COMMON CONTRACT QUESTIONS

The following questions come up several times a year and often lead to the highest percentage of grievances:

1.- If I'm a permanent member, when is my evaluation supposed to be completed?

The answer is May 1, unless the member agrees to give the Principal until June 1.

2.- I have taught for 10+ years with satisfactory or better evaluations, shouldn’t I be on the five year evaluation cycle?

Based on Education Code (44664), both the member and site administrator must agree to the five year evaluation cycle.

3.- In grades 7-12, I keep getting asked to sub on my prep. What rights do I have to say no?

Principals are expected to ask for volunteers and if nobody takes the assignment, it should be filled on a rotating basis.

4.- My class sizes are huge. What are the dates that overage payments are calculated by the District?

In elementary there are three dates: October 15, January 15 and March 15. In secondary there are two dates: October 15 and March 15.

5.- I’m really struggling at my site and would like to transfer, what are my options?

Twin Rivers will post positions between March 15 and March 31 for internal candidates only. After this time period TRUE members may also apply for positions, but after March 31 positions are open to anyone.

6.- Administrators keep visiting my room. Is there a limit to how often they can come into my classroom?

Administration can perform visitations that are unscheduled at anytime. However, any notes taken during these visits must be shared with the member, if they will be used for evaluation purposes.

Paul Le Francois
TRUE Grievances Committee Chair
It has been a busy start to the new school year! The district has communicated that each Site Instructional Leadership Team (ILT) is a pivotal group to drive what happens at each site, including how to incorporate district initiatives to fit the school sites needs. Have your voice heard through your ILT Representative to drive what happens at your school site. I encourage you to bring your questions and concerns to this group. When you feel there are contractual concerns, which are not being addressed by your site, please contact TRUE.

**1% Professional Development** (PD) – TRUE Leadership has gotten a lot of feedback on the roll out of this. We have shared all of it with district leadership. There is also a Q and A document on the district website regarding 1% PD and is updated as new questions arise. The district chose a focus for the .5% PD for fall and will keep this focus after the feedback they have received. The Spring .5% PD will open up to more choices and be guided by feedback from the Fall PD. Both of the documents sent out regarding the 1% PD are on the TRUE website: trueassociation.org

**2% raise** for this school year will be on the end of October checks. It should also include retroactive pay for August and September.

**Teacher Computers:** All teachers should have their own computer. If you or a colleague are using a student computer for work, please e-mail Jeremy Briggs (Jeremy.Briggs@twinriversusd.org) at the district IT Department. Every teacher is guaranteed a computer.

**TK-6 – Make up VAPA Prep Time:** All TK-6 will receive 90 minutes of prep time each week. If your 30 minutes VAPA Prep time falls on a non-student day, it is up to your site to have a plan on how to make that up. If you missed your VAPA time on Labor Day, then it needs to be made up.

**Wellness Policy:** Each site should be addressing the limitation of taking away recess as a consequence for social or academic reasons. This does not mean though, that recess cannot be taken away; it should be discussed at the site level as to how to best meet the needs of staff and students in implementing this policy. The intent of the wellness policy is to find a way for students to have access to recess, which they need. Examples of how some sites are finding a balance meeting student and staff needs: instead of students sitting out at recess, they are getting physical activity by walking a track for a period of time during recess, doing community service by picking up trash with the custodian at their recess time, or doing a lunchroom pick up or clean up. Please note sites may have constraints in asking custodians or lunchroom staff to supervise students. Many sites are doing this, but it has been on a voluntary basis for classified staff to be a part of it. Some sites have budgeted an after school detention time.

Principals were asked to discuss this with their ILT’s and staff. If you feel that this has not been addressed at your site, bring it to the attention of your ILT Grade Level Lead to discuss. If this has been addressed by your Principal and there is still a lack of support in addressing needs of your staff, please e-mail the TRUE Office so we can support your site.

My focus as TRUE President this year is to encourage collaboration at sites and to address needs that arise. I believe this is also a focus of District leadership. There will be times when there are contractual issues and TRUE Leadership will need to support sites to address them. Please have your voice heard this year and push for problem-solving with a group voice. Not everyone will get exactly what they want, but any step forward in meeting the needs of staff and students is a positive!

**Kristin Finney**

TRUE President
TEAM UP WITH CALIFORNIA CASUALTY

Give your athletes a sporting chance with a Thomas R. Brown Athletics Grant. Apply to receive $1,000 to $3,000 for your high school’s team.

