TRUE NEWS
Newsletter of the Twin Rivers United Educators

December 2015
Volume 8, Issue 4

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NOVEMBER DECEMBER TRUE MIXERS!!

This year TRUE’s Organizing Team has focused on increasing member engagement. One strategy has been to have TRUE Mixers, also Meet and Greets. We have had three events so far this school year. The TRUE Buddies Meet and Greet, Bowling and Brews at Mardi Gras Lanes, and the Jingle and Mingle at Garcia’s Mexican Restaurant. Each event has brought out different TRUE members to socialize. We have had a mix of TOSAs, elementary, middle school, high school, special education, and specialty group educators at the events. These mixers have provided the opportunity for TRUE members to get to know each other in a fun and relaxed atmosphere. Some of the discussions were about the different aspects of teaching at different grade levels.

Additional mixers are being planned for the new year. Look to the TRUE website for further event dates and details. TRUE Organizing team is looking for fresh ideas for our mixers. Please attend our January 7th Organizing meeting, at the TRUE office at 4:15 pm.

Julianne Neal
TRUE Organizing Chair

Mardi Gras Bowling Lanes

Group picture at Garcia’s

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TRUE/CTA/NEA
Dear TRUE Members,

As we are looking toward the new year, TRUE will be looking for two new members of our Executive Board: a Vice President and a Director-at-Large representing teachers in PK to Grade 6, as well as two new Negotiations Team members.

The official announcement for the election for TRUE Vice President and the PK-6 Director-at-Large will happen in January. The roles and responsibilities of these two positions, were sent in a mass e-mail so that you may consider submitting your candidacy when the election announcement goes out.

In the TRUE Bylaws posted on the TRUE website (www.trueassociation.org) you can also find the information about the Executive Board, as well as about the Negotiation Team and its members. Details regarding interviewing candidates for the Negotiations Team will soon be sent out via e-mail. Those interviews will happen in mid January.

TRUE will be putting out three important surveys in the New Year: one is the Principal Survey, another is a Communications Survey, and a Negotiations Survey will also go out. Please look for these surveys sometime in January/early February.

One last important event beginning in the New Year is TRUE PAC activities around the June 2016 TRUSD School Board Election. TRUE members are needed to interview the Board candidates on January 7th for a TRUE endorsement. Please send an e-mail to true.office@yahoo.com if you are interested in being on the TRUE Interview Panel.

We are looking forward to doing our one-on-one meetings the first week of January for Negotiations and LCAP input! We do not have the capacity to meet with every member, but look forward to other opportunities to do so, if we don’t get to those members who signed up for January 6th.

It will be a very busy new year! Have a wonderful break and Happy New Year!

Kristin Finney  
TRUE President

TRUE TOY-DRIVE DONATIONS

TRUE Organizing would like to thank the TRUE members who donated gifts of toys, books, games, and personal hygiene items. We collected over fifty items to donate to the Sacramento Children’s Receiving Home. The gifts were delivered on December 18th. Your generosity will bring a smile to many children who have had traumatic life experiences. Once again, we thank you.

Julieanne Neal  
TRUE Organizing Chair
FOOTHILL RANCH MIDDLE SCHOOL TURKEY DINNER GIVEAWAY

Foothill Ranch Middle School wants to send a big THANK YOU to TRUE for helping out on our 5th annual Thanksgiving Family Dinners Give Away. This year, with the help of TRUE and Foothill Ranch teacher support, we were able to purchase a total of 12 dinners for our most deserving families. You can see, from the pictures, how much gratitude our families had.

TRUE’s $150.00 donation purchased 4.5 of the 12 meals. You guys are awesome!!! Safeway was shocked that we were purchasing so many! Thank you once again for such a generous contribution and thanks for supporting a great cause.

Lisa Gant
Foothill Ranch Teacher

DID YOU KNOW?

Teacher Pay, Not What It Should Be: In California, public school teachers make 16.1% less than other college graduates and those with Master’s Degrees make nearly 20% less than other professionals with the same education. (Economic Policy Institute, EPI)

States With Highest Teacher Salaries Have Most Male Teachers: "The number of male teachers in the United States is at a 40-year low. Out of 3 million teachers, only 25 percent are men, according to the National Center for Education Statistics." According to Brian Nelson, founder of MenTeach, "a Minneapolis-based organization that seeks to encourage more men to become teachers," there are three main reasons for the decline in male teachers: "Stereotypes that men aren't nurturing and can't take care of little kids..." and the low pay that teachers receive. "Data from the National Education Association showed that states with the highest teacher salaries have the most male teachers, while the lowest paying states had the fewest, according to Nelson."

According to the website "Early Childhood Teacher" the highest percentage of male teachers are in the following states, Kansas 33.1%, Oregon 30.9%, Vermont 30.2% and Alaska 30%.

