The 2013-2014 Proposed Calendar

How is the calendar created? 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 surrounding district calendars and makes adjustments as needed.

Why do we start our school year so early? We are 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. The Calendar Committee heard the requests from many of you to start later, so school will start for students on Thursday August 15, 2013. Certificated staff will start on Tuesday August 13, 2013.

How many days did we work this year? The certificated employees work year for the 2012-2013 school year is 181.5 days. The days consist of 175 student teaching days, 2 days for elementary parent conferences or secondary collaboration, 1.5 teacher work days, 3 Professional Development (PD) days and the 4.5 furlough days. All these days add up to a total of 186 days.

Are there furlough days next year? Certificated furlough days will end June 2013. Our calendar for 2013-2014 will be back to 180 student days, 2 elementary parent conference days or secondary collaboration, 1 teacher work day and 3 Professional Development Days for a total of 186 days.

Why are we working a half day on Monday, June 3, 2013? If you remember, last year in a newsletter article we explained why we had to come back on Monday June 4, 2012 for half of a day. This year, school ends for students on Friday May 31st. If we do not work one day in June we will not get paid for that month. If you miss getting a check for the month of June, then two months worth of checks would be taken out of the other 10 checks that you get. Most of us could not afford that.

What does next year’s calendar look like? The 2013-2014 calendar has school starting a week later than in the past. Certificated employees start on Tuesday, August 13, 2013 and students start on Thursday August 15, 2013. We have a PD day in late September and on Friday, November 1, 2013. Thanksgiving Break, Winter Break, President’s Week and Spring Break have remained the same. With the 5 days added back to the student calendar, school would be getting out on Monday, June 9, 2014. The Committee did not think ending school on a Monday or Tuesday was a good idea, due to the

(Continued on page 3)
I hope everyone has had a good start to the second half of the school year. TRUE is closely monitoring the Governor's budget and following with interest the Superintendent search. In addition, we are negotiating with the District every other Wednesday.

School Board meetings are still ending late at night. Changes are being made, but slowly. It is O.K. to deliberate, but some decisions don't require hours. Sometimes, Board members purport to be experts on particular subjects and pontificate on their expertise. Even worse, occasionally the Board gives undue attention to audience members who often speak on subjects that they don't really have complete knowledge or insight of.

Perhaps the other big event coming in January is the re-organization plan for the District office. Obviously, we are looking for a million dollars or more in savings, with the "demotion" or elimination of positions. We hope the Board takes the recommendations seriously and implements at least most of the suggestions.

John Ennis
TRUE President

TRUE had the opportunity to sit down with our Interim Superintendent, Joe Williams, to ask him a few questions to let our members get to know him better.

Mr. Williams’ educational background includes: being a middle and high school Math teacher in rural, suburban and urban areas of Missouri, and working at the Missouri Department of Education as a Federal Program Supervisor and Assistant Director of Assessment. In this position he worked in the areas of curriculum, professional development and assessment. While working for the Missouri Department of Education he earned his administrative credential and began working as a Principal. He briefly returned to the classroom during this time.

As Interim Superintendent, his vision for our District is getting the tools we need to enhance student performance, healing the internal and external parts of our District, focusing on curriculum and teacher professional development. Mr. Williams shared a few things that are happening under his leadership that he feels is moving the District in the right direction. These things are: securing a new law firm, starting the process of bringing in the Fiscal Crisis and Management Assistance Team (FCMAT) to do an assessment of the District office, beginning a curriculum committee, and creating course outlines that follow the A to G high school requirements.

When asked what positive things he is seeing at different school sites, he responded first by saying: seeing students engaged. He is seeing various Marzano strategies being used. He was excited by teachers’ enthusiasm in using technology and the student’s engagement with this technology also.

Mr. William’s top priority right now is focusing on student achievement and providing the tools for teachers to help their students achieve through providing qualified leadership.

