WHAT'S HAPPENING IN TWIN RIVERS SCHOOLS?

Please continue to send in photos and a short article about events happening at your school. Send it to the TRUE NEWS editor at: ann.murray@trueassociation.org. In addition, you can post your events in our Facebook page using the hashtags #mytwinriversschool and #hereswhatsappening. We know you are doing great things at our High Schools, and we want to hear about it, so please let us know so we can feature your school in our newsletter.

This month, let's see "What's Happening" at Hagginwood Elementary!

On April 14th, Hagginwood hosted Open House and Multicultural Night. As teachers were closing their doors after Open House, families were gathering in the multipurpose room awaiting the next event of the evening: The Annual Multicultural Night.

Families were encouraged to view many displays depicting various countries and cultures. Each class chose a different country and featured banners, posters, and even food celebrating its culture. A traditional African American dance commenced the performance segment. Hmong, Indian, Mexican, African American, and Filipino staff and parents shared stories and history of their cultures.

Students, staff, and parents who were dressed in authentic attire formed a parade for the evening finale. It was a night of entertainment and education as all were exposed to the many diverse cultures that comprise our Hagginwood community.

Melissa McManus
Hagginwood Elementary
Dear TRUE Members,

Almost four years ago, TRUE had a large impact on the direction our District has taken for the past 3 and half years. In June, it will be 4 years when we got elected to the Twin Rivers School Board 5 out of 7 endorsed and supported candidates (1 ran unopposed). A lot has changed in the past 3 and half years. Although there are still many improvements that need to be made in a variety of areas, the direction we are headed would be very different if TRUE had not fought so hard to get a majority of Trustees on our School Board to begin to change the highly dysfunctional path the district was on. This June, we have another opportunity to make an impact. We have 4 trustee seats open in June and we need your help. We are asking for your support on May 7th and June 4th; these are two Saturdays we will be walking in support for Francisco Garcia, in Linda Fowler's area (Area 7). Please see the flier in this edition of TRUE News for more information on location and times.

Many teachers ask, “What are my rights with a violent student?” As per Ed. Code, you have the right to suspend a student from your classroom for up to 2 days (and you can do this as often as needed). The Site Administrator cannot just place this student in another teacher’s classroom for the day. This is your basic right. Besides this, other forms of support should be happening to support you and this student. If you are not feeling supported at your site by your administrator, please reach out to TRUE Leadership. You have a right to feel safe in your classroom and work site.

Evaluation Time Lines are coming to a close! If you are temporary or probationary status, your evaluation form was to be completed by April 15th. If you are a permanent member, your evaluation form is to be completed by May 1st.

Open positions in Twin Rivers are now being posted on Ed Join. There will no longer be emails sent by the Human Resource Department regarding open positions. If you are looking to transfer to another site, please check out Ed Join. Also, the TRUE Principal Surveys are available to view in the TRUE Office if you would like to check out a Principal before you decide to apply at their site.

We have an excellent opportunity for TRUE members interested in being more involved in their union: TRUE is currently accepting Declarations of Candidacy in the election of EIGHT Directors-at-Large on the TRUE Executive Board, representing educators of different grades levels and assignments. Deadline to submit Declarations of Candidacy is May 3rd. For details, please see the Election Announcement, Declaration of Candidacy and other election documents can be downloaded from the TRUE website: www.trueassociation.org.

Kristin Finney
TRUE President

FROM THE PRESIDENT’S DESK

Stay Informed!
VISIT OUR WEBSITE:
www.trueassociation.org
ANNOUNCEMENT OF ELECTION OF
8 DIRECTORS-AT-LARGE ON THE TRUE EXECUTIVE BOARD:
- 3 Representing Pre-K - Grade 6 Teachers
- 2 Representing Grades 7-12, Charter & Adult Ed. Teachers
- 1 Representing K-12 Special Education Teachers
- 1 Representing Specialty Groups
- 1 Ethnic Minority Representative

The Twin Rivers United Educators (TRUE) will be holding an election to fill Director-at-Large seats on the TRUE Executive Board: 3 representing Pre-K to Grade 6 regular education teachers, 2 representing Grades 7-12, Charter & Adult Ed. teachers, 1 representing K-12 Special Education teachers, 1 representing Specialty Groups, and 1 Ethnic Minority Representative. All positions are for 2 year terms going from June 01, 2016 to May 31, 2018. Candidates must be TRUE members primarily working, at the time of their election, in the level they are running to represent. Directors will be elected by and from TRUE membership by majority vote.

