The Professional Development Committee continues to focus its efforts on meeting the requests of educators in providing workshops and other opportunities of interest and value to them. We held a “Smarter Balanced Basics” workshop - provided by CTA - which focused on the assessment which will be used with the Common Core State Standards. This event on January 14th was attended by more than 25 TRUE members and was well-received.

The Professional Development Committee is currently planning additional opportunities, including a facilitated book study focused on the 3rd Edition of Setting Limits in the Classroom. One TRUE member said “saved my life as a teacher.”

We are also exploring an “Unconscious Bias” training based on requests from members of TRUE. Provided by the CTA Human Rights Department, this training will guide participants through a deep journey of personal exploration in order to understand the shortcuts and subsequent perceptions we make about people and our surroundings. Through transformative learning, this training will provide skills that will increase awareness of our cognitive biases and offer intervention strategies. More information is forthcoming regarding these and other professional development opportunities.

TRUE’s Professional Development Committee meets monthly, typically the first Thursday of the month. Our next meeting will be held on Thursday, April 3rd at 4:00 PM. These meetings are held at the TRUE Office and are open to all members; we’d love to see you there!

Edna Shoemaker
Professional Development Committee Chair
Thursday, March 20, 2014

Tuesday night many of you came to the School Board meeting to show District leadership that harassment and bullying at all levels need to be addressed. Thank you to those of you who made it out to this meeting to show your support and take a stand.

As we move forward in negotiating the 2014-2017 Collective Bargaining Agreement (Contract), we will need to continue to show our unity in supporting our Negotiations Team's effort to get fair contract language and a fair salary and benefits package put into place.

This year the surplus process began with some bumps, but we are communicating with HR as questions arise and making sure the procedures put into place for this process are being followed. There are 47 names on the surplus list, of which almost half are Student Learning Coaches and Student Support Teachers. At this point, everyone on that list should have been notified and given a list of vacancies to select from.

As per Article 8.5 of the Contract, beginning on April 1st the District should be posting all the vacant positions available for voluntary transfers in-house, meaning: only available for current District employees. Starting on April 15th, the vacant position posted will be available to both current employees and outsiders. We will keep you posted on this process as we get information from the District.

Important information was given to your Site Rep. regarding upcoming TRUE PAC activities for the TRUSD School Board election. Please look for this information to come to your site on how you can participate to help make sure John Dexter is reelected to our School Board.

Kristin Finney
TRUE President

NEGOTIATIONS UPDATE

On March 13, 2014 the TRUE Negotiations Team reached a Tentative Agreement (TA) with TRUSD for Article 14 (Salary) and Article 15 (Benefits) for the 2013-2014 school year. We agreed on:

- A 2% increase on ALL salary schedules, retroactive to the start of this school year;
- A 2% one-time bonus for each employee, relative to placement on salary schedule;
- $100 per eligible employee with health benefits, from Dec. 2013-June 2014, including employees receiving cash-in lieu of benefits (equal to $22.50 per month), and eliminate TRUE's Unfair Labor Practice charge (because of the District's previous decision to do this without negotiating with us and excluding the cash-in-lieu people).

As soon as the District makes available to us all the salary schedules drafts showing the new increase, we will send out an e-mail with the information; it will also be make available at the time of the TA ratification vote.

During this negotiations process we have been in consultation with CTA, and the total compensation in this package is consistent with CTA's recommendations.

For this salary increase, one-time bonus and benefits bonus to take effect, the Tentative Agreement must to be ratified by majority of all non-management certificated staff's legal votes. If the TA is ratified, the check with retro payment of the increases/bonus will be paid to you in May 2014. The TA ratification vote timeline will be announced at the March 25th Site Rep Council meeting and Special General Membership meeting.

We are now back at the table bargaining language for the 3-year Contract (July 1, 2014 - June 30, 2017) which also includes salary and benefits for 2014-2015. There is increased funding for 2014-2015 so we expect to negotiate another salary/benefits increase. Our mutual (TRUE and TRUSD) goal is to complete negotiation of the 3-year Contract before the end of this school year, so any new increase will be applied immediately to next school year's salary.

Chris Moran
TRUE Lead Negotiator
TRUE SCHOLARSHIP INFORMATION

There is a total of $7000.00 a year in the TRUE Scholarship Fund. TRUE Scholarships are available for TRUE members, TRUE members’ dependent children entering college or already in college, and for TRUSD seniors. Scholarship applications are now available at the TRUE office or on the TRUE website www.trueassociation.org.