Kristin Finney
TRUE Vice President
(Continued from page 1)  

PROPOSED CALENDAR FOR 2013-2014

fact that many students would not come to school. No one wanted to end school on late start Wednesday either, so the last day of school will be Thursday, June 12, 2014 for both students and certificated staff. Due to the addition of the 3 days to extend the last week of school, the Committee added those 3 days into the year. As a result, there will be a non-work day on Friday, March 14, 2014, Monday April 21, 2014 and Friday May 23, 2014. The information given in this article is the “proposed” calendar. When this newsletter was printed, it had not been approved by the Board yet. The calendar is going to be submitted to the Board on January 29 for their approval. I hope this article has helped to answer questions or concerns that you may have had about the calendar.

Sharon Reichelt
TRUE Director-at-Large

NEGOTIATIONS UPDATE

I am pleased to report that our negotiations sessions have begun to take on a more collaborative spirit with the District and we are being treated with more respect. We are continuing to discuss Special Education language, as it pertains to our working conditions and student learning conditions. Monetary items had been put on hold until the release of the Governor’s Budget Proposal. As of this writing, the proposal has just been released and we are still in the process of analyzing the effect it will have on TRUSD. It is important to remember that it is just a proposal that still has to pass through the Legislature before being enacted. As we all know, a lot can happen between now and the final budget. We are also waiting for the release of the FCMAT report and the restructuring of the District office, before we discuss financial issues. Remember, as of now, our furlough days are set to expire on June 30, 2013. We are carefully watching the state budget process and will react according to the needs of our District while still looking out for our members.

Chris Moran
TRUE Lead Negotiator

ORGANIZING UPDATE

The TRUE Organizing Committee had the first School Board Forum of the year on January 23, 2013, from 4:15 pm to 5:30 pm, at Foothill Ranch. The focus of this forum was Special Education issues as related to the current contract negotiations. This forum was a success! It was very well attended by different types of educators, and Board members Michael Baker, Cortez Quinn and Bob Bastian were very receptive to the stories and comments. In the next issue of the TRUE News we will have an article with more detailed information about this event.

The Organizing Team will be meeting at the TRUE office on February 6th from 4:00 pm to 5:30 pm to begin planning additional forums. The topics will be in support of negotiations, so future topics will be determined according to our current bargaining sessions. TRUE members interested in joining the Organizing Team are welcome to attend.

Julianne Neal
TRUE Organizing Chair

MEMBER BENEFITS

TRUE/CTA/NEA members can get great discounts for car rental and purchase:

CTA RENTAL CAR PROGRAM:
Enterprise Rent-A-Car you can call 800-736-8227 or do it online at www.enterprise.com, enter NACA068 as your account number and enter CTA as the Company Name

NEA RENTAL CAR PROGRAM:
Hertz Rent a Car— Company Name enter NEA, Promo Code 6738
Alamo Rent a Car
NEA member discount ID: 613575
Check for more information at www.neamb.com

NEA AUTO ADVANTAGE PURCHASE PROGRAM:
Get a great low price on a new or used vehicle

Get more information on Member Benefits:
www.ctamemberbenefits.org
www.neamb.com
Unfortunately, the Twin Rivers Unified School District has reached year 3 of Program Improvement as a district. As a result, the state of California has mandated that TRUSD work with a technical assistance provider to analyze the needs of the Local Education Agency TRUSD, and its schools, amend the Local Education Agency (LEA), Plan and implement key action steps including assistance with Corrective Action 6. Corrective Action 6 states the district must “Implement a coherent standards-based/standards-aligned instructional program using instructional materials which may be aligned to Common Core State Standards resources for all students K-12 in ELA and math and interventions as needed.” WestEd is the group that was chosen to work with our district on this very important task. WestEd is a national, nonpartisan research, development, and service agency that works with education and other communities to promote excellence, achieve equity, and improve learning for children, youth and adults.

