We kicked off the new year with a January mixer held at Stirling Bridges. It was well attended and everyone had a blast! Members and friends had lots of fun meeting new faces, eating tasty appetizers, having discussions about school and non school related topics. It was a great evening. If you were unable to attend this time you missed a real treat. Be sure to attend the next one on Thursday February 18 at BJ's Restaurant and Brewhouse, 3531 North Freeway Blvd. Sacramento, in the Natomas area.

Julieanne Neal
TRUE Organizing Chair
Dear TRUE Members,

I want to share how much I enjoyed participating in the MLK March last week. Before the start of the march, TRUE’s Organizing Committee brought coffee and donuts for the students and community members who gathered at Grant High School. They were all very appreciative. During the march, a parent thanked me for feeding the kids their breakfast. It hit me that for many that was their only breakfast that day. I know it is hard to get out of bed on a day off, but I am always thankful I do, once I am out there talking and walking with kids, parents, teachers and community members. Come join us next year!

30-Minute Prep Time Make Up for TK-Grade 6 & TK-Grade 12 Missed 60-Minute Wednesday Prep
The district has changed its position on making this time up for those teachers whose VAPA 30-minute prep times falls on a holiday. The district did make this time up for Labor Day in September, but will not do so for President’s day or any future holidays. As per our grievance team and CTA’s review, we are now filing a grievance per contract language stating that TK-6 will get 30 minutes prep per week. We will update you on how this proceeds.

Also, after the district shared with TRUE it would not be making up the missed TK-12 60-minute prep on Veteran’s Day, CTA reviewed current contract language and decided not to go forth with a grievance.

Voluntary Professional Development Days Before School Year Starts – August 3rd and 4th
TRUE’s Executive Board voted to move this Memorandum of Understanding (MOU) to negotiations. We received feedback from teachers that due to the calendar starting so early this year, they would have answered the district’s survey differently and would not be willing to attend those two days. As of now, the district is still planning on having these two PD days, but there has been no agreement between TRUE and the district in regards to payment of these days. There was no MOU voted on at Site Representative Council last week.

We hope that the district continues to work with TRUE leadership in implementing these two voluntary PD days and listen to teachers’ feedback. Senate Bill 77 (SB-77) is where this one-time PD money is coming from and many surrounding districts are working with their employees to create PD opportunities that meet their needs and the district’s. So far, our district has only proposed these two days as an option to TRUE.

Freidrich’s vs. CTA
Many of you may have heard about the Friedrich’s Case that reached the Supreme Court on January 11. I had the opportunity to hear Eric Heins, CTA President, at the Capital Service Center Council Meeting last week, speak about the case and his experience of sitting in the courtroom during the Supreme Court hearing. The media slant on the hearing is just that, slanted. His words were: “It’s not a done deal.” That being said, I know that there is a possibility you will have an opportunity to opt out of your union. I want to share part of a TRUE Facebook conversation below:

Wendy Gallimore and Jen Turner posted on our Facebook page this newspaper clipping (see top of page 3) taken from another union’s posting. It was originally about a case back in the 90’s, but it stands true today:

Wendy commented: “Hoping everyone realizes what our union does for us. Without it, we would be in a very different reality.

Maybe we aren't always happy with decisions made, but at least our fundamentals are protected. Imagine what would happen if we all took an active role?”

This was my comment to her post:
“I can’t agree with Wendy more. As TRUE Members, we don’t always agree and as President it is difficult to get everyone what they want, but the changes I see happen because I am in the position to talk to people knowing I can get 1400 plus members behind me if I need, helps create some movement on issues. Also, having CTA Staff and legal expertise to look into grievances and other things that come across my desk is
critical in supporting our members. Classroom teachers don’t see all that goes on and how much support they get when they need it. If we didn’t have TRUE/CTA/NEA we would be Wisconsin and our working conditions and pay would be horrible....

I have to add, it is not just myself that gets movement on concerns that arise. Our grievance team, negotiators, and others in TRUE Leadership positions also fight for our members’ rights everyday, that members don’t always hear about or get to see.”

