On February 11, 2016 TRUE educators met at Foothill Ranch Middle School to discuss member concerns surrounding working conditions. Educators had the opportunity to share concerns with TRUE leadership and our Negotiations Chair. The top four concerns were as follows: safety issues, vague evaluation language, and work day work year (in that order). Members would like to see a clear cut positive discipline system district wide, with follow through on consequences. Members stated that students who are violent, extremely disruptive, or emotionally disturbed need proper placement. The current process takes too long and imposes upon the education of other students in the class. The process needs to be streamlined so that students get the services they need in a timely manner.

Members would also like to see principals, vice principals, and hall monitors more visible on campuses during passing periods, as well as available to help with disruptive students. Educators expressed the need for working classroom phones, proper parking lot security, and support staff answering calls from educators when they need assistance.

Julieanne Neal  
TRUE Organizing Chair

TRUE would like to welcome Janet Edwards as our new Vice President. She has been a leader in TRUE since the beginning of our existence as a unified district. She was a President of the North Sacramento teachers union and she has years of experience with CTA State Council. She is a strong leader on our Benefits Committee and as our new Lead Negotiator. Janet teaches at Rio Tierra Jr. High. Welcome Janet!

Another new leader who was elected at our last election is Louise Holder, as one of the Directors-at-Large on the TRUE Executive Board, representing Pre K- Grade 6 teachers. She is a veteran teacher of 18 years, and has been a school Site Rep for 5 years. She currently teaches 5th grade at Del Paso Heights Elementary. Welcome to the team, Louise!
Dear TRUE Members,

**New TRUE Vice President and Director-at-Large for PK-6**

I'd like to welcome Janet Edwards, new TRUE Vice President, and Louise Holder, new TRUE Director at Large for PK- Grade 6. I am looking forward to TRUE now having a complete Executive Board! I want to thank Chris Moran for all of her work and giving many hours of her time to TRUE to support our members, serving throughout the years as Secretary, Vice President and Negotiations Chair for TRUE.

**Summer PD Days - August 3rd and 4th**

These two Professional Development Days will be paid at the Summer School rate of $250 per day, will be site-based, and of course, of voluntary attendance. There were no negotiations regarding these day as per the district's decision. The district did not have to negotiate this because they are summer professional development days and are not mandatory.

Please see information below, from the district, regarding the two surveys the district put out to get feedback from certificated staff:

"In November 2015, a survey went out to teachers that surveyed teachers interest in voluntary participating in Senate Bill (SB) 77. A total of 524 teachers responded. 89% of teachers responded with a yes response, 11% responded with a no response.

In February 2016, a second survey went out and asked teachers if they were interested in participating in voluntary PD for the compensation of $250.00 per day for a total of two-days. A total of 494 teachers responded. 70% of teachers responded with a yes response, 31% responded with a no response.

The Professional Development Department in collaboration with the Teaching and Learning Division will work to plan site-based professional development for August 3 and 4. During these days teachers will have the opportunity to work in their professional development committees (PLC) to analyze student data, set goals based on the information, collectively plan lessons and assessments based on the units of study."

I have asked the district that those two days be taken off of the student calendar as designated PD days, as some members are confused as to what our start date is and there are no other summer PD days designated on the district calendars. To clarify, the teacher start day for the 2016-17 School year will be August 5, 2016.

**CTA Good Teaching Conference is coming!**

Save the dates! April 15-17 in San Jose, CA. Please look for an upcoming e-mail on how to apply to get a TRUE scholarship to attend this great CTA conference.

**TRUE Principal & Administrator Survey**

Please complete the TRUE Principal and Administrator Survey by this Sunday, February 28th (it closes at 11:45 p.m. on Sunday). If you didn't get an e-mail with the survey link, send an e-mail requesting it to true.office@yahoo.com.

**Voluntary Transfer Process**

The in-house voluntary transfers process is scheduled to begin March 15th. As soon as TRUE gets any additional information from Human Resources on this, we will send an e-mail out with more details.

*Krystin Finney*
TRUE President
GLAD SHOWCASE NIGHT AT JOYCE SCHOOL

On Thursday, January 28, 2016, families at FC Joyce Elementary School enjoyed the second GLAD for the Arts Learning Showcase Night. It was a packed house, with over 250 people in attendance. Third, fourth, and fifth grade students presented their understanding of science, health, and social studies content through poems, dances, and chants. Students also treated the families to a group dance from our new Spark Physical Education program. The families in attendance worked together with their students to complete a Wayne Thiebaud inspired watercolor and crayon art depiction of a yummy treat. Everyone in attendance enjoyed the project and was allowed to take the art materials home. An added treat at the end, families were fed chili and cornbread. It was a great event and a fun evening for all.

The funding for this event was from a California Teachers Association/Institute for Teaching (CTA/IFT) Impact Grant supporting enhanced learning through the school wide implementation of Guided Language Acquisition and Design (GLAD) strategies, visual and performing arts integration, and family engagement.

Thank-you Joyce Elementary for the article on your GLAD event. Members continue to send in photos and a short write up about events happening at your schools. You can also post your events to our Facebook page using the hashtags #hereswhatshappening and #mytwinriversschool
TRUE SCHOLARSHIPS

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 high school 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 6th, 2016. Scholarships will be awarded in $250.00 increments for community college and $500 increments for 4 year universities.

We will announce scholarship recipients by June 3rd. Money will be awarded after proof of enrollment has been presented to the TRUE office.