As you may know, WestEd will be out at 18 school sites doing classroom observations and interviews as part of a four dimensional district study in Twin Rivers. First they will determine: (1) our assets and (2) needs, through interviews with a variety of schools and stakeholder groups. This is why they are coming out to schools and doing classroom observations and interviews. **They are not focused on the individual teacher level, nor are they coming in with an evaluative mindset. Teacher names will not be used in the report and no specific information about your classroom will be given.** They are looking for general district wide trends in instruction and identifying assets and making recommendations. The information gathered through these visits and interviews will be “triangulated” so they can identify consistent themes throughout our school district and areas for improvement. Once this process is complete, they will (3) come up with a list of recommendations that based on their expertise and research can be utilized by the district. (4) Those recommendations will be presented to the District Site Leadership Team (DSLT). The DSLT then prioritizes the recommendations and chooses those that we feel are most appropriate and necessary for our district at this time.

The recommendation report will focus on three areas that have been identified as important characteristics of highly effective districts: Management and Operations, Teaching and Learning and Continuous Improvement. What is most impressive to me about this whole process is that the work done by WestEd is customized for our district with the goal of meeting the needs of our district. In education right now there seems to be a “one size fits all approach” which we all know is not appropriate. To have a plan that is tailored to our needs and to have representatives from all stakeholder groups give input into the development of the plan, is very powerful.

The timeline on this process is very short as the revised LEA Plan is submitted to the TRUSD Board for approval and then submitted for approval to California Department of Education by March 11, 2013. The state may provide feedback after the revised plan is submitted. TRUSD will need to adopt a final revised LEA Plan by April. Look for more information to come out about the results of this process and the revised LEA Plan later this Spring.

**It is important that teachers participate in this process at their school sites** (18 school sites were randomly chosen to be visited/interviewed) and give honest feedback to the questions asked by the representatives from WestEd. The LEA Plan affects what we do at the school district and in our classrooms, so we want to make sure our voices are heard. If you have any questions about the process, or would like more information, please contact me at rtteacher@yahoo.com.

**Chris Moran**
TRUE Executive Board Secretary
BULLYING REPORT

Some of you know by now that Twin Rivers has adopted a new bullying policy. We already know that as teachers, we are mandated reporters for child abuse. Now in addition, we are mandated bullying reporters. This new function of our profession was brought about by some recently passed California laws (including AB 9, Seth’s law). The laws call for school action. There has been professional development at some schools on how to identify the bully and the target.

Bullying is the unwanted, aggressive behavior among school aged children that involve a real or perceived power imbalance. The behavior is repeated or has the potential to be repeated over time. You may witness: (1) verbal bullying: teasing, name-calling, inappropriate sexual comments, taunting and threatening to cause harm, social bullying, leaving someone out on purpose, telling children not to be friends with someone, spreading rumors about someone, and embarrassing someone in public; and (2) physical bullying: hitting, kicking, pinching, spitting, tripping, pushing, taking or breaking someone’s possessions, and making mean or rude hand gestures. In this digital age there is the ever-present cyber-bullying as well. Twin Rivers has responded with an incident report to be filled out by the witness. The incident report is filed with administration.

Then there will be an investigation. The bully and the target are separately interviewed. Each site will have a designated investigator to follow through. The parties involved with the bullying incident will have to be kept separated until the investigation has concluded.

The incident report and the investigation report will be sent to an independent office which will track trends state-wide. This ensures a bias free filing of the incident. The new bullying functions were not a negotiated item. This is happening across the state of California.

Chris Bach

PUBLIC ENGAGEMENT PROJECT (PEP)

Twin Rivers Unified School District and Robla Elementary School District have been collaborating on two community conversations. The objective of these conversations is to define and discuss the “Achievement Gap” among students in the Twin Rivers and Robla school districts, looking specifically at the discrepancies in academic achievement among three main sup-groups: White, African American and Hispanic. The goal is to bring stakeholders together to look for what causes the achievement gap, as well as ways to support student learning in order to encourage student achievement. We are hoping to see families, students, school staff, administration, district personnel, community members local businesses and neighborhood organizations come together to forge a plan that will start the process of closing the achievement gap.