OPEN NOMINATIONS:
TRUE members wishing to nominate themselves and/or other TRUE members for these positions must file a Declaration of Candidacy form together with a signed acknowledgement of the campaigning rules, so that they’re received no later than 4:30 pm on May 03, 2016 at the TRUE office: 3318 Howard Street, Suite 10, McClellan, CA 95652. Declaration of Candidacy form and campaigning rules can be downloaded directly from the TRUE website: www.trueassociation.org, and are also available at the TRUE office (stop by, or request them by e-mail to: true.office@yahoo.com).

Along with the Declaration of Candidacy, candidates may submit a short bio with bulleted information (for example: years of experience in education, current and past work assignments, union involvement, etc.), in addition to a Candidate Statement of no more than 100 words. Candidates may also submit a good-quality, current color photograph, of only themselves, to be published with their statement. All candidate photos will be resized to around 1.5” x 2.5” when published; some cropping might be required. Candidate statements, bios, and photographs timely submitted will be published with the ballots.

ELECTION TIMELINE:

April 18, 2016: Announcement of Election of TRUE Directors-at-Large.

May 03, 2016: -Declarations of candidacy, together with campaigning rules acknowledgement, are due by 4:30 pm at the latest at the TRUE office, 3318 Howard Street, Suite 10, McClellan, CA 95652. Post-marked date not accepted.
- Acknowledgement of declarations of candidacy.
- Starts preparation of electronic voting material and paper ballots.

May 4-17, 2016: Voting takes place by electronic/online and paper ballots.

May 17, 2016: Voting period closes at 4:30 pm, both online and at the TRUE office.

May 17, 2016: Starting at 4:35 pm, TRUE Elections Committee counts paper ballots and tallies electronic/online votes.

May 18, 2016: Announcement of election results. If a run-off election is needed, the timeline for it will be included in the announcement of results.

May 27, 2016: Challenges to this election must be in writing and are due to be received by 4:30 pm at the latest at the TRUE office. Post-marked date not accepted.
MESSAGE FROM THE CTA PRESIDENT

Great news in the Vergara v. State of California lawsuit… In a sweeping victory for students and educators, the California Court of Appeal today reversed a lower court decision in the deeply flawed Vergara v. State of California lawsuit. The unanimous appellate opinion is a stinging rebuke to Judge Rolf M. Treu’s poorly-reasoned ruling, and to the allegations made and millions of dollars spent by wealthy anti-union “education reformers” to bypass voters, parents, and the legislature with harmful education policy changes. The reversal affirms the arguments of educators, civil rights groups, legal scholars and education policy experts that the state statutes affirming educator rights do not harm students.

In their 36-page decision, Justices Roger Boren, Judith Ashmann-Gerst and Brian Hofstadter outline the numerous ways in which the plaintiffs’ arguments were wrong and Judge Treu’s decision declaring the statutes unconstitutional could not be affirmed. “We reverse the trial court’s decision. Plaintiffs failed to establish that the challenged statutes violate equal protection, primarily because they did not show that the statutes inevitably cause a certain group of students to receive an education inferior to the education received by other students. …the statutes do not address the assignment of teachers; instead, administrators—not the statutes—ultimately determine where teachers within a district are assigned to teach. Critically, plaintiffs failed to show that the statutes themselves make any certain group of students more likely to be taught by ineffective teachers than any other group of students. With no proper showing of a constitutional violation, the court is without power to strike down the challenged statutes. The court’s job is merely to determine whether the statutes are constitutional, not if they are “a good idea.”…The judgment is reversed. The matter is remanded to the trial court with directions to enter judgment in favor of defendants on all causes of action.”

Read CTA’s and CFT’s joint news release here, or on www.cta.org.

Now we can continue to focus on the work we are entrusted to do and that is to educate our students the way we know how.

In solidarity,

Eric C. Heins
CTA President

ORGANIZING UPDATE

The TRUE organizing team is currently working to host Community Conversations around the District using the Local Control and Accountability Plan (LCAP) to improve education and close the achievement gap in Twin Rivers schools. TRUE received a grant from CTA to help cover the costs of these meetings. The three Community Conversations will take place in August in various locations around the district. We will be counting on our members to invite families to attend, and to help facilitate the events. Informational flyers will be sent out as soon as dates and locations are confirmed.

The TRUE Organizing team would like to thank TRUE members who joined us at this month’s TRUE Mixer at Garcia’s, off of Madison. There will not be a TRUE Mixer in May due to the TRUE Day of the Educator celebration on the 11th. We will be honoring our TRUE educators at Bella Bru in Natomas (see flyer with details). Please remember that TRUE members attending the event will need to RSVP to the TRUE office: true.office@yahoo.com by Thursday, May 5th, so we can order enough food for all attending.

