On June 30 - July 07, 2013 the National Education Association held its annual Representative Assembly, the NEA-RA, in Atlanta, Georgia. TRUE members John Ennis, Kerry Asbury, Chris Moran, Julieanne Neal and Wendy Gallimore attended this Assembly, along with close to 8,000 other delegates representing state and local educator affiliates. Delegates represent preK-16 educators, including education support professionals, student members, retired members, and other segments of the united education profession. The RA is the primary legislative and policymaking body of the National Education Association (NEA) and derives its powers from, and is responsible to, the membership.

On July 2nd, NEA launched the Raise Your Hand for Public Education campaign at the RA. This campaign is designed to help educators across the nation to become leaders in a national movement for public education. The kickoff mini-conference had several guest speakers sharing information on the need to take back public education. Topic discussions included: Collaboration to Lead the Profession, Assessment, Common Core, and the Future of Education, Affiliate Engagement: Empowering Educators to Lead, Leading by Reaching Out to the Community, Affiliate Engagement: Bringing Learning Back to Life.

Attendees were reminded of the numerous attacks on public education over the past decade, as well as suggestions for defeating those attacks so that we can ensure the success of every student. We face attacks by so-called “education reformers” set to destroy public education with corporate privatization efforts. We face legislative attacks on our collective bargaining rights. There are powerful critics like Michelle Rhee attacking our unions and the work we do with students while demanding value added evaluations. Let us not forget the damage done to our students through No Child Left Behind and Race to the Top. The teaching profession has been de-professionalized through the vicious onslaught of attacks.

As an organization, we can and must make a difference for kids. We must recognize the power of educators in this struggle. We need to raise our hands to make a difference for students. We need to advocate for members.

(Continues on Page 2)
PRESIDENTS MESSAGE

September 09, 2013

This summer was very eventful. Together with four other TRUE members I attended the NEA Representative Assembly in Atlanta, Georgia. While there was less floor debate than usual, it was interesting to hear about Common Core in other states. Unfortunately, some states continue to lose their bargaining rights and their organizing abilities.

I was very much interested in The Final California State Budget. The new spending formula (L.C.F.F) is in place, but can be amended; actually, formula outcomes are still being debated. One conclusion we know is that Twin Rivers will receive $6-7 million additional dollars. We put in a Demand to Bargain and expect to start by the end of September.

While it is nice to have furlough days gone, it is time for a pay raise. In addition, we need to address the benefits crisis. The cost of benefits continues to out-run the cost-of-living. Even a modest 2% to 3% pay raise would barely cover the increases in benefit costs. However, after 5+ years of “losing” money, we will be relentless in our pursuit of new compensation.

TRUE still has three General Ed. educators and nine Adult Ed. teachers who are still laid-off, without work. We believe the District has the funds or will get the funds to re-instate these teachers.

To this date, I have had four lengthy meetings with the new Superintendent, Dr. Steven Martinez. He has revealed some of his short-term goals, and medium-length visions. I think we have turned the corner, as far as the Superintendent’s job. TRUE is taking part with the Superintendent in some labor-management collaboration forums. We are working to free up some monies for our members and instituted programs that are attractive to students.

On September 4th the School Board voted 7 to 0 to declare a heating/air conditioning crisis in the Twin Rivers District. They allocated about $5.5 million dollars to fix the 348 work-orders they have pending.

John Ennis
TRUE President

(Continued from Page 2)

We need to advocate for civil rights and the right to learn. We need to fight for public education. We need to work together with all school employees to put students’ needs first. We need to raise our hands and step up to change the policies and forces that are working against us and affect what and how we teach in our classrooms. Policy is too important to leave to the policy makers. Teachers need to become engaged in the politics of education. Teachers have the knowledge and skills to lead the profession.

There were several suggestions to bring back to TRUE: First, we need to organize in an effort to make our association more relevant to more members more of the time. We need to reach out to members. Jonathan Knap, President of Seattle Education Association, suggested monthly building blitzes at various sites to listen to members’ experiences and challenges. Second, we need to take a lead in defining who we are as educators throughout the district, community, and legislature. Third, we need to try to build trust between District leadership and TRUE members. We are all responsible for educating all of our students. Fourth, we need to build community relationships. Planning community events to bring forward ideas of what quality education should look like. We need to change the debate on what education and assessment should look like, and it will take community support to accomplish this change. Joining the local Labor Council was also suggested. A part of the Raise Your Hand Campaign is the Great Public Schools Network (gpsnetwork.org). Educators across the nation have the opportunity to join this network. The site is a place for educators to collaborate, advocate, and organize in an effort to improve public education by leading a student-centered Association agenda.

