Yes on Prop. 30!

“I will not vote for anything that takes more money from my income!”

Will it? How much?

If you are a teacher in Twin Rivers making $250,000 or more, or a family making $500,000 or more a year in income, (I want to know what job you have) then your taxes will be raised.

Your state sales tax will be raised from 7.25% to 7.50%. Hate to tell you this, but that additional sales tax, and more money, will be taken from your income anyway through more furlough days, health benefits costing more, or possible step and column (salary) freezes, if you don’t vote Yes on 30.

“The government will waste it all and spend it on other things!”

Prop 30 guarantees that new revenues will go to education, bars funds for administrative costs and all funds are subject to an independent audit.

California ranks 47th in per-pupil funding.

Our students deserve more, we deserve more. Not more furloughs taken from our salary or more money taken away from our kids in the classroom.

Yes on Prop. 30!!!

Kristin Finney
TRUE Vice President
PRESIDENTS MESSAGE

September 14, 2012

We welcome the election of Joe Williams as the Interim Superintendent of the Twin Rivers Unified School District. He seems to be willing to make change and listen to teacher concerns. We will continue to meet with him on a regular basis.

There are only seven weeks until the November 6, 2012 General Election. The urgency to pass Governor Brown’s Prop 30, and defeat Prop 32, is apparent. Losing either proposition would devastate public education and curtail the bargaining rights and protection for union members.

I have found it interesting that attacks on teachers and public employees in the worst economic times in 80 years is occurring. We know that we are working harder than ever, have less net pay, and increasing stressors on the job. We are being kicked when we are most vulnerable. This leads me to believe our opponents are strategic, have planned the assault for years and are opportunistic. Together we must fight back to survive this difficult period of time. Get informed! Get involved! Pass on the Proposition information to family and friends. Make sure you are registered to vote. Motivate your friends and family to vote YES on Prop 30!, NO on Prop 32! Together we can make a difference!

John Ennis
TRUE President

CALENDAR OF EVENTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>Sept. 25</td>
<td>Organizing Meeting</td>
<td>4-5 PM TRUE Office</td>
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<tr>
<td>Sept. 26</td>
<td>Specialty Groups Meeting</td>
<td>4-5 PM TRUE Office</td>
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<tr>
<td>Oct. 2</td>
<td>TRUSD Board Meeting</td>
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<tr>
<td>Oct. 2</td>
<td>Specialty Groups Meeting</td>
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<tr>
<td>Oct. 5-6</td>
<td>CTA Leadership Conference</td>
<td>Reno, Nevada</td>
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<tr>
<td>Oct. 9</td>
<td>TRUE Executive Board Meeting</td>
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<tr>
<td>Oct. 23</td>
<td>Site Rep Council Meeting</td>
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<tr>
<td>Oct. 31</td>
<td>Professional Development Day</td>
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MEMBER BENEFITS

HEALTH AND WELLNESS PROGRAMS

NEA Hearing Aid Savings Plan
Special discounts for members and their families

NEA Vision and Prescription Savings Plan
Discounts on vision and prescriptions for a $10 annual membership fee

Jenny Craig
Enjoy special savings from Jenny Craig on a program that fits your lifestyle

NEA Discount Programs

Auto Purchase Advantage Program
Provides members with low, no haggle prices on new and used cars

Click and Save
Save online at hundreds of your favorite stores.

ID Theft Protection Program
Choose from among five comprehensive protection plans. Cost from $19.95

For more information go to www.neamb.com or call toll free at 1-800-637-4636 Eastern Standard Time (3 hours ahead of California), Monday—Friday 9 am –8 pm, Saturday 9 am– 1pm

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TRUE NEWS

September 2012
The CTA IFT is attempting to bring a new approach to school change. Based on our work with the Gates and Packard Foundations and discussions with hundreds of practitioners and students, the IFT determined that school change must include two key factors: (1) It needs to be teacher-driven and (2) It should be based on what is working and successful in our schools and classrooms. By focusing on what works in our schools, the IFT believes strength-based models for school change add a new dimension to school improvement.

**Current IFT Projects**

- **IFT Grant Program**
  - The $5,000-$20,000 grants are designed for K-12 teachers and certificated support staff, ESP members and community college instructors. Proposals are reviewed, using a strength-based matrix, by an IFT Grant Selection committee composed of outstanding teachers.