As we go through the coming months, I will do my best to shed more light on everything our union does for its members. If you have been personally impacted by something TRUE, CTA or NEA has done for you, start sharing your stories with your colleagues.

Negotiations:
The Negotiations survey closed January 28. I know our new team is anxious to get started and getting your input on the direction they will go. When the Negotiations Team has the dates they will be negotiating, we will share that information.

Special Election for TRUE Vice President and Director-At-Large
Don’t forget to vote! If you didn’t get the e-mail with your voting link or the informational e-mail about the election and candidates, please let the TRUE Office know (true.office@yahoo.com). TRUE Elections Committee gave the candidates an opportunity to add more information about themselves.

Kristin Finney
TRUE President
The kick off before marchers left Grant High School for the Dr. Martin Luther King Jr. March, was a spectacular rally. Everyone was met at the gymnasium door with fresh hot coffee and donuts from your teachers union Twin Rivers United Educators (TRUE). The organizers of the event gave participants t-shirts that had Dr. King’s picture on the front and on the back was this statement, “STOP THE VIOLENCE END THE SILENCE”. Community members, students, sororities, fraternities, teachers and friends filled the bleachers of the gym as a program was held, that was definitely fitting for this special day. Praise dancers performed to a gospel medley. The Grant High School choir performed a famous old Negro spiritual, “Wade in the Water.”

The mother of slain Grant High student, Jaulon Clavo spoke to the crowd and in her message she emphasized the words on the back of the t-shirts by saying, “In the end we will not remember the words of our enemies but the silence of our friends.”
Did You Know?

Less Time for art, science and play in Kindergarten:
In looking at parent reviews of schools there are complaints about kids being overly burdened by academics--in kindergarten. "Too much" wrote one parent about the weekly kindergarten homework packet.

A new study, which compared data from 1998 and 2010, finds that kindergarten indeed became more focused on academics. In comparing how teacher expectations and practices had changed over the time period--before and after the No Child Left Behind act was passed in 2001--the study authors found:

- The number of children reporting daily music instruction decreased by 18 percentage points over the 12-year-period and daily art instruction by 16 points.
- Children in 2010 were twice as likely to be taught reading and math using textbooks, and the daily use of math and reading workbooks increased by 15 percentage points.
- The likelihood that that classrooms have discovery or play areas (such as a science or art area, or a sand table) fell by 20 percentage points.

While the findings were similar across the country, the authors report that they were more pronounced at schools that serve predominantly low-income and minority students.

From Eyes on the Early Years
EdSource’s Early Learning Newsletter

Did You Know? Follow up on December Article

In the December issue of TRUE NEWS there was an article titled, "States With Highest Teacher Salaries Have Most Male Teachers." According to the website "Early Childhood Teacher," the number one state with the most male teachers was Kansas at 33.1%, number 2 Oregon at 30.9%, number three Vermont at 30.2% and number four Alaska at 30%. Further investigation on the website "Teaching Community," shows that states with the highest teacher salaries are #1 Rhode Island, #2 New York State, #3 Connecticut, and #4 California.

FEBRUARY CALENDAR

2/3/16
- CARS+ Chapter Meeting 4 - 5:30 pm
  Brookfields Restaurant on Madison
- TRUE PAC Meeting 4 pm
  TRUE Office

2/4/16
- TRUE Organizing Committee 4:15 pm
  TRUE Office

2/9/16
- TRUE Executive Board Meeting 4 pm
  TRUE Office
- TRUSD School Board Meeting
  Open session starts at 7 pm

2/10/16
- TRUE Professional Development Committee Meeting 4pm
  TRUE Office
- TRUE Forum on Working Conditions 4:15 pm
  Foothill Ranch Middle School
  5001 Diablo Drive, Sacramento

2/18/16
- TRUE Mix and Mingle 4 pm
  BJ's Restaurant & Brewhouse
  3531 North Freeway Blvd, Sacramento
  In Natomas
I asked you to send information about your school’s students, teachers or activities to be featured in our newsletter. I received the first article from Emilio Soltero. He teaches art and yearbook for grades 9-12 at Vista Nueva High School. Capital Public Radio has been exploring undocumented immigrants in California for the past year. They wanted to find a way to put faces to their research in the form of an illustration. Our own Twin Rivers’ teacher, Emilio Soltero accepted the challenge and did the artwork. Emilio is a digital artist and painter. His beautiful illustration is pictured below his article.