Julianne Neal
TRUE Delegate to the NEA-RA
The TRUE negotiations team has had 18 sessions with TRUSD in the last nine months. Much has changed over the course of those months, most notably the passing of Proposition 30 which protected school funding from devastating cuts this year. The articles opened for this round were: Articles 4, 7, 14, 15, 18, 21 and 26 (new article for Special Education. We have tentative agreements on all articles except Article 21. We are currently working on that article and hope to have this round of negotiations completed in the next few weeks.

SUMMARY OF NEGOTIATED ITEMS:

Article 4: Work Day/Work Year
- Elimination of all furlough days
- 186 day work year
- 177 instructional days (student contact)
- 1 teacher preparation day (August 14)
- 2 parent conference days (elementary), 2 collaboration days (secondary)
- 6 Professional Development days (no less than 3 will be dedicated to training for Common Core implementation)

Article 7: Class Size
- We refused to extend the waiver for class size limits & overage payments (for specific language see Contract at www.trueassociation.org)
Note: We are aware that the current language does not account for all of the configurations in TRUSD and will be working on correcting it.

Article 14: Salary
- No furlough days to reduce salary
- Negotiated to place K-8 counselors on secondary counselor salary schedule which allowed 8 counselors to stay at their schools.

Article 15: Employee Benefits
- Agreed to language that grandfathers in current employees when both spouses work for the District. Aligns language with other bargaining units for future employees.

Article 18: Catastrophic Leave
- Added clarifying language and timelines at the request of the committee chair

Article 21: Early Childhood Education/Child Development
- Working on improvement to their salary schedules and language in the article
- Negotiations on this article are still in progress

ARTICLE ADDED TO CONTRACT:

Article 26: Special Education
- New Language:
IEP meetings shall be held, whenever possible, during the school day. The Special Education Department will provide substitute support to Special Education staff and any Member attending the IEP meeting. A form to request these services must be completed, submitted and approved by the Special Education Department prior to the Department providing the substitute support.

- Caseload Change:
Moderate/Severe SDC from 15 in Elementary and Secondary to 12.

- New Language:
Special Education Liaison Committee
- A Liaison Committee will be created for purposes to identify and resolve emerging issues in Special Education. The Committee will meet once a month; additional meetings can be scheduled by the District or the Association as issues arise.
- The Committee shall consist of the Assistant Superintendent of Special Education, Coordinators and a team from TRUE. The Committee shall be comprised of administrators, TRUE members and CSEA/paraeducators.

- New Language:
Special Education Paraeducators
- Flexible collaboration time shall be made available once a month during the Wednesday morning meeting time for one hour.
- Special Education unit members will be invited to participate in the selection/hiring process for new paraeducators.
- Special Education unit members provide leadership and direction to paraeducators in matters related to the classroom and student instruction, insofar as such direction is not in conflict with that of the site principal, program administrator and the paraeducator’s contract.
- Breaks and lunch schedules will be coordinated under the direction of the site principal or Special Education Department Chair, and shall not conflict with the paraeducator’s collective bargaining agreement.

Chris Moran
TRUE Lead Negotiator
The TRUE Political Action Committee (PAC) is starting to focus on the next Twin Rivers School Board election. The process is cyclical and starts again this fall. Most TRUE members are not totally aware of all the requirements in the process to select and support our trustee candidates; here is a brief explanation:

The first step is to establish a pool of candidates for the School Board and the election timeline. Questionnaire and Interview subcommittees are established. The TRUE PAC solicits TRUE members to be part of the process.

After we have established a complete list of all the candidates in the TRUSD community, we send each candidate a questionnaire asking them their views on issues that are important to our membership. Once we receive all the questionnaires, we solicit TRUE members to make up the interview panel for the candidate interviews. The interviews are completed and the PAC scores the candidates based on the answers to the questionnaire and the interviews.

The final list of candidate recommendations for each trustee area is presented to the TRUE Executive Board and its members can inquire about the candidate’s positions and ask clarifying questions, but they are not the final approving authority. According to the TRUE Bylaws and Standing Rules, the PAC recommends the list of candidates to support through the TRUE Executive Board to the TRUE Site Representative Council. The Site Rep Council is the approving authority that must ratify by a 60% majority the endorsement with financial support to the candidates selected.