The California Casualty Thomas R. Brown Athletics Grant was established to provide support to public high school sports programs impacted by reduced budgets.

As an employee of the school and a member of the California Teachers Association (CTA), you can apply for a grant award for your school’s sports program.

Applications received through January 15, 2016 will qualify for 2016 consideration. Recipients will be announced in April 2016.

To apply for a grant, go to: CalCasAthleticsGrant.com

California Casualty
Auto and Home Insurance

October 2015  TRUE NEWS  Page 3
TRUE would like to acknowledge TRUE members and members’ children for applying for our scholarship in the Spring of 2015. The names listed below were awarded scholarships.

TRUE offers scholarship applications beginning in March of each year. Applications are due by the first week in May. Start looking, in March 2016, for the applications, which you will be able to download from our website: trueassociation.org You could be a recipient next year!

Sharon Reichelt
Scholarships Committee Chair

2015 TRUE SCHOLARSHIP RECIPIENTS

TRUE MEMBERS:
Frances Bigler--------- USD $500
Renee Dickey--------- American College of Ed. $500
Keli Rafter -----------National $500
Teresa Rowan ------- SCOE $500
Danielle Raifsnider--- Dominican $500
Kathrynn White ------USD $500
Olivia Wilkins -------UCSD $500
James Young--------- Dominican $500
Brendan Peacock -----SCOE $250

MEMBERS’ CHILDREN:
Brenman Moran -------Sierra $250
Rickell Kinion -------San Jose State $250
Quincy Brown -------UCLA $250
Charlie Vue ---------American River $250
Alden Bradley -------Humbold $250
Deja Price ---------UC Riverside $250
Kaitlyn Clark-------- College of the Atlantic $250
Nicole Filbert------- UCLA $250
Noah Vue -----------CSUS $250
Brandon Trejo--------$250
Hannah Palmer ------- $250
Michaela Mellor ------$250
Rebecca Standley----- $250
Nevada’s universal school voucher program - widely hailed by school privatization proponents when it was signed into law in June - violates the state constitution because it diverts taxpayer money to private, religious schools, charges a lawsuit filed last month by three civil liberties organizations.

“If allowed to proceed, Nevada’s Education Savings Accounts Program will unconstitutionally divert millions of dollars in public education funds to private schools — the majority of which are religious. While parents have a right to send their children to religious schools, the Nevada Constitution prohibits them from doing so at taxpayers’ expense,” states the legal challenge brought by the American Civil Liberties Union, the American Civil Liberties Union of Nevada, and Americans United for Separation of Church and State. The suit was brought on behalf of five Nevada residents, including Adam Berger, a father of a student in a public school and a special education teacher.

The lawsuit argues that the funding scheme violates Article XI, Section 10, of the Nevada Constitution, which states that “no public funds of any kind or character whatever, State, County, or Municipal, shall be used for sectarian purpose.” The lawsuit also claims that the program runs afoul of Article XI, Section 2, which requires the legislature to provide for a uniform system of common schools.

The Nevada State Education Association, which represents 24,000 education professionals, is concerned the voucher law, if implemented, will have devastating consequences for students, taking money from innovative public school programs. NSEA is consulting with its attorneys to determine a course of action. Ruben Murillo, a special education teacher and president of the Nevada State Education Association, said:

“What’s really outrageous about this program is that it threatens to siphon funds from programs we know will help students. It virtually guarantees poor students and students with special needs get left behind.”

Lily Eskelsen García, a Utah elementary school teacher and president of the National Education Association, said of the voucher program when it was enacted:

“I am terrified that there are more and more state legislators and state governors who have bought into this very dangerous idea that school is a com-

modity.”

Eskelsen Garcia said the student choice touted by supporters of the Nevada law is illusory. Unlike public schools, private schools are not obligated to accept students with special needs or from disadvantaged backgrounds. Noted Eskelsen Garcia:

"It’s not profitable for very good private schools to allow in children who are disabled, kids who don’t speak English, kids whose parents are struggling to put food on the table."

Republican Gov. Brian Sandoval and GOP state legislators, who passed the law without a single Democratic vote, maintain that the voucher program does not violate the constitution because the money is provided to parents, not religious schools. The lawsuit argues that the private religious schools eligible to participate in the voucher program “operate with sectarian missions and goals and impart sectarian curricula. This is exactly what the Nevada Constitution forbids.” Additionally, many of these schools, argue the civil liberties organizations, “discriminate in employment and admissions on the basis of religion, sexual orientation, and gender identity, among other grounds.”

