Foothill High School's 50th Anniversary

Foothill High School’s 50th Anniversary celebration and Hall of Fame induction ceremony occurred in conjunction with the Homecoming Football Game on October 9th. It was a wonderful night!!! Over 350 alumni were in attendance as well as many previous Foothill High teachers, current teachers, students, community members and parents. A donation from the Twin Rivers United Educators (TRUE) made it possible to set up a check-in table for Alumni along with current and returning staff.

We had 350 special 50th anniversary lawn yards donated by an Alumni member. I was able to provide name badges, sign in sheets, balloons, and some decorations. Class pictures were reproduced and enlarged from all the year books from over 50 years. Large sign boards were created so those who came could sign in on their decade. Everyone who came had a lot of fun reuniting with friends, seeing their old teachers and celebrating the inductees into the first Foothill High School’s Hall of Fame.

The Hall of Fame inductees, pictured above with jackets, were: (from left to right) Larry Weber, Frank Negri, Larry Bordeaux, John Karsten, Annabelle Kennedy and Kevin Thomas (also pictured: Drew Hibbs and Brian Welborn). Frank Negri, Larry Bordeaux and John Karsten are all Grant District retirees. Larry Bordeaux is a previous California State teacher of the year. Frank Negri and John Karsten have also been inducted into the California Coaches Hall of

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Fame. Kevin Thomas and Larry Weber are Foothill Alumni. Annabelle Kennedy is a community member who has been associated with Foothill for 44 years.

This was a very special night celebrating some amazing people and wonderful teachers who are loved by many! Thank you TRUE for helping to make this a special night!

Stacie Hibbs
50th Anniversary Planning Committee Member

Pictured at left: Foothill Alumni at event sign-in table (left to right): Stacie Hibbs (1997), Ashley Bridge (1999), and Sandra Arnold (1997)

FROM THE PRESIDENT'S DESK

I have visited elementary, middle school and high school sites in the past two months. Our Secondary Executive Board Directors-At-Large held a Secondary meeting in October, which I attended. There have been commonalities in the concerns raised during these visits:

- Bell times: too late or too early
- Benchmark tests:
  - too long, unclear of their purpose
  - no support for teachers, through training, in administering them
  - younger students struggle to navigate through them online
  - How valid is this data to work with if technology struggles get in the way for the younger students or the questions don’t always align to the unit of study taught or subject/grade level standards?
  - need additional time to grade the constructed responses
- F & P/BAS Testing: teachers need more support and time to give the one-on-one tests, teachers don’t know what to do with the scores once they test their students, is this worth the time it takes to give?
- TOSA’s: classroom teachers are unsure how to use them in the classroom, unsure of how TOSA’s are using their time; the support classroom teachers want, the TOSA’s cannot give them; is this position worth the money the district is spending on them?
- Wellness policy: Elementary teachers can no longer take recess time away from students. No other strategies/PD/support were provided to teachers in what to do instead for student behavior concerns or missed work. Leaving it at the site level to work through, is not working.
- PLC’s: We feel like it is just more paper work for us to fill out that we do not have time to do.

Many of these concerns have been brought to the attention of the district by TRUE Leadership. We have asked that teachers be given more time on Wednesdays to grade benchmarks, we have asked that teachers be supported with alternatives to no longer being able to take away recess, we have asked that teachers be

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supported with training to administer benchmarks and work in Illuminate, not just through the after-school My Learning Plan PD, and we assumed that ILT’s would be functioning in a way that input could be shared by ILT Representatives that they got from their teachers to address concerns at their site, but this is not happening.

There is a perception that there is no sense of urgency on the district’s part to address these concerns.

It is time to begin sharing our stories with the School Board. Stories that show how Board policies they are voting on, or programs they are agreeing to, are impacting teachers’ work environment, which is impacting the learning environment of their “clients”, the students.

It is time to for the people “closest to the work”, that is you, to start sharing what your work is and how this is being impacted this year with these changes. It is time to share how your students are being impacted.

They have heard from me. It is time to share your voice so there is an understanding, by the district and the School Board, that TRUE is not just Kristin Finney, but the 1,470 plus of you that work with our students every day.

Please look for more information coming soon, on how you can share your story and when.

Kristin Finney
TRUE President

GRIEVANCE

According to Human Resources all employees will receive their Notice Of Employment within the next few weeks. There was a delay this year due to the recent ratification of the salary increase for 2015-2016. Please check your notice to make sure that everything is correct. It is much easier to correct step and column errors early when the notices first come out.

A few Special Education Teachers have contacted me to say that their caseloads are within legal limits, but they are right on the max. We will continue to monitor this situation, as it was a problem last year. Human Resources has been working with us to resolve everything at the informal stage of grievances.

Paul Le Francois
Contract Enforcement (Grievances)

GLAD FOR THE ARTS IFT IMPACT GRANT

This year, students, families, and staff at F.C. Joyce Elementary School are benefitting from a California Teachers Association/Institute For Teaching (CTA/IFT) Impact Grant, awarded to TRUE member Julieanne Neal. The $17,500 grant supports educators at Joyce with the implementation of Guided Language Acquisition and Design (GLAD) strategies and visual and performing arts integration. GLAD strategies, with their embedded practices for building teamwork and deeper understanding of concepts, greater sense of classroom community and equity, along with arts integration, will increase access to learning and make school more meaningful and enjoyable for all Joyce students. The grant also contributes to improving school community at Joyce Elementary School. The grant includes and involves teachers from grades transitional kindergarten to 6th grade. Each grade level will complete projects that incorporate visual arts or performing arts performances to demonstrate the understanding of an academic content taught in the classroom. Each trimester, students will host a learning demonstration showcase night, giving students the opportunity to demonstrate their learning...
and guide families through a family art project.