After the ratification, the PAC forms 3 campaign subcommittees:

1.- Phone Banking: TRUE must purchase registered voter lists to call community members to support our candidates. The PAC also pays for all costs related to the phone bank: phones, food, and volunteer incentives.

2.- Precinct Walking: The PAC creates precinct walking lists for the neighborhoods where we need to go door to door. This committee also decides which areas will receive mailers and door hangers for our supported candidates. All this must be developed, paid for and organized by the election timeline.

3.- Candidate Events: These events are for both TRUE members and community members to have the opportunity to meet our supported candidates. These events are scheduled with our contacts in the community. We pay for the venues and for refreshments. We are not allowed to use school sites for these types of events.

In the past, trustees were elected at-large and the community as a whole voted for all the candidates, one for each of the seven area. This has changed and now the community can only vote for the one candidate that will represent their local trustee area. This makes it much easier for TRUE to help our supported candidates win their individual areas.

The PAC funds are not normally given directly to the supported candidates. The funds from the PAC are used to pay the costs of the subcommittees. Sometimes candidates incur costs that are directly related to the campaign and the PAC votes to support those extra costs. In the newly proposed TRUE Bylaws, Candidates will receive no cash donations greater than $1,000 without approval of the TRUE Executive Board. Campaign costs will only be covered up to 30 days for post-election expenses.

The TRUE PAC meets the third Thursday of every month at the Lion’s Gate Restaurant at McClellan Business Park. All TRUE members are welcome to attend our meetings.

Joyce Childs
TRUE PAC Chair
The annual enrollment period for the TRUE Catastrophic Leave Bank is now open!

To join the Catastrophic Leave Bank members must be permanent employees and by the middle of October have at least 9 days of accrued sick leave remaining after donating to the Bank. Participants/contributors to the Catastrophic Leave Bank who are suffering from a catastrophic illness or injury and have run out of their own sick-leave days may request a donations of sick leave credits from the Bank. Also, an eligible member whose dependent child, spouse or domestic partner or immediate family member living in the household is suffering from a catastrophic illness or injury, may request donations of sick leave credits from the Bank to take care of those family members. -For complete information on this program, please read Article 18 of the Collective Bargaining Agreement (Contract).

Participation in the Bank is voluntary, and once you enroll, a one-day contribution will be deducted each school year from your sick-leave, unless enrollment in the Bank is canceled by the participant. **If you would like to become a participant in the Bank, please fill-out the enrollment form, which can be found on the TRUE website (www.trueassociation.org), or at the TRUE office.** Completed forms must be returned to the TRUE office **no later than Friday, October 4, 2013.** -You’re not enrolled in the Bank until your first contribution is deducted from your sick-leave in November.

New enrollees and members who are already in the Bank will see the donated day deducted on their November paycheck statement. 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 and deliver it to the TRUE office by October 4th at the latest.

You never know when you may need to use the Catastrophic Leave Bank, for your own needs or to take care of a family member with a catastrophic illness. To take advantage of this great program, you must become a contributor/participant to the Bank. **Enroll now!!!**

**Sharon Reichelt**
Catastrophic Leave Bank Chair

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**GRIEVANCES**

If you feel your contractual rights have been violated, immediately call a member of the TRUE Contract Enforcement Team, also known as the Grievance Team:

- **Sharon Reichelt,** for Early Childhood Education through 6th grade, can be reached at 916-202-7208.
- **Paul Le Francois,** responsible for grades 7-Adult Education, can be reached at 916-521-8742.

The Grievance Team will go over with you the process of how to file a grievance and the expected timelines. If the contractual issue is at the site level, the Grievance Team may have you informally meet with the Principal in hopes of resolving the problem. If the contractual violation is at the District, the Grievance Team will handle those matters. All paperwork associated with grievances will be processed by Sharon or Paul.

Please review the Salary Determination (Notice of Employment) that was sent to you in early July. We have had members complain about their paychecks after receiving the first one of the year. Many of these problems can be avoided by analyzing the notice sent out from the District. Check on your units, placement, longevity, etc.

**Paul Le Francois**
TRUE Contract Enforcement Chair
New to the District?
Don't Miss This Deadline!

If you are a newly hired employee and an eligible CTA member, now is the time to get CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard). You have a special opportunity to apply for Disability Insurance and up to $200,000 of Life Insurance within 120 days of starting work. You can apply online at: www.standard.com/cta/newhire.