Under the far-reaching “vouchers on steroids” program, parents of students enrolled in a public school for at least 100 days may transfer their children to participating private and religious schools. They are eligible to receive $5,100 to $5,700, depending on family income, to pay for tuition, textbooks, transportation, technology, online schooling, home schooling and related expenses. The state has already accepted 3,000 early applications for program funds.

Most states with voucher programs limit participation to students with disabilities or from low-income families. Nevada’s law, by contrast, is unprecedented because all of the state’s 450,000 K-12 public schoolchildren are eligible to take the money to whatever private school they choose. The law also does not limit how much public school funding may be siphoned for private and religious schools.

Read full article at Education Votes: www.EdVotes.org
**TRUE EXECUTIVE BOARD**

**OFFICERS:**
- President: Kristin Finney - true.office@yahoo.com
- Vice-President: Chris Moran - rlteacher@yahoo.com
- Secretary: Julieanne Neal - julieanneneal1@surewest.net
- Treasurer: Lisa Gant - lisasring@sbcglobal.net

**DIRECTORS-AT-LARGE:**
For Pre-K - Grade 6 Regular Education Teachers: 
- Rebecca LeDoux - rebecca_le_doux@yahoo.com
  - Olivia Wilkins - mslivie@yahoo.com
  - (Vacant Seat)

For Grades 7-12 Regular Education Teachers, Charter & Adult Ed.: 
- Paul Le Francois - lefrancois1@earthlink.net
  - Sharon Reichelt - sreichelt23@gmail.com

For K-12 Special Education Teachers: 
- Melissa McManus - mcmanus95661@yahoo.com

For Specialty Groups (Psychologists, Speech Therapists, Counselors, Nurses, Librarians, Program Specialists, TOSAs, SLCs, SSTs, VAPAs, & Social Workers): 
- Bill Avery - fishngy5501@gmail.com

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

**TRUE Negotiations Team**
- Lead: Chris Moran - rlteacher@yahoo.com
  - Janet Edwards
  - Mysti Lingenfelter
  - Paul Le Francois
  - Rebecca LeDoux
  - Crystal Grooms

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

**TRUE Committee Chairs:**
- Organizing & Labor Solidarity: Julieanne Neal
- Professional Development: Edna Shoemaker
- Contract Enforcement: Paul Le Francois
- Scholarships & Catast. Leave: Sharon Reichelt
- Elections: Kristina Jordan
- Political Action: Rebecca LeDoux & Lisa Gant

**CTA State Council-TRUE Representatives**
- Joyce Childs
- Janet Edwards
- Rebecca LeDoux
  - Alternates: Wendy Gallimore & Julieanne Neal