TRUE scholarship applications are due at the TRUE office no later than Friday, May 2, 2014. Scholarships will be awarded in $250.00 increments for community college and $500 increments for 4 year universities. We will announce scholarship recipients at the May Site Rep. Council meeting. Money will be awarded in September, after proof of enrollment has been presented.

Sharon Reichelt
TRUE Scholarship Chair

ELECTIONS UPDATE

Wow! It has been an incredibly busy year for the TRUE Elections Committee, and we are not done yet. By the time you read this, announcements and timelines for the election of one TRUE Representative for the CTA State Council and one Alternate will have been posted. Following will be the announcement and timeline to vote to ratify the Tentative Agreement for the 2013/2014 school year, and after that we will have the election process for seven positions as TRUE Executive Board Directors-at-Large. Look to the TRUE website for election announcements, timelines and Declarations of Candidacy forms, when applicable.

On March 7th, the TRUE Elections Committee counted ballots for the second re-running of the run-off election for TRUE President. A total of 1,037 ballots were cast, and all but one site returned their ballots. Of the 990 legal votes cast, John Ennis received 372 votes and Kristin Finney received 618 votes.

Unfortunately, there was an attempted sabotage of the President election. A FRAUDULENT letter addressed to Site Reps, made to seem like it came from me, was delivered to many elementary sites stating that it was “permissible to return ballots with envelopes through the District Mail System”. In reality, ballots returned that way would have been invalid and not counted. Fortunately, the TRUE office learned of this sad plot prior to the ballot due date and the Site Reps could be forewarned. With guidance from CTA, we were able to count all ballots returned for this election. It is important to remember that all ballots must be returned to the TRUE office directly WITHOUT using District mail, for they DO NOT deliver to us.

Declarations of Candidacy for the LOCAL Delegates to the NEA-Representative Assembly (RA) were due on March 6th. According to NEA elections guidelines, an election may be waived, and the candidates declared elected, if following the period of open nominations the number of candidates is equal to or less than the number of delegate positions available. This time only two Declarations of Candidacy were received to fill seven available seats; Chris Moran and Joyce Childs were declared elected as our Local Delegates to the 2014 NEA-RA.

On March 12th, ballots for the CTA NEA-RA State Delegate were due to be returned to the TRUE office for verification. Those ballots were delivered to the CTA office to be counted on March 17th and 18th. The final results should be announced by CTA on March 24th.

Julianne Neal
TRUE Elections Committee Chair
SIMPLE SOLUTIONS: EFFECTIVE DISCIPLINE

The CTA Good Teaching conference this year was held in January, in San Jose. One of the greatest workshops at this conference was Simple Solutions: Effective Discipline. During this session, Mr. Rick Morris presented that the number one goal of a teacher is to promote a “Happy Productive Classroom”. He claims that this is easy to do when you follow his simple guidelines, include:

- **Give Freedom:**
  Allow students the freedom to sit anywhere as long as they are productive. If they become unproductive they lose the privilege that week. Morris suggests making a list of all students in the room. If a student loses the privilege to sit anywhere by being unproductive, then a line goes through that individual’s name. The privilege is lost for that week and there is no arguing. Start fresh the next week.

- **Emotions are Contagious:**
  Be the kind of teacher who is “Strong but Soft” and do not allow your emotions to change your position. Remember that students who are unable to accept NO for an answer will go through these four steps:
  1. They will ask again
  2. They will get emotional
  3. They will attempt to bargain and make you promises
  4. They will shut down
  Allow them the opportunity to go through these steps without judgment and with the promise that they get to try again next week.

Mr. Morris claims that teachers need to be FIRM, FAIR, and most of all, CONSISTENT with regards to RESPECT, STRUCTURE, and TRUST.

The teacher needs to put plans in place for students to come to attention on their own. For example, have a visual timer (or perhaps a song) playing and train students that when the timer goes off (or the song is finished) the class will start. Hence, we structure the environment for children to be successful. We must understand that we do not control our students; we simply INFLUENCE them with our ACTIONS. And, our actions DO influence our students more strongly than do our words.

Theresa Bradley
Special Ed Teacher - Foothill Ranch Middle School

CTA ISSUES CONFERENCE

The CTA Issues Conference in Las Vegas this year was very informative. It provided information on a variety of important issues in education. I found the most important aspect of this conference was the call to action for all teachers. CTA President, Dean Vogel, pointed out that it is more critical than ever that teachers let their voices be heard.

At the Issues conference, I attended a session that explained the new Local Control Funding Formula (LCFF). The exciting piece of LCFF is the Local Control and Accountability Plan (LCAP) which requires stakeholder engagement. The LCFF and LCAP are inextricably linked! It is our opportunity and obligation as stakeholders to take part in this process and make sure our voice is heard as TRUSD develops its budgetary plan.