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. 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 CTA. They were selected by CTA for their financial stability, integrity and commitment to serving CTA members. Just ask Joann Hardy of Bakersfield Elementary Teachers Association, who used her Disability Insurance with The Standard after she was diagnosed with cancer: "Each time I interacted with The Standard," Joann said, "I felt like they were truly concerned and focused on helping me. ... I've told many of my peers, especially new teachers, about this important coverage. You never know what can happen and being prepared is important."

Don't miss this opportunity – apply online at www.standard.com/cta/newhire.

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.1; GP 190-LIFE/S399/CTA.3

THE RIGHT TO CHALLENGE IS A NECESSARY PART OF THE ELECTIONS PROCESS

As classes begin, an important elections challenge decision awaits. As you'll recall, the election for TRUE President was challenged at the end of last school year. The challenge was presented within the scope of TRUE's governing By-Laws and Standing Rules, and TRUE members need to know that the challenge was not borne of "sour grapes" or retaliation. All members deserve an honest and clean elections process that follows both the spirit and written language of our By-Laws. The right to challenge an election exists to protect and guarantee a fair process, and a neutral third party review of the alleged violation is required.

Article III.D.2 of the TRUE Standing Rules says: “A candidate may not accept direct contributions from a chapter’s treasury or indirect contributions in the form of use of a chapter’s assets, facilities, staff, equipment, mailings, good will and credit.” The challenge to the President's election involves alleged improper use of e-mail addresses collected while doing TRUE business by a third party (not a candidate for President), and that said third party used those e-mail addresses as an elections campaigning tool for and against candidates for President.

In their challenge report to the TRUE Executive Board, the TRUE Elections Committee determined that during the election process for President there was a violation of Article III.D.2 of our Standing Rules, but the Committee could not determine if said violation affected the outcome of the election. The Executive Board held a special meeting to discuss the report and made a decision, which following procedure was appealed before the CTA President. We are now waiting for a final decision on the matter by CTA.

We have heard that “life isn't fair”. Thankfully, there are always people brave enough to fight for fairness. I believe the current elections challenge isn't just about fairness; it’s also about the fight to protect the integrity of our association and the educators we elect to represent us.

Rick Mau
TRUE Treasurer
While attending the CTA President’s Conference this summer, I was able to attend sessions on a variety of topics including teacher discipline and dismissal, legal issues in bargaining and recent legislation pertaining to education. The sessions that were the most relevant for the upcoming school year were those that covered the two biggest changes in education: the Local Control Funding Formula and the Common Core State Standards.

Local Control Funding Formula (LCFF): The LCFF is the new way California is funding education. It allows for an 8 year implementation, so full implementation is not until the school year 2020-2021. The funding is also dependent on the economy of California- if it continues to improve as projected, all is well. However, if the economy stalls or takes another downturn, education funding will be impacted as in previous years.

The LCFF replaces revenue limits and most categorical program funding with base funding. There is a base grant target per grade span (each grade span gets a different amount of money), K-3, 4-6, 7-8 and 9-12. In addition, there is added funding for Class Size Reduction in K-3 (24 to 1 is the target) and Career Technical Education (CTE) in 9-12. There are also supplemental and concentration grants that provide additional funding based on the demographics of the district. These grants are based on the number of English Language Learners, low-income students and foster children in the district.

TRUE has already submitted a demand to bargain for money that will come into TRUSD as a result of the new funding formula. We expect to be working collaboratively with the District to decide a timeline for reducing class sizes in K-3 and developing CTE programs in 9-12. The issue of increased compensation (salary and benefits) for our members will also be addressed. Look for a survey coming out in the next few weeks regarding negotiations. We need your input to make informed decisions at the table.

Common Core State Standards (CCSS): TRUE has also submitted a demand to bargain for the implementation of the CCSS. I have been asked by several members what our intention is in this area and why we would be discussing it in negotiations. Education Code 60208 states, “It is the intent of the Legislature to do both of the following: Provide to local educational agencies a process that involves teachers, and is consistent with the implementation of standards-based curricula.” Based on this language, the union and district should agree to the principal of local control that involves teachers for the Common Core implementation. In addition, the Educational Employment Relations Act (EERA) states that “the Exclusive Representative has the right to bargain the impacts and effect of mandatory subjects of bargaining.” LCFF and CCSS likely impacts and effects the following areas: collaboration and planning time, class size, professional development and evaluation.