The conversations will take place on April 20 and April 27, 2013 at locations to be announced. TRUE members are encouraged to attend at least one of the dates. We need help with recording and someone to be a moderator at these events. Please e-mail me to: true.office@yahoo.com if you would like to help.

Julianne Neal
TRUE Organizing Chair

TEACHER FUNNIES

Every school year I do an activity where students match their skin color to people-color paints, then they paint portraits and hand print murals to celebrate who we are and how we look. The colors are called everything from cinnamon to peach to mahogany to toast. When one third grader’s skin color matched the “wheat” color, he got so excited, he hollered: “I’m finally student of the wheat!”

JoMarie Privitera
Third Grade Teacher
The TRUE Professional Issues Committee continues its focus on providing professional development and resources for its members!

Based on the positive response to and reviews of the November Common Core State Standards Training, we are repeating it for those who were unable to attend. Please mark your calendars for this event being held on Monday, February 4th from 4-7 p.m. at the CTA Region 2 Office. To register please RSVP to true.office@yahoo.com or 916-648-9701 by January 31st. TRUE Executive Board Members Kristin Finney and Chris Moran, along with Edna Shoemaker, participated in the TRUSD Professional Development Committee meeting held on Thursday, January 10th. This is part of our ongoing collaboration with the District focused on providing opportunities and resources that support teachers.

The Professional Issues Committee will be meeting monthly and we need your participation! Our goal is to address your needs and requests—and we cannot do this effectively without your input. Please join us!

Thursday, February 7, 2013 4-5 p.m.  Thursday, March 7, 2013 4-5 p.m.
Thursday, April 4, 2013 4-5 p.m.  Thursday, May 2, 2013 4-5 p.m.

These meetings are held at the TRUE Office. If you are unable to attend please do not hesitate to submit your suggestions, concerns and requests to: true.office@yahoo.com. We want to hear from you!

Edna Shoemaker
Professional Issues Committee Chair

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PROFESSIONAL ISSUES COMMITTEE

February is the start of our election season, and it is just around the corner. There will be two elections taking place this February for the NEA Representative Assembly (NEA-RA): election of State Representatives (election run by CTA), and election of TRUE Representatives. This year’s NEA-RA will take place in Atlanta, Georgia from Sunday, June 30th to Sunday, July 7th.

Members wishing to run for NEA-RA State Delegates have until January 31, 2013 to submit a Declaration of Candidacy to the Capital Service Center Council. The declaration form can be found in the December/January issue of the California Educator, the CTA magazine, and it was also attached to a mass e-mail sent by the TRUE office reminding everyone of this election. The ballots for the NEA-RA State Delegates will be sent to the sites to vote in mid February.

For the second NEA-RA election, for local (TRUE) Delegates, the timeline and declaration of candidacy form will be available towards the end of January on the TRUE website (www.trueassociation.org).

Julieanne Neal
TRUE Elections Chair

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VISIT THE TRUE WEBSITE

Go to www.trueassociation.org to see:
- Dues Structure/Amounts (to get amount for your taxes, use lists dated 2011-2012 and 2012-2013)
- Current Contract (Collective Bargaining Agreement) and Grievance Forms
- Information on Common Core and Flyers about Upcoming Trainings/Professional Development
- Helpful Links to other websites
- Election Announcements
- Copies of all issues of TRUE News
- Catastrophic Leave Bank Forms
On March 5th, a special School Board election will be held to fill an opening on the Board of the Washington Unified School District of West Sacramento. The Washington Teachers Association is endorsing the candidacy of Sarah Kirby-Gonzalez for this seat.