Julianne Neal
TRUE Organizing Chair, Interim
As TRUE educators, we give so much on a daily basis, we make learning fun and exciting for our Twin Rivers students. We offer extra help to struggling students, tutor students, build confidence of those in need, support students by working additional hours before and after school, and on the weekend, we plan great lessons and correct student work. TRUE educators go above and beyond to make our students successful.

We are celebrating our dedication to teaching by honoring our TRUE educators with a celebration on the Day of the Teacher, Wednesday, May 11, 2016. This event is free, and for TRUE members only.

Julianne Neal
TRUE Organizing Chair, Interim
KNOW YOUR CONTRACT

Article 10 in the TRUE Contract is Evaluation. This article consists of several sections starting with 10.1 Philosophy, 10.2 Definitions, 10.3 Steps in the Evaluation Process, 10.4 Timelines, 10.5 Grievance as it pertains to the evaluation and 10.6 Criteria for the Observation and Evaluation of Members as based upon the California Standards for the Teaching Profession. 10.4. Timelines is an area of Article 10 that we would like to bring to your attention with a few highlights on this part of the contract. To read all of Article 10, go to the TRUE website www.trueassociation.org and click on Contract in the top bar.

10.4.1 says: Member is notified that he/she will be evaluated in the current year by November 1. Evaluations shall be provided to a Member by no later than May 1 unless the Evaluator and the Member agree to a later date in writing, or unless the Member is on an Improvement Plan. An evaluation conference shall be held when the Evaluator has completed the evaluation form and is ready to deliver the evaluation form to the Member unless the Member is on leave of absence or otherwise unavailable.

10.4.2 says: Evaluation forms for permanent Members shall be completed by May 1 unless the evaluator and the Member agree in writing to a later date which shall be no later than June 1.

10.4.3 says: Probationary and temporary Members shall be evaluated every year and the goal of the District shall be to complete the final evaluations by April 15.

There is more interesting information in Article 10 that pertains to your evaluation. You need to know what the rules are and make sure your Evaluator has abided by the set evaluation guidelines. Read the contract online now!!!

POLITICAL ACTION UPDATE

We have a very important election coming up on June 7, 2016, to elect 3 seats for the TRUSD School Board. Elections will be held for Areas 3, 5 and 7. The TRUSD Board has become more anti-teacher and less transparent. It is important that we work together now! You can make a difference!

TRUE Site Reps voted to endorse three candidates: Area 3 Walter Garcia Kawamoto, Area 5 Basim Elkarra, Area 7 Francisco Garcia. While it is important for the TRUE endorsed candidates to win in their areas, it is especially important for Francisco Garcia to win area 7, so that he can unseat the incumbent, Linda Fowler. Mr. Garcia is a highly qualified candidate, having served on the North Sacramento District School Board prior to unification. In addition, he has been an active community member advocating for students in Twin Rivers since the District’s inception.

Please work together with TRUE to elect Francisco Garcia! Area 7 precinct walks will be on Saturday, May 7th 9:30-2:00 and Saturday, June 4th 9:30-2:00. Please Plan to Attend and RSVP to the TRUE office at true.office@yahoo.com

Olivia Wilkins
TRUE PAC Committee Member/Director
The CTA Equity and Human Rights Conference is one that all members should try to attend. Attendees to the conference participate in professional development around social justice. According to the CTA Strategic Plan, social justice is a commitment to equity, fairness in treatment, access to opportunities and resources for everyone. Social justice means that we work to eradicate structural and institutional forms of oppression.

The theme of this year’s conference was addressing "the elephant in the room" with regards to matters of race and gender. This theme was apparent in the keynote message by Gyasi Ross, author, speaker, and storyteller from the Blackfeet Nation. Ross discussed the invisible treatment" of Native Americans and other minorities in America. He stated that Native Americans are not at a place to talk about equity and equality due to the racism of people in America. Discussions about race relations are absent, even when Native Americans have a 70% unemployment rate, poor schools, and a lower life expectancy. He discussed feeling invisible when the white man tells what natives should be like, the challenge in prosecuting rape cases, and the fight to get resources to prosecute when the Department of Justice declines to take 65% of the cases. He talked about the higher drop out rates, murder rates, and poverty of Native Americans, and the differences in private land ownership between whites, blacks, and Native Americans. 856 million acres of land are owned by whites, 7 million acres are owned by blacks, and 3 million acres are owned by Native Americans. This discrepancy shows public policy in America that land owners have a higher chance of attending college and living above poverty. The absence of Native American perspectives in history texts contributes to the feeling of invisibility in history.