“This illustration was challenging in production, though not in terms of execution, but in conception. It incorporates many sensitive issues and core beliefs, like education. Everyone seems to have a strong opinion about immigration. Unlike many other editorial illustrations, this one dealt with many main concepts, such as: education, housing, capital politics, economics, and international borders. I believe everyone is affected by immigration, specifically women and children who are most challenged currently and historically. I used a woman and child as the central figures and though I often use a more semi realistic method, I chose a looser style to represent the central figures. I incorporated cultural and sociopolitical aspects as well. The cactus and the California Golden Poppy were both added as they are native to California.

Immigration most certainly attains a national level platform with presidential cycles, as well as in international cycles. I therefore added a circular and serpentine motif around the entire image to denote an evolving and dynamic cycle regarding immigration within California, with allusions to national and international regard. I included figures of Asian and Latino ancestry as they are dominant within the immigration population in California. I included motifs from the Hmong culture, a group with strong ties in the Sacramento region, with the use of the abstract symbolism on the bottom left. I also included a Japanese American farmer, and Chicana/o and Mexican farmers on the left. Housing, economics, legislation, and education are represented symbolically in the background with currency, houses, and the capital. Education is recognized not just with a book for learning but with a graduation cap which alludes to completion, stability, and retention”.

Emilio Soltero
Art and Yearbook Teacher
Vista Nueva High School
This letter came to us after our December newsletter was sent out. It was thanking us for our donation to the McClellan Care Holiday Food Basket Fundraiser. We would like our members to know that your dues are put to good use helping the children and families in the communities that we serve.

The 2015 McClellan CARE Holiday Food Basket Fundraiser has come to a very successful end. The McClellan CARE Holiday Food Basket Program is an annual event which began in 2003. Since its inception we have raised over $230,800 and provided food baskets to more than 2,308 local families living at or below poverty level. These children and families attend five elementary schools within close proximity to McClellan Park and The Aerospace Museum of California. We are proud to announce the grand total for the 2015 fundraiser was $36,340.28!

McClellan CARE would like to thank the wonderful donors and volunteers. This is the season of giving, and your generosity was overwhelming. The efforts and hard work of more than 75 volunteers, along with donations from over 100 vendors, tenants and friends made it all possible. Our heartfelt thanks for your amazing support. Together we made a difference in the lives of 360 families. The families we helped had a much brighter holiday due to your giving spirit.

With the donations received, we were able to provide over 14,400 food items, and prepare 360 food baskets. All were distributed to families at Bell Avenue Elementary, Dry Creek Elementary, F.C. Joyce Elementary, Madison School, and Gateway Community Charter School. Each basket contained everything needed for a nice holiday meal, a $50.00 grocery gift card for perishable items, holiday cookies, and a board game for the entire family to enjoy. The baskets also included much needed food items such as macaroni and cheese, peanut butter, jelly, oatmeal, soup, tuna, hot chocolate, granola bars, pasta, spaghetti sauce, almond milk, crackers and fresh fruit to help those struggling to provide enough food for their children during the two week winter break.

Your commitment to giving back to the community and helping those less fortunate has been truly inspirational. Thank you for your contribution in making this such a successful program year after year!

For more information about McClellan CARE or to sponsor a basket, call Magee Duke at 916-965-7100.
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**TRUE REPS ON TRERC:**
(Twin Rivers Employee Relations Council)
Paul Le Francois  Bill Avery

**TRUE COMMITTEE CHAIRS:**
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Professional Development: Edna Shoemaker

Contract Enforcement: Paul LeFrancois

Catastrophic Leave Bank and Scholarships:
Sharon Reichelt

Elections: ~Vacant~

Political Action (PAC): Lisa Gant