On October 15, TK – 2nd grade students celebrated their learning with our families. Approximately 230 family members came to the first of three FC Joyce Arts and Learning Showcase Nights. Families enjoyed student demonstration of learning performances, completed a fall themed family art project, and enjoyed a spaghetti dinner. Families in attendance enjoyed the night and are looking forward to additional family engagement activities at Joyce School.

TRUE COMMUNITY OUTREACH THROUGH CHARITABLE GIVING

TRUE community outreach plans are made to engage parents, educators, businesses, and community leaders around issues affecting children and public education. When TRUE engages in community outreach, it builds collaborative community relationships and strategic partnerships supporting public education. Our community donations not only help TRUSD students, but help the community to recognize TRUE educators as positive, contributing members of the community. This also helps us to gain recognition as a source of experience on educational issues. Just a few dollars each year can make a huge difference in the communities where our children live.

For these reasons, TRUE reaches out to the community through charitable giving. Each year, TRUE leadership sets aside a small portion of the budget to help support the schools and communities in which we work. In the past, TRUE has granted small donations to Foothill High School wrestling, 50th Anniversary Celebrations at a few school sites, Grant High School football team for State Championship rings and expenses, Project Dream, and various Christmas/Holiday programs.

If you have suggestions for potential community outreach donations, contact the TRUE office. We would love to hear your ideas to help our students and their school communities.

Julieanne Neal
TRUE Secretary

CTA Region 2 Leadership Conference

I was able to attend the CTA Leadership Conference in Reno this past month. As always I enjoyed seeing old friends and meeting new people at the conference. I went to several conferences during the weekend event. I’m going to make it easy and just highlight the main points that I thought would be good to pass on the membership.

I went to a conference updating the latest budget information for education. Bottom line is there is a positive flow of money coming to districts throughout the state. There is an increase of $950 per ADA from last year. Another interesting point within the budget is the increase of the initial and renewal fees for teacher’s credentials from $75 to $100. I sure most teachers are aware the California Exit Exam is no longer being given as a graduation requirement.

The last conference I attend was on retirement. I have set up a CalSTRS account and have only checked my yearly account statement which is available in September. I went onto the CalSTRS website and discovered there is a very good calculator to estimate your monthly retirement benefit using your current salary, years of service, sick leave balance and planned date of retirement. I played with the calculator and was surprised at...
the information that it supplied. It will still require me to follow up with my first pre-retirement conference with a CalSTRS counselor when I turn 55. The estimated number produced by the calculator does allow my wife and me the ability to do additional planning for retirement with our financial planner. The 2012 Pension Reform Act does affect our new teachers just starting out their careers after January 1, 2013. The age factor has been changed so teachers will need to work till 65 for maximum 2.4% factor. Over all it was an informative conference.

Bill Avery
Director at Large for Specialty Groups

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**CALENDAR 2015-16**

- 11/17 - TRUE Rep Council, 4pm @ CTA Office
- 11/17 - TRUSD Board Mtg, 7pm
- 11/23-27 Thanksgiving Recess
- 12/3 - Day of the Special Educator
- 12/8 - TRUE Exec Board, 4pm
- 12/15 - TRUSD Board Mtg, 7pm
- 12/21-1/1 - Winter Break
- 1/12 - TRUE Exec Board Mtg, 4pm
- 1/12 - TRUSD Board Mtg, 7pm
- 1/15-17 - CTA Issues Conf
- 1/18 - MLK, Jr. Day
- 1/19 - TRUE Rep Council, 4pm @ CTA
- 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, Observed
- 2/23 - TRUSD Board Mtg, 7pm
- 3/1 - TRUSD Board Mtg, 7pm
- 3/4-6 CTA Equity & Humans Rights Conf.
- 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 @ CTA
- 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 @ CTA
- 4/19 - TRUSD Board Mtg, 7pm
- 5/3 - TRUSD Board Mtg, 7pm
- 5/10 - TRUE Exec Board Mtg, 4pm
- 5/11 - California Day of the Teacher
- 5/17 - TRUSD Board Mtg, 7pm
- 5/24 - TRUE Rep Council, 4pm @ CTA
- 5/30 - Memorial Day
- 6/3-5 - CTA State Council
- 6/9 - Last Day of School
- 6/14 - TRUE Exec Board Mtg, 4pm
- 6/21 - TRUSD Board Mtg, 7pm
- 6/28 - TRUSD Board Mtg, 7pm
- 7/3-8 NEA-RA, Washington DC
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State Council Alternates:  
Wendy Gallimore & Julieanne Neal

TRUE REPS ON TRERC: (Twin Rivers Employee Relations Council)
Paul Le Francois  
Bill Avery

TRUE COMMITTEE CHAIRS:
Organizing & Labor Solidarity:  Julieanne Neal

Professional Development:  Edna Shoemaker

Contract Enforcement:  Paul LeFrancois

Catastrophic Leave Bank and Scholarships:  Sharon Reichelt

Elections: Kristina Jordan

Political Action (PAC): Lisa Gant