Here is a brief background. One of their School Board members last fall resigned, but her resignation came too late in the election cycle for her position to be included on the November ballot. The remaining School Board members appointed Liz Bagdazian to fill the open seat. The appointment was made legally with appropriate notices to the public. Nonetheless, a group organized by the Mayor of West Sacramento, Christopher Cabaldon, mounted a successful campaign, using money from outside interests and paid petition gatherers, to nullify this appointment and force a special election. The election will be by mail only, and will cost the school district approximately $100,000 to conduct. Obviously, this money could be put to better use in their classrooms.

The Mayor then selected Francisco Castillo, an employee of Michelle Rhee’s organization, Students First, as his candidate for the vacant School Board seat. Given the well-known antipathy that Ms. Rhee and the Mayor both have towards public school teachers, as well as their strong support of charter schools, we believe Mr. Castillo’s election could be a disaster for students in West Sacramento. The teachers’ endorsed candidate, Sarah Kirby-Gonzalez, on the other hand, would be great for West Sacramento’s children. Sarah is a teacher’s teacher. She is National Board Certified, and has received Teacher of the Year awards in her district as well as Sacramento County. She currently is a 5th grade teacher at Mather Heights Elementary in Rancho Cordova. In order for Sarah Kirby-Gonzalez to win this special election, they will have to work hard to introduce Sarah to voters, and to make sure voters actually mail in their ballots. They will also have to overcome an expected strong campaign from Mr. Castillo – presumably involving the same outside special interests that forced this special election in the first place.

The Washington Teachers Association is asking all the surrounding education associations for help. They will need help knocking on doors and making phone calls, in addition to campaign donations. As the members of TRUE will be on our February break (Presidents Week) just two weeks before their election, we are asking all available members to assist WTA in any way we can. We will be helping with phone banking and getting out information to their community regarding the importance to public education of voting for Sarah Kirby-Gonzalez.

For more information, please contact Joyce Childs at: joyandmic@sbcglobal.net or 916-715-8244 or you contact the Washington Teachers Association directly at: wtateachers@sbcglobal.net or 916-371-0882.

Joyce Childs
TRUE PAC Chair
### CALENDAR OF EVENTS

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<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Feb. 04</td>
<td>Common Core Training @ CTA, 4 pm</td>
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<td>Feb. 05</td>
<td>TRUE Executive Board Meeting</td>
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<td>Feb. 06</td>
<td>Organizing Meeting @ TRUE, 4 pm</td>
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<td>Feb. 07</td>
<td>Professional Issues Meeting @ TRUE, 4 pm</td>
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<td>Feb. 07</td>
<td>Legal Rights &amp; Remedies @ CTA, 4:30 pm</td>
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<td>Feb. 08-10</td>
<td>CTA Good Teaching Conference</td>
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<td>Feb. 12</td>
<td>TRUSD Board Meeting</td>
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<td>Feb. 18-22</td>
<td>Presidents Week - Schools Closed</td>
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<td>March 01-03</td>
<td>CTA Equity &amp; Human Rights Conference</td>
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<td>March 05</td>
<td>TRUSD Board Meeting</td>
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<td>March 07</td>
<td>Professional Issues Meeting @ TRUE, 4 pm</td>
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<tr>
<td>March 12</td>
<td>TRUE Executive Board Meeting</td>
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### TEACHER'S RESOLUTIONS FOR THE NEW YEAR

- Enjoy my students
- Make time for myself and my family
- Be more consistent with classroom management
- Incorporate more technology into my daily teaching
- Help students to be more actively engaged in their learning, teacher facilitates more
- Clean my room like it was the first day
- Try learning something different
- Stay informed, support and get involved in my local union
- Join the TRUE Facebook Group

### 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:
- Julieanne Neal - julieanneneal1@surewest.net
- Sharon Reichelt - sreichelt23@gmail.com
- Lisa Gant - lisasring@sbcglobal.net
- Luke Flores - lukeflores@trueassociation.org

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 CONTRACT ENFORCEMENT (GRIEVANCES)

Paul Le Francois - Grades 7-12 & Adult Ed.
Sharon Reichelt - ECE to Grade 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
- Rebecca Le Doux

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