**TRUE Reps on TRERC (Employee Relations Council)**
- Paul Le Francois
  - Bill Avery

**TRUE NEWS Editor:**
- Ann Murray - annmurray456@gmail.com

**Editing Assistants:**
- Evelyn Alvarado and Jen Turner

---

**TRUE NEWS October 2015**

**COMING EVENTS CALENDAR**

- 10/20 - TRUSD Board Mtg, 7pm
- 10/23-25 - CTA State Council
- 10/27 - TRUE Rep Council, 4pm
- 11/11 - Veterans’ Day
- 11/4 - TRUSD Board Mtg, 7pm
- 11/10-TRUE Exec Board Mtg, 4pm
- 11/13-15 CTA GLBT Issues Conf
- 11/17 - TRUE Rep Council, 4pm
- 11/23-27 Thanksgiving Recess
- 12/3 - Day of Special Educator
- 12/8 - TRUE Exec Board Mtg, 4pm
- 12/15 - TRUSD Board Mtg, 7pm
- 12/21-1/1 - Winter Break
- 1/12 - TRUE Exec Board, 4pm
- 1/12 - TRUSD Board Mtg, 7pm
- 1/15-17 - CTA Issues Conf
- 1/18 - MLK, Jr. Day
- 1/19 - TRUE Rep Council, 4pm
- 1/26 - TRUSD Board Mtg, 7pm
- 1/29-31 - CTA State Council
- 2/9 - TRUE Exec Board Mtg, 4pm
- 2/9 - TRUSD Board Mtg, 7pm
- 2/11 - TRUSD Prof. Dev. Day
- 2/12 & 15 Presidents Day
- 2/23 - TRUSD Board Mtg, 7pm
- 3/1 - TRUSD Board Mtg, 7pm
- 3/4-6 CTA Equity & Humans Rights Conf. (Location TBD)
- 3/8- TRUE Exec Board Mtg, 4pm
- 3/10 - Non-Students Day
- 3/15 - TRUSD Board Mtg, 7pm
- 3/21-25 - Spring Recess
- 3/28 - Non-Students Day
- 3/29 - TRUE Rep Council, 4pm
- 4/5 - TRUSD Board Mtg, 7pm
- 4/8-10 - CTA State Council
- 4/12-TRUE Exec Board Mtg, 4pm
- 4/15-17-CTA Good Teaching Conf
- 4/19 - TRUE Rep Council, 4pm
- 4/19 - TRUSD Board Mtg, 7pm
- 5/3 - TRUSD Board Mtg, 7pm
- 5/10 - TRUE Exec Board, 4pm
- 5/11 - California Day of the Teacher
- 5/17 - TRUSD Board Mtg, 7pm
- 5/24 - TRUE Rep Council, 4pm
- 5/30 - Memorial Day
- 6/3-5 - CTA State Council
- 6/9 - Last Day of School
- 6/14 - TRUE Exec Board, 4pm
- 6/21 - TRUSD Board Mtg, 7pm
- 6/28 - TRUSD Board Mtg, 7pm
- 7/3-8 NEA-RA, Washington DC

---

**TRUE NEWS October 2015**

**COMING EVENTS CALENDAR**

- 10/20 - TRUSD Board Mtg, 7pm
- 10/23-25 - CTA State Council
- 10/27 - TRUE Rep Council, 4pm
- 11/11 - Veterans’ Day
- 11/4 - TRUSD Board Mtg, 7pm
- 11/10-TRUE Exec Board Mtg, 4pm
- 11/13-15 CTA GLBT Issues Conf
- 11/17 - TRUE Rep Council, 4pm
- 11/17 - TRUSD Board Mtg, 7pm
- 11/23-27 Thanksgiving Recess
- 12/3 - Day of Special Educator
- 12/8 - TRUE Exec Board Mtg, 4pm
- 12/15 - TRUSD Board Mtg, 7pm
- 12/21-1/1 - Winter Break
- 1/12 - TRUE Exec Board, 4pm
- 1/12 - TRUSD Board Mtg, 7pm
- 1/15-17 - CTA Issues Conf
- 1/18 - MLK, Jr. Day
- 1/19 - TRUE Rep Council, 4pm
- 1/26 - TRUSD Board Mtg, 7pm
- 1/29-31 - CTA State Council
- 2/9 - TRUE Exec Board Mtg, 4pm
- 2/9 - TRUSD Board Mtg, 7pm
- 2/11 - TRUSD Prof. Dev. Day
- 2/12 & 15 Presidents Day
- 2/23 - TRUSD Board Mtg, 7pm
- 3/1 - TRUSD Board Mtg, 7pm
- 3/4-6 CTA Equity & Humans Rights Conf. (Location TBD)
- 3/8- TRUE Exec Board Mtg, 4pm
- 3/15 - TRUSD Board Mtg, 7pm
- 3/21-25 - Spring Recess
- 3/28 - Non-Students Day
- 3/29 - TRUE Rep Council, 4pm
- 4/5 - TRUSD Board Mtg, 7pm
- 4/8-10 - CTA State Council
- 4/12-TRUE Exec Board Mtg, 4pm
- 4/15-17-CTA Good Teaching Conf
- 4/19 - TRUE Rep Council, 4pm
- 4/19 - TRUSD Board Mtg, 7pm
- 5/3 - TRUSD Board Mtg, 7pm
- 5/10 - TRUE Exec Board, 4pm
- 5/11 - California Day of the Teacher
- 5/17 - TRUSD Board Mtg, 7pm
- 5/24 - TRUE Rep Council, 4pm
- 5/30 - Memorial Day
- 6/3-5 - CTA State Council
- 6/9 - Last Day of School
- 6/14 - TRUE Exec Board, 4pm
- 6/21 - TRUSD Board Mtg, 7pm
- 6/28 - TRUSD Board Mtg, 7pm
- 7/3-8 NEA-RA, Washington DC