Ross concluded his presentation with a call for social activism. He reminded us that many groups are invisible in America without ways to express their messages, without resources, and without ways to protest their situations. We need to work to end institutional forms of oppression such as racism, sexism, classism, religious bias, gender bias, and many other forms of bias.

Julianne Neal
TRUE Executive Board Secretary

http://ctainvest.org/
During the month of March into early April, the “President’s Own” hosted the “Sousa’s March Mania.” A free tournament pitting 32 marches against each other, for the Marine Band online community to pick their favorite. The CCAA Beginning Band and Jazz Ensemble, grades 7-12, began Sousa's March Mania on March 7 through April 6. Band Director Thomas Seaton incorporated the mania into his class as an educational resource and a way to expose his students to new music while having fun with the competition.

The band members voted on Sousa and other marches to declare a winner on April 6. Each day students listened to competing marches and used a bracket just like the basketball “March Mania” to vote on which marches advanced in the tournament. The marches were narrowed down until a winner was declared on April 6th. Throughout the competition, students listened to marches that they had never heard before.

This competition takes place in music classrooms across the United States, in conjunction with the United States Marine Band. The CCAA Beginning Band chose The Circus Bee and the Jazz Ensemble chose Entry of the Gladiators as their winners. The 2016 winner of the “Sousa’s March Mania” competition was John Phillip Sousa’s, "The Stars and Stripes Forever".
### MAY CALENDAR

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<th>Sunday</th>
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<tr>
<td>1 - Evaluation deadline for permanent employees (Per Contract)</td>
<td>2 -</td>
<td>3 - 7:00 pm TRUSD Board Meeting District Office</td>
<td>4 - 4:00 pm PAC Meeting TRUE Office 4:00 pm Cars Plus Meeting Brookfield’s Restaurant</td>
<td>5 - 4:15 pm TRUE Organizing Meeting</td>
<td>6 - 5:00 pm Deadline TRUE Scholarship Applications</td>
<td>7 - 9:00-2:30 pm Precinct Walking for Francisco Garcia for Area 7 Trustee</td>
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<td>8 -</td>
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<td>10 - 4:00 pm TRUE Executive Board Meeting</td>
<td>11 - Day of the Educator Celebration 3:30-6:00 pm Bella Bru, Natomas</td>
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<td>14 -</td>
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<td>16 - 7:00 pm TRUSD Board Meeting</td>
<td>17 - 4:00 pm TRUE Executive Board Meeting</td>
<td>18 - Spring Blitz 4:30-6:30 pm Local CARS+ Meeting, SCTA, 5300 Elvas Ave Sac 95810</td>
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<td>22 -</td>
<td>23 - 4:00 pm Financial Security/Retirement Training, CTA Natomas</td>
<td>24 - 4:00 pm TRUE Rep Council Meeting, CTA Natomas</td>
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<td>29 -</td>
<td>30 - Memorial Day No School/TRUE Office Closed</td>
<td>31 -</td>
<td>June 1 -</td>
<td>June 2 -</td>
<td>June 3 -</td>
<td>June 4 - 9:00-2:30 pm Precinct Walking for Francisco Garcia for Area 7 Trustee</td>
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*Voting takes place for Directors-At-Large*
TRUE EXECUTIVE BOARD

OFFICERS:
President: Kristin Finney
true.office@yahoo.com

Vice-President: Janet Edwards
janet.edwards@trueassociation.org

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_ledoux@yahoo.com

Olivia Wilkins
mslivie@yahoo.com

Louise Holder
louiseholder@comcast.net

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

Sharon Reichelt
sreichelt23@gmail.com

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

For Specialty Groups (Psychologists, Speech Therapists, Counselors, Nurses, Librarians, Program Specialists, TOSAs, SLCs, SSTs, VAPAs, and Social Workers):
Bill Avery
fishngv5501@gmail.com

Ethnic Minority at Large and TRUE News Editor:
Ann Murray
annmurray456@gmail.com

TRUE CONTRACT ENFORCEMENT (Grievances):
For Grades 7-12 & Adult Ed.:
Paul Le Francois  lefrancois1@earthlink.net
For ECE to Grade 6:
Sharon Reichelt  sreichelt23@gmail.com

TRUE NEGOTIATIONS TEAM:
Lead Negotiator:
Janet Edwards
janet.edwards@trueassociation.org

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