As a result of these impacts, we will be focusing on the role of teachers during the transition to CCSS. We will be discussing time needed to collaborate on the Common Core in the following areas: grade level, interdisciplinary focus, literary focus and developing performance tasks. Other areas that we will focus on are the function of Professional Learning Communities in implementation of CCSS, Professional Development needs, supplemental curricula materials, and eventually textbook selection.

This will be a very busy year in negotiations. Not only do we have these two new initiatives to negotiate, but our entire contract will be open as the current contract is set to expire June 30, 2014. I again urge all of you to watch for a Negotiations Survey to come out in the next few weeks and to make sure you complete it. Make sure your personal e-mail is updated at the TRUE office. Your input is critical!

Chris Moran
TRUE Vice-President
MEMBERSHIP BENEFITS

NEA Complimentary Life Insurance

Automatic coverage at no extra cost

The NEA Members Insurance Trust® provides valuable, no-cost term life insurance and other important coverage to all eligible members. Complimentary benefits include:

- Up to $1,000 of term life insurance
- Up to $5,000 of accidental death and dismemberment (AD&D) coverage
- $50,000 of AD&D insurance for any covered accident that occurs on the job or while serving as an Association Leader*
- $150,000 of life insurance for unlawful homicide while on the job
- These benefits are provided at no cost to Active, Staff, Reserve and Life members

You’re automatically covered by being an eligible member. But please take a moment to register a beneficiary of your choice. It takes less than a minute—and it tells NEA who you want to protect. If something bad were to happen to you, NEA will be able to make benefits immediately available to the people you care about most. No questions asked.

Then take one more step to make sure your family is protected.
Your complimentary coverage is a great start. But depending on your family’s circumstances, you may need more. Use the NEA easy calculator to see how well your family is protected.

For more information and to register your beneficiary, go to www.neamb.org

CTA-Endorsed Voluntary Group Disability Insurance

CTA-endorsed Disability Insurance from The Standard
Disability Insurance pays a benefit when you cannot work because of covered illness, injury or pregnancy. Benefits can help with the everyday bills, such as the mortgage or rent, that continue even when you can’t work — expenses that health insurance won’t cover.

Why You Need It
CTA members working in Twin Rivers aren’t eligible for California’s state disability insurance plan. This means you may be left with only sick leave to protect you if you are unable to work due to disability. The CTA-endorsed Disability plans were specially designed to cover the gaps in coverage that many educators and education support professionals face. And because the plans are offered through CTA, you can trust they provide benefits designed with you in mind.

- Coverage for disabilities occurring on or off the job
- Access to the CTA Advisory Panel on Endorsed Services
- Includes Accidental Death and Dismemberment coverage
- Convenient payroll deductions for payment of premiums

How You Get It
You can apply for coverage at any time by providing satisfactory proof of good health.
To apply you can:

- Call (800) 522-0406 from 7:00 a.m.-6:00 p.m. Pacific Time, Monday-Friday

For more information, and to enroll, log in to www.ctamemberbenefits.org
2013-2014
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.

- CTA (State) Dues $644.00
- NEA Dues $192.00
- TRUE (Local) Dues $250.00

MONTHLY DUES (10 Deductions)

- $82.60 CTA/NEA
- + $25.00 TRUE
- $107.60 per month

CATEGORY 2 A:
For those faculty whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment.

- CTA (State) Dues $332.00
- NEA Dues $102.50
- TRUE (Local) Dues $125.00

MONTHLY DUES (10 Deductions)

- $43.45 CTA/NEA
- + $12.50 TRUE
- $55.95 per month

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.

- CTA (State) Dues $332.00
- NEA Dues $182.00
- TRUE (Local) Dues $125.00

MONTHLY DUES (10 Deductions)

- $51.40 CTA/NEA
- + $12.50 TRUE
- $63.90 per month

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).

- CTA (State) Dues $176.00
- NEA Dues $63.00
- TRUE (Local) Dues $62.50

MONTHLY DUES (10 Deductions)

- $23.90 CTA/NEA
- + 6.25 TRUE
- $31.15 per month

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

- CTA (State) Dues $176.00
- NEA Dues $102.50
- TRUE (Local) Dues $62.50

MONTHLY DUES (10 Deductions)

- $27.85 CTA/NEA
- + 6.25 TRUE
- $34.10 per month

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)
Sponsored by: CTA Capital Service Center, Sacramento City Teachers Association, Twin Rivers United Educators, Elk Grove Education Association, San Juan Teachers Association