I also attended a session on pending legislation that relates to education. This session was presented by Estelle Lemieux, CTA Legislative Advocate. I was interested to see the amount of bills that are pending in the California legislature that impacts our profession and education. Topics of legislation range from pupil discipline, charter schools to class size reduction. CTA closely monitors these bills and takes a position to support, oppose or watch. This session emphasized to me the important work CTA is doing on our behalf.

The final session I attended gave a history of unions. It is easy today to take for granted the progress we have made. Today, we enjoy a workplace where we have rights. These rights did not magically appear; they were fought for by men and women brave enough to demand decent working conditions. Labor unions are responsible for everything from collective bargaining, child labor laws, 40 hour work weeks, and work place safety. Our unions and what they stand for are under attack today and we should not forget our responsibility to support our union as we fight to hold onto these precious rights.

Rebecca LeDoux
6th Grade teacher - Oakdale K – 8
The CTA Equity and Human Rights Conference took place in Irvine, California from February 28 to March 2, 2014. The Theme of the conference was “Power Up! Harnessing Community Partnerships to Access an Equitable Future.” The conference offered participants workshops on organizing and engagement, current issues, GLBT issues, school climate, special education, women’s issues, and social justice. As TRUE Organizing Chair, I chose to attend sessions on organizing.

The session “Embrace Diversity” focused on organizing to build bridges with the allies of public education – parents, families, and community members. Educational professionals cannot fight off the continuous attacks on public education without the support of our families and community. Good schools bring more to the community. They connect all community members and provide an opportunity to hear the good things happening in the area. Furthermore, involved community members vote. For this reason, relationships matter in the fight for public education.

Building relationships is the key to building successful family/school/community partnerships. As an organization, we can work to foster relationships with parents and families by communicating with families about school programs and student progress, assisting families with parenting and child rearing skills, providing families learning activities at home including homework and other curriculum-linked activities, and providing opportunities for families and community members to volunteer at the schools. Parents and community members should be included in schools’ decisions, governance, and advocacy. TRUE collaborating with the community by coordinating resources and services for families, students, and the school is also important for building relationships.

Community outreach is also important, especially as we embark on implementing both the Common Core State Standards and California’s new Local Control Funding Formula. We cannot sit passively behind the scenes while the district presents their information to the community, possibly manipulating the community into blindly following the district’s idea for the LCAP. Strong relationships with the community will allow us to give the community the information they need to support the needs of educators and students. Relationships allow us to engage the community before a crisis so that we will have community support in our time of need.

TRUE should continue to build and maintain alliances with our families and communities. Building community partnerships helps to ensure the academic success of all public school students. TRUE members should involve parents, families, and community partners in school activities. We should work to create a culture and attitude between schools, parents, families, and community groups that fosters student academic improvement. TRUE members should be seen throughout the community, participating in community events. TRUE members should work with the community to improve student learning conditions.

Julianne Neal
TRUE Director-at-Large Pre K-6

CTA members have unique insurance needs. That’s why CTA makes Voluntary Disability and Life Insurance plans available to CTA members through Standard Insurance Company (The Standard). The plans have unique features specifically designed for education professionals, including:

- Provisions to allow for continuation of coverage during temporary layoffs and labor disputes.
- Access to the CTA Advisory Panel on Endorsed Services.
- Coverage for extra-duty pay such as coaching and tutoring.
- Coverage for disabilities occurring both on and off the job.

The need for disability and life insurance is very real. Each year, almost 5,000* of your peers receive much-needed help from the CTA-endorsed plans. From April 1 through May 31, 2014, members who have disability and/or life insurance coverage through another provider have a special opportunity to make the switch to the only CTA-endorsed Disability and Life Insurance plans. To start the change-over process, call The Standard’s dedicated CTA Customer Service Department at 800.522.0406 from 7 a.m. to 6 p.m. Pacific time.
The California Teachers Association launched a conference entitled: “Issues Conference – Be the Change - our Voice, our Union, our Profession!” It was held at the Rio All-Suite Hotel in Las Vegas, Nevada on January 17-19, 2014. One of the presenters set the tone for the conference when he said: “This is the time when what happens in Vegas will not be staying in Vegas”. The conference called the membership to reflect on their role in education and to accept the obligation to be the change they want to see in transforming the minds of the young and assist districts to meet the expectations of our union. One part of the conference handled a variety of education issues such as retirement planning, CalSTRS/CalPERS, 403b/457 plans, investing, saving/spending, local control and accountability Plan (LCAP) planning template. Assets allocation and stocks and bonds were discussed and explained. The other part of the conference held caucuses that were open to all attendees. These caucuses dealt with diversity and women, bullying and Gay, Lesbian, Bisexual and Transgender issues. The passing of Proposition 30 was very beneficial for California.