- **Merced High School Positive Deviance Project**
  - The project is designed to increase the graduation rate by focusing on those students who are successfully staying in school and thriving despite such social factors as poverty, family problems, crime and gangs. These outliers are known as “positive deviants.”

- **The Algebra Success Academy**
  - The program is designed to support algebraic reasoning in the upper elementary grades and lower middle grades and to prepare students for success in eighth-grade Algebra 1. It provides a forum for teacher dialogue on effective teaching and learning and engages families around math education.

- **Strength-Based Change at Desert Hot Springs Middle School**
  - Desert Springs Middle School is the site of an IFT-sponsored School Improvement project that is engaging staff and students in a joint exploration of how to build a program around what is going right on campus.

- **Early Childhood Education Alliance**
  - Established with the support of the Packard Foundation to train and inform CTA members on strength-based models in Early Childhood Education, IFT continues to work closely with the CTA ECE Committee to explore opportunities to enhance preschool education.

- **Teacher Think Tanks**
  - IFT has organized a diverse set of CTA members to be part of the IFT Regional Teacher Think Tanks. IFT believes that these teachers represent the best of our profession and their voices can add a tremendous amount to the current education reform conversation.

- **Parent-Teacher Home Visit Project**
  - Home visits work and teachers have always done them. That practice has been enhanced with a strategic focus and collaboration dedicated to this proven strategy with positive outcomes for families, staff, and most importantly, students of all grade levels.

- **California School Garden Network**
  - The IFT agrees with CSGN’s mission to promote school gardens as a means “to enhance academic achievement, a healthy lifestyle, environmental stewardship, and community and social development.” Teachers know that gardens offer a wide variety of educational benefits.

For more information, please visit the IFT website: [www.teacherdrivenchange.org](http://www.teacherdrivenchange.org).
FINDING FUNDS FOR YOUR CLASSROOM NEEDS

Are budget cuts keeping new materials out of the hands of your students? Are there hands-on activities or just basic school supplies that you’d like for your classroom, but just can’t afford to pay for yourself? If so, then DonorsChoose.org is for you!

DonorsChoose.org is a non-profit website where teachers can post projects to meet classroom needs and provide students with exciting and enriching activities. Projects are posted on the site for up to five months and can attract donors from across the country. Once a project is funded, materials are mailed to the school and the teacher completes a Thank You package that is then sent to the donors who fulfilled the project. Being part of DonorsChoose.org doesn’t cost you anything but the time you are willing to put into getting great materials for your students.

I have been using DonorsChoose.org for five years to fund materials that my students with special needs require. Since that time, ordinary citizens have donated to 52 different projects that requested materials including art supplies, playground equipment, appliances for cooking activities, a laptop, a SmartBoard, computer software, toys, language arts materials, and specialized equipment for children with special needs. The materials you can request are only limited by your own imagination! Teachers from all different grade levels have projects that are posted on DonorsChoose.org right now. You can even request a guest speaker or a field trip!

With social media websites like Facebook and Twitter, it is easy to spread the word about your project on DonorsChoose.org. You never know when a Facebook friend is going to donate a few dollars to your project because they saw your post about it. In addition, DonorsChoose.org frequently pairs with corporate sponsors such as Chevron, CitiBank, and Sonic Drive-Ins to help teachers get their projects funded quickly.

Social media is also a great way to meet other teachers, share ideas about classroom activities as well as DonorsChoose.org and learn about other ways to get needed materials for your classroom. For example, this month, Target sponsored a Give with Target campaign that involved voting for your school every week in order to receive up to $10,000 in Target gift cards for your school. Many schools in our district benefited from this campaign by spreading the word on Facebook and gathering supporters who were willing to vote each week until the campaign ended.

There are also other corporate sponsors such as NextJump who are specifically targeting teachers who are posting their very first project on DonorsChoose.org. The website www.oo.com has a daily voting campaign where teachers who have posted their first project on DonorsChoose.org can gather votes to get their project funded through NextJump, an online shopping company. All of this information can be found via Facebook and Twitter and by making connections with other teachers who are also trying to bring exciting new materials to their classrooms.