Sharon Reichelt
Scholarships Committee Chair

MARCH CALENDAR

3/1
• 7 pm TRUSD Board Meeting, District Office Board Room

3/2
• 4-5:30 pm CARS Plus Chapter Meeting, Brookfields Restaurant

3/3
• 4:15-5:30 pm Organizing Meeting, TRUE Office

3/8
• 4-6 pm TRUE Executive Board Meeting, TRUE Office

3/9
• 4-5 pm TRUE PD Committee, TRUE Office
• 4-6 pm Teachers in Technology Training, at CTA -- RSVP by March 4

3/10
• Mix and Mingle, Location TBD

3/15
• 4-5 pm PAC Meeting, TRUE Office
• 7 pm TRUSD Board meeting

3/17
• St. Patrick's Day

3/21-3/25
• SPRING BREAK

3/22
• Capital Service Center Council Lobby Day

3/29
• 4-6 pm TRUE Rep Council Meeting, at CTA

To view the entire calendar and for more information go to:
http://trueassociation.org/calendar/
An adjunct duty is any event that goes beyond a member’s contracted work day that is performed without pay. An administrator can require members to participate in adjunct duties. These duties need to be reasonable and equitably distributed to members on a site in consultation with the School Leadership Team. A member is only required to participate in 20 hours of adjunct duties per school year.

Examples of adjunct duties include but are not limited to, curriculum and family nights such as science, music, math, game nights, fall festivals, book fairs, Dessert with Santa, etc. Also included in adjunct duties are, PTA Teacher Representative, School Site Council Member, ELAC Member, School Leadership Team Member etc.

Back-to-School Night and Open House do not count as adjunct duties. All members are required to attend these nights. It is strongly recommended that members keep an ongoing log that includes the date, name of the event and hours attended for all adjunct duties they perform within a school year. Once 20 hours has been completed by a member in a school year, he/she cannot be involuntarily required to do more for the remainder of the year. The exception is membership on a School Leadership Team. The Leadership Team member must stay on the team for the entire year, even if exceeds 20 hours, but this is the only adjunct duty a member has to participate in for the entire year.

So, if you haven’t been keeping track of your adjunct duty hours, today is a good day to start.

Sharon Reichelt
TRUE Grievances Team Member/Director

We are still receiving thank you letters from those we helped through our donations during the holiday season of 2015. This is a letter from the Children’s Receiving Home of Sacramento.

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January 14, 2016

Katie Rigby
Senior Development Coordinator
(916) 449-2860

Dear Katie,

I can’t thank you enough for helping make this holiday season more joyful for the kids at the Children’s Receiving Home of Sacramento (CRH). Your organization’s contribution of warm, cozy blankets, stuffed animals, sweaters, socks, hats, mittens, scarves and more has truly made the holidays bright for the kids. We are so grateful for all that you have contributed.

When you give to a program like the Giving Tree, you are ensuring that kids whom have lost their parents and are currently in the foster care system have someone they can count on for love during Christmas—and maybe even find a family forever home in the future. The Giving Tree is not only special because you have helped spread holiday cheer and make the holidays a little more special to the kids, it also helps make the holidays a little brighter and a little more meaningful.

When we see the kids who have caring people surrounding them and supporting them, it’s possible for that fuzzy staff to turn around a little brighter. Your contribution shows our kids that you care and values them, which is a very special and precious holiday season—possibly the first in forever.

Thank you again for your generosity and care on behalf of the Receiving Home. Your support will give a long way in creating brighter life for the children and youth in our care throughout the year.

Very sincerely,

Katie Rigby
Senior Development Coordinator
(916) 449-2860

In addition to CRH regulations, we acknowledge that you did not receive any purchase orders in exchange for your contribution.

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DID YOU KNOW?

Did you know that every school should have a TRUE union bulletin board in a common area for the teachers? This area is usually the teacher's staff room and this board should be maintained by the school site rep(s). Here is a very good example of what it should look like.

TRUE/CTA Bulletin Board at Martin L. King Tech Academy

Show us your TRUE News Bulletin Board from your school on Facebook using the hashtag #ourTRUENewsboard be sure to tell us the name of your school.

EDITOR'S NOTE

We would like to say we are sorry to Emilio Soltero, for the misspelling of his last name in the January electronic issue of the TRUE News. We would like to take this time to thank him for his patience and understanding. We are truly sorry!
The Celebration of Life ceremony in remembrance of K-9 Officer Jag, our Twin Rivers Police dog, was a beautiful and heart-warming event.

The memorial was held February 10, 2016 at the McClellan Conference Center. The ceremony began outside with the United States Flag held high into the sky by the ladders of local fire engines. K-9 and other officers lined the street standing at attention as the family limousine lead the procession up to the entrance of the Conference Center. The room was filled with Twin Rivers district staff, employees, students and community members. Those who attended would agree that the thing that pulled at our heart strings the most was how the K9 officers actually cried for their lost friend. There were K9 units in attendance from around the Sacramento area and Placer County.

Inside the Conference Center the hallways were filled with love for Jag. From the moment you entered the building there was no doubt that Jag was loved and an essential part of the Twin Rivers Community. The walls were lined with art drawn by the children from schools all over the district. Tables were covered in letters of condolences from all fifty states.

He brought love and joy everywhere he went. We wish you eternal peace.
TRUE EXECUTIVE BOARD

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Secretary: Julieanne Neal
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Paul Le Francois
Rebecca LeDoux
Crystal Grooms
Yolanda Jimenez

CTA STATE COUNCIL TRUE REPS:
Joyce Childs
Janet Edwards
Rebecca LeDoux
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: Tara Jacobs, Interim
Political Action (PAC): Lisa Gant