One of the urban issues presented was in the area of professional development. It’s not a good idea to plan whole day professional conferences that provide the same topic for all teachers. Teachers have different needs and their individual needs can only be met if they select the professional development based on their individual needs. Another topic was the fact that the State Board approval of the Math textbooks K-12 and 80 boxes available for review at the State level. Starting 2016, the ELA textbooks will be available. Another highlight was the workshop that dealt with cultivating change. We took a deeper look at the Quality Education Investment Act (QEIA) of 2006 conducted by Vital Research and funded by the California Teachers Association (CTA). The findings suggest that many schools have used QEIA to cultivate positive changes in teaching and learning. One way that was achieved pertained to schools focusing on professional development plans that gathered and interpreted data more effectively to improve students’ learning. The findings further stated that the reduction of class sizes across grades K-12 resulted in better learning environment for students, more instructional time, and decreased workload for teachers.

Every attendee came out a winner in this conference! As participants make their way to the workshops, they browse through exhibits with books, T-shirts, and giveaways. The question in everyone’s mind was simple: “What kind of improvement is needed where at my site or district? Or “How can I help my district to meet my union expectations?” The presenters were animated as they share their passion and dedication with their audience. Teachers are largely capable of communicating their needs to meet the achievement gap and contribute to the requirements of the common core adoption. The conferences met its goals and objectives by sharing viable communication strategies and explore the challenges to implementation. Participants could begin engaging into dialogue that will support change in educational policies. We learned how local chapters access the many resources available as met and chat with CTA and NEA Board representatives throughout the state. My most valuable take away was a table that listed 20 top characteristics of exemplary school administrators. A description followed each characteristic. For example: Resourceful was followed by being able to bring in leverage existing resources/build the capacity of staff.

The conference was further enhanced by the showcased of CTA services, programs and exhibits, breakfasts, brunch, receptions and dinner buffets. Sunday January 19, 2014, our keynote speaker: Dr. Alan J. Daly, Associate Professor and Vice Chair of the Department of Education Studies at the University of California, San Diego was most anticipated by the attendees, most changed their plans to hear his message.

The California Teachers’ Association will continue to build its strength and empowered its members to meet the challenges they faced as they embarked into the Common Core Standards, Local Control Funding, Affordable Care Act, investing in their future, charter schools, attacks on unions and its members. It is vital that we provide support for Special Education Programs. It was interesting to discover that one regular education teacher MUST be present in an IEP at all times and for the duration of the meeting.

The 2015 Conference in Las Vegas promises to be another informational one, dealing with issues that may still present a challenge to implementation. Here are some interesting sites: www.cta.org or www.cta.org/IPD , www.403bCompare.com

Dr. Mireille Jean Marie Singh
Science Teacher, Rio Linda Prep
On March 8 Project DREAM (Developing Resiliency through Education, the Arts and Mentoring) held its 10th Annual Fundraiser. It was an evening of music, dinner and auctions. Project Dream is a private non-profit that supports enrichment activities in the schools and communities within Twin Rivers Unified School District. DREAM helps our schools and local non-profits pay for the programs that cannot be paid for out of state or federal funds. We believe that our students deserve every opportunity to go after their dreams. By exposing young people to programs in the arts, outdoor education, athletics and field trips out of their immediate neighborhood, we excite them about their future and the power of education! TRUE members will be glad to know that we are an active supporter of Project Dream. This year TRUE donated three gift baskets for the silent auction at this event. Of the funds raised at this annual event, 95% goes directly to support enrichment programs for our students. For more information, go to www.dreamtwinrivers.com.
**TRUE EXECUTIVE BOARD**

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**MEMBER BENEFITS**

**CTA Rental Car Program**
The CTA Rental Car Program through Enterprise Rent-A-Car provides our members vehicle rentals at reduced rates. This program provides for rentals at a defined flat rate as low as $33.00 a day, regardless of location. While it does not include other potential rental related charges, like optional insurances, the flat rate is very competitive particularly in areas where vehicle rentals are usually the highest, including major airports. It's fast and easy to make arrangements for your car rental needs nationwide with Enterprise Rent-A-Car!

To enroll Visit [www.enterprise.com](http://www.enterprise.com) or call (800) RENT-A-CAR for the nearest branch. Provide your Account Number: NACA068

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**TRUE Contract Enforcement (Grievances)**
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- Paul Le Francois

**TRUE Representatives to CTA State Council**
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