It may sound daunting to start a new project like the ones on DonorsChoose.org but it really is very easy! And once you’ve had your first project funded, you will be hooked! I challenge you to write a project and post it on www.DonorsChoose.org now! Fall is the busiest time of year for teachers on DonorsChoose.org as corporate sponsors rev up their donor campaigns. This fall sponsors include Sonic Drive-Ins (www.LimeadesForLearning.com), LifeKraze (blog.lifekraze.com/a-teachers-influence-never-stops-introducing), the NEA foundation (www.neafoundation.org/pages/educators/grant-programs/new-opportunities); another foundation is www.lilysarahgracefund.org, and starting September 1st, Chevron (www.fuelyourschool.com) will be sponsoring a campaign to fund the projects of teachers working in Sacramento County schools. This includes TRUSD! Every time someone fills up at Chevron, the company will donate money to a project on DonorsChoose.org from a Sacramento County school.

I encourage you to get started using these tools to help bring exciting materials or even just basic supplies into your classroom and feel empowered to help your students and engage their learning! Using DonorsChoose.org and social media together is a powerful way to meet the needs of your students NOW!

Paula Ramsay
Vineland
PUBLIC ENGAGEMENT PROJECT

Family, School, Community Partnership
Closing the Achievement Gap

The TRUE Organizing committee has been meeting with a coalition of leaders from CTA, TRUE, TRUSD, Robla District and their teachers union, and several local community agencies to plan and conduct two community forums on closing the achievement gap.

The forums will take place in April
We are recruiting moderators and recorders to lead small group sessions.
The training for these individuals will be on the Saturday before the first event at the CTA office.
Posters will be posted at each school and throughout the community to advertise these events.
Your support and enthusiasm will be essential for the success of these community forums.
If you are interested in being a moderator or recorder please contact the TRUE office or send e-mail to jeanie.stockton@gmail.com

Jeannie Stockton
Organizing Committee Chair

Join the TRUE Facebook group!
Exchange ideas with your colleagues, get information, and be part of ongoing discussions. Our Facebook group is limited to TRUE members ONLY. If you’re already a member of the TRUE group, invite other TRUE members to join, or just add them to the group using the field on the upper right hand side of our FB page.

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 duties include curriculum nights such as Science Fair, Music Night, Math Night; Family Nights such as Fall Festival, Game Nights and 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. Some schools also consider being a Site Representative as 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 members 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 Leadership Team members this is the only adjunct duty they would 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
Catastrophic Leave Bank Chair
KNOW YOUR RIGHTS! Weingarten and Related Rights

Right of School Employees to Have Assistance of a Union Representative

What are the Weingarten Rights? A school district employee has a right to Union representation and the Union has a right to represent the employee in certain situations such as the following:

- Meetings or interviews with the employer which the public school employee reasonably believes might result in discipline, the member must request or representation will be waived
- Interactions with management in highly unusual circumstances, such as discussing a negative evaluation with management who was not the evaluator
- The employee is raising contract violations, whether or not pursuant to the grievance procedure
- The employee is making non-contractual complaints against the employer
- The employee wishes to discuss contractual entitlements before a decision has been made, for example the right to a leave of absence.

If the employer denies the request for union representation and the employee is entitled to representation, the employer commits an unfair practice. The employee may refuse to answer and the employer may not discipline the employee.

Keeping a log, diary or notes of some kind is a very good idea anytime you have to meet with your employer regarding serious issues. This is most likely an emotional time and you cannot rely on your memory. Writing down what happened gives you a complete record of everything that has transpired and it also helps you to recall information later.

NEA NEWS

California Gov Brown's Tax Measure Has Support Of Bare Majority.

The New York Times (9/11, A12, Barnes, Subscription Publication) asks is California Gov. Jerry "Brown's $8-billion-a-year proposed tax increase in trouble?" Brown "wants voters to approve tax increases to head off even more cuts to the state's already decimated education system - a loss would automatically set off about $5.5 billion in cuts from public schools and $500 million from the state's public colleges." The measure, "Proposition 30...would increase statewide sales taxes by one-fourth of a cent and impose an income tax surcharge on Californians who earn more than $250,000 annually." Challenging Prop. 30 is Proposition 38 which "would raise about $10 billion a year, with the bulk going to schools and some going to pay down state debt." Polls are said to show that Prop 30 has the support of a bare majority.