Cupertino school district wants to build apartments for its teachers: The Cupertino Union School District, among the nation’s best, is famous for its high-achieving schools, with student test scores that make other district officials drool with envy. But, Superintendent Wendy Guadalewicz has a problem attracting new teachers and hanging on to the ones she has. New recruits just starting out in their careers can make as little as $55,607 a year, well below the income needed to buy a home in a city, where the median price is $1.6 million. So, the Kindergarten through eighth-grade district wants to take matters into its own hands. Guadalewicz announced an initiative to develop an apartment project of more than 200 units on land it already owns in Santa Clara, the defunct Luther Elementary School. The units would be available to teachers and staff at below-market rates. The catch is CUSD doesn’t want to use taxpayer dollars to fund the project. So officials will solicit developers to bring their ideas to the table on getting it built. "We’re still in that process," Guadalewicz said. "Our goal is to find that developer who’s more on the philanthropic side. (Silicon Valley Business Journal, 12/8/15)
Thursday December 3, 2015 was The Day of the Special Educator. It was a celebration for the Special Educators of TRUE. A festivity of merriment at Lions Gate Restaurant, General’s Table was had by all who were present. This special day was hosted by TRUE our local teacher's union. There were delicious delights, conversation and cheer. All were there to celebrate the Federal Law passed more than 40 years ago, Public Law (PL)94-142. The attendees were representative of all in the field of Special Education. A wide range of special educators were in attendance, Speech and Language Pathologists, Resource Specialists, Special Day Class teachers, Special Education Field Supervisor from California State University, Sacramento, para-professional aides and even members of Student CTA who are training to be special education teachers. National Special Education Day is observed annually on December 3rd. Special Education Day marks the anniversary of our nation's first federal special education law which was signed by President Gerald Ford on December 2, 1975. This law is the Individuals with Disabilities Education Act (IDEA) which made education available to all American children and this day honors the progress that has been made in special education.

Theresa Bradley  
Special Day Class Moderate/Severe, Grades 5-8,  
Foothill Ranch Middle School

REAUTHORIZATION OF THE ELEMENTARY AND SECONDARY ACT (ESEA)

Calling a bipartisan bill signing a “Christmas Miracle,” on December 10, 2015 President Barack Obama wasted no time signing the reauthorization of the Elementary and Secondary Education Act, titled the Every Student Succeeds Act (ESSA), which the Senate had overwhelming approved less than 24 hours earlier. The law replaces the current No Child Left Behind law, NCLB and will go into effect in the 2017-18 school year. “This law makes long overdue fixes to the education law, replacing the one-size-fits-all approach to reform,” Obama said. “It creates a real partnership between the states, which will have new flexibility to tailor their improvement plans, and the federal government, which will have the oversight to make sure that the plans are sound.” “The law commits states and schools, he said, to focus on “the national goal of ensuring all students graduate prepared for college and future careers” and it “requires states to invest in helping students and schools improve the lowest-performing schools and close their achievement gaps.”

Obama also praised the law for working with states to reduce the amount of standardized testing and for its commitment to early learning. “We know that early years can make a huge difference in a child’s life, so this law lays the foundation to expand access to high-quality preschools.” “Laws are only as good as their implementation,” he said. “We have to make the promises of this law a reality.” Obama pointed to progress

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that has been made during his administration in reducing dropout rates, increasing both high school and college graduation rates. But, he said, “We are here because we know there is a lot more work to be done. We know there are other schools that are not hitting the mark yet.” (EdSource)

WHAT’S HAPPENING IN TWIN RIVERS SCHOOLS?

There are exciting students and teachers at all of our Twin Rivers’ schools. News worthy events are happening in many of our schools that no one outside of your individual school or community knows about. TRUE wants to include your memorable school activities in our TRUE News. We are looking for events that are happening at your school. We need your help in order to make this happen. Events such as special family nights, sports events, carnivals, science fairs, math nights, spelling bees, choir, band and orchestra performances anything fun, and or educational that will show the positive things going on at your school. We would also like to feature special teachers and community members who contribute at your school. We need you to help us make this happen. It is very easy to do, just take a few photos of the event or special person, email photos along with the name of the school, name of the event and name of a contact person to: annmurray456@gmail.com We will write the story for you.

We can also come out to take photos, interview someone for you and write the story for TRUE News. Please contact us one week in advance if you would like for us to come out. You can email to the same address above or call the TRUE office at 916-648-9791 to arrange for us to come out to your event.

Ann Murray
TRUE News Editor

CALENDAR
DECEMBER 2015/JANUARY 2016

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>12/21/15-1/1/16</td>
<td>Winter Break</td>
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<tr>
<td>1/15 to 1/17</td>
<td>CTA Issues Conf</td>
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<td>January 2016</td>
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<tr>
<td>1/18</td>
<td>MLK, Jr. Day</td>
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<tr>
<td>1/7</td>
<td>Organizing Mtg. TRUE Office, 4:15 pm</td>
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<tr>
<td>1/19</td>
<td>TRUE Rep Council, 4pm @ CTA Office</td>
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<tr>
<td>1/12</td>
<td>TRUE Executive Board Mtg, 4pm</td>
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<tr>
<td>1/26</td>
<td>TRUSD Board Mtg, 7pm</td>
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<tr>
<td>1/12</td>
<td>TRUSD Board Mtg, 7pm</td>
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<tr>
<td>1/29 to 1/31</td>
<td>CTA State Council</td>
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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

TRUE EXECUTIVE BOARD