and offer a number of great features, including:

- Coverage for disabilities occurring on or off the job
- Term Life Insurance with options from $25,000 to $400,000
- Access to the CTA Advisory Panel on Endorsed Services
- Option to add Life Insurance coverage for your spouse/domestic partner and children with your Life Insurance

The Standard is the only Disability and Life Insurance provider endorsed by the union. They were selected by CTA for their financial stability, integrity and commitment to serving CTA members.

How You Can Learn More
For more information, call The Standard’s dedicated CTA Customer Service Department at 800.522.0406 from 7:00 a.m. to 6:00 p.m. Pacific Time, Monday – Friday. A customer service specialist can provide complete details of the coverage, including costs, exclusions, benefit waiting periods, reductions or limitations. Call today to join the more than 82,500* union members who have already chosen The Standard to protect themselves and their loved ones.

*As of 3/31/2012 based on figures developed by Standard Insurance Company

New to the District?
If you’re a newly hired employee of the district and a TRUE member, now’s the time to get CTA-endorsed Disability and Life Insurance. You have a special opportunity to apply for Disability Insurance and/or up to $200,000 of Life Insurance within 120 days of starting work. Don’t miss this opportunity – call The Standard’s dedicated CTA Customer Service Department at 800.522.0406 for more information, or apply online at www.cta.org/thestandard

For costs and further details of the coverage and this enrollment opportunity, including the exclusions, benefit waiting periods, and reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406. GP 190-LTD/S399/CTA.3; GP 190-LIFE/S399/CTA.3
# 2012-2013 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>Annual Dues Amounts</th>
<th>Monthly Dues (10 Deductions)</th>
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<tr>
<td>CTA (State) Dues</td>
<td>$647.00</td>
<td>$82.70 CT/NEA</td>
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<tr>
<td>NEA Dues</td>
<td>$180.00</td>
<td>+25.00 TRUE</td>
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<tr>
<td>TRUE (Local) Dues</td>
<td>$250.00</td>
<td>$107.70 per month</td>
</tr>
</tbody>
</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>Annual Dues Amounts</th>
<th>Monthly Dues (10 Deductions)</th>
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<td>CTA (State) Dues</td>
<td>$333.50</td>
<td>$43.35 CT/NEA</td>
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<tr>
<td>NEA Dues</td>
<td>$100.00</td>
<td>+12.50 TRUE</td>
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<tr>
<td>TRUE (Local) Dues</td>
<td>$125.00</td>
<td>$55.85 per month</td>
</tr>
</tbody>
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## 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.

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<th>Annual Dues Amounts</th>
<th>Monthly Dues (10 Deductions)</th>
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</thead>
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<td>CTA (State) Dues</td>
<td>$333.50</td>
<td>$51.35 CT/NEA</td>
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<tr>
<td>NEA Dues</td>
<td>$180.00</td>
<td>+12.50 TRUE</td>
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<tr>
<td>TRUE (Local) Dues</td>
<td>$125.00</td>
<td>$63.85 per month</td>
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## CATEGORY 3 A:
For those faculty whose teaching assignment is **25% or less** than a normal assignment, **including faculty on unpaid leave**. (Must pay dues during leave to remain as a TRUE/CTA/NEA member).

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<th></th>
<th>Annual Dues Amounts</th>
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<tr>
<td>NEA Dues</td>
<td>$60.25</td>
<td>+6.25 TRUE</td>
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<tr>
<td>TRUE (Local) Dues</td>
<td>$62.50</td>
<td>$29.95 per month</td>
</tr>
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</table>

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

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<th>Annual Dues Amounts</th>
<th>Monthly Dues (10 Deductions)</th>
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<tr>
<td>TRUE (Local) Dues</td>
<td>$62.50</td>
<td>$33.92 per month</td>
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**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.

*Voluntary Contribution for NEA-Fund: Suggested amount: $20.00 - (Fund for Children and Public Education)*
Announcement of Election of one (1)
PRE-K THROUGH GRADE 6 REGULAR EDUCATION
DIRECTOR-AT-LARGE OF THE EXECUTIVE BOARD

The Twin Rivers United Educators (TRUE) will be holding an election for one (1) Pre-K to Grade 6 Regular Education Director-at-Large of the Executive Board, with a term ending May 31, 2014. Candidates for this position must be TRUE members primarily teaching in any of the levels of the group Pre-K (includes ECE) to Grade 6. This Director-at-Large will be elected by a simple majority vote.

OPEN NOMINATIONS:

TRUE members wishing to run for this seat must file a Declaration of Candidacy form so that it is received no later than 4:30 pm on September 5, 2012 at the TRUE Office located at 3318 Howard Street, Suite 10, McClellan, CA 95652. Declaration of Candidacy forms can be downloaded directly from the TRUE website: www.trueassociation.org. Candidacy forms will also be available at the TRUE Office (e-mail us: true.office@yahoo.com). A candidate statement of no more than 50 words may be submitted along with the Declaration of Candidacy. Candidate statements will be published with the ballots.

ELECTION TIMELINE:

August 13, 2012: Announcement of Election of one Pre-K to Grade 6 Regular Education Director-at-Large.

Sept. 5, 2012: Declarations of candidacy due by 4:30 pm at the latest at the TRUE Office, 3318 Howard Street, Suite 10, McClellan, CA 95652. Post-marked date not accepted.

Sept. 5, 2012: Acknowledgement of declarations of candidacy.

Sept. 10, 2012: Starts distribution of ballots and other voting material to all schools.

Sept. 10 - 27, 2012: Voting takes place at all sites.

Sept. 27, 2012: Ballots and voter lists are due by 4:30 PM at the latest at the TRUE office, 3318 Howard Street, Suite 10, McClellan, CA 95652. Post-marked date not accepted.

Sept. 27, 2012: TRUE Elections Committee counts ballots, starting at 4:35 PM.

Sept. 28, 2012: Announcement of election results. If a run-off election is needed, the timeline is included in the announcement of results.

Oct. 8, 2012: Challenges to this election must be in writing and are due to be received by 5 pm at the latest at the TRUE office. Post-marked date not accepted.
So, what can be found on our website?

Go to www.trueassociation.org to see:

- Contracts (current & prior to 2008 merger)
- MOU’s
- Grievance Forms (Informal - Level 1)
- Catastrophic Leave Bank Forms
- Calendars
- TRUE/CTA/NEA Dues Structures
- Monthly Newsletters
- Election Announcements and Results
- Negotiations Updates
- Scholarship Information
- Helpful Links
- Archives

TRUE WINS CTA WEBSITE AWARD

Last year TRUE won the CTA Communications Award for our newsletter “TRUE NEWS”. We have now won the 2010-2011 CTA Ralph J. Flynn Memorial Award for Websites! Our own webmaster, Jen Turner, accepted the award in May at the Capital Service Center Council Awards Dinner and General Meeting.

TRUE EXECUTIVE BOARD

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Joyce Childs - ECE, Grades 6-8 & Special Ed.

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CTA State Council-TRUE Representatives
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