California Districts Begin Transitional Kindergarten Program.

The San Jose Mercury News (9/7) reports California school districts in late August opened up new transitional kindergarten classrooms, a new grade "aimed at getting what would have been the youngest children in a kindergarten class better ready for school. In 2010, the California Education Code was amended to change the required birth date for admission to kindergarten and first-grade for new students." Without additional funding for transitional kindergarten, "all classrooms in the Sunnyvale School District will be mixed-age, with transitional kindergarten students and kindergarten students learning together in a full-day program."
Are You Already Registered to Vote?

The November election is critical for our schools and our union. To find out if you are currently registered to vote, visit the Secretary of State's Check Status of Your Voter Registration web page: www.sos.ca.gov/elections/registration-status/. If you are not registered to vote, you can follow the simple steps:

How You Can Register to Vote

Fill Out a Voter Registration Form Now!

Go to: www.sos.ca.gov/elections/register-to-vote/, or visit the TRUE website and click on the "Register to Vote" button, and simply step through the screens and fill in the information requested on the form. Then print it, sign it, and mail it directly to the county elections office address that is pre-printed on the form. If you have any questions, you may contact the Elections Division at (800) 345-8683.

New Voter Assistance

For a voter registration form in Chinese, Hindi, Japanese, Khmer, Korean, Spanish, Tagalog, Thai, and Vietnamese, visit the Secretary of State’s New Voters web page: www.sos.ca.gov/elections/new-voter/

Pick Up A Voter Registration Form

You can pick up a voter registration form at your county elections office, library, or U.S. Post Office. It is important that your voter registration form be filled out completely and be postmarked or hand-delivered to your county elections office.

<table>
<thead>
<tr>
<th>California Voter Registration Deadline for Upcoming Elections</th>
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<tbody>
<tr>
<td>Election Date</td>
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<tr>
<td>November 6, 2012</td>
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</tbody>
</table>

ELECTIONS UPDATE

There is currently an election taking place for the vacant position of Director-at-Large for Pre K through 6th Grade. Ballots were delivered to school sites starting on September 10. Voting will end on September 27. All ballots and voter lists are due at the TRUE office by 4:30 pm.

Any changes in staff information should be noted on the voter list, such as name changes, new staff members, etc. Members do not need to sign the list when they vote.

Ballots will be counted on September 27 and election results will be announced on September 28. It would be great to have all TRUE members vote in this election.

Julianne Neal
Elections Chair
Go to www.trueassociation.org to find:

- Dues Structure
- Grievance Forms
- Contracts (current and older ones)
- Helpful Links
- Scholarship Information
- Election Announcements and Results
- All Past Newsletters (TRUE News)
- Calendars
- Catastrophic Leave Bank Forms

TRUE 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 Regular Education Teachers:
Julianne Neal - julieanneneal1@surewest.net
Sharon Reichelt - sreichelt23@gmail.com
Lisa Gant - lisasring@sbcglobal.net
(vacant seat)

For Grades 7-12 Regular Education Teachers, Charter & Adult Ed.:
Paul Le Francois - lefrancois1@earthlink.net
Mysti Lingenfelter- mysticwnd120@yahoo.com

For K-12 Special Education:
Chris Bach - bacher3@aol.com

For Specialty Groups (Psychologists, Speech Therapists, Counselors, Nurses, Librarians, Program Specialists, S.L.Cs and S.S.Ts):
Bill Avery- fishngy5501@gmail.com

For Ethnic Minorities:
Ann Murray - annmurray456@gmail.com

TRUE WEBSITE INFORMATION

TRUE Contract Enforcement (Grievances)
Paul Le Francois - Grades 7-12 & Adult Ed.
Sharon Reichelt - ECE to Grades 6.

TRUE Negotiations Team
Chris Moran - rlteacher@yahoo.com
Janet Schafer-Chris Bach-Mysti Lingenfelter

CTA State Council-TRUE Representatives
Janet Schafer        Wendy Gallimore
Kerri Asbury        Joyce Childs
Alternates: Lisa Gant, Catherine Roller

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

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Editing Assistants:
Evelyn Alvarado and Jen Turner

UNITED FOR A BETTER TOMORROW!