All hands on deck for Props. 55 and 58

UTLA members organize around critical education measures and build political power through PACE.

Californians are facing a long and weighty list of statewide measures on the November 8 ballot—17 initiatives in all, including major decisions on the death penalty, marijuana use, and ammunition sales. Long ballots put even popular ideas at risk, because people are more likely to vote no if they aren’t sure of a measure’s benefits, which makes voter contact especially important this election cycle.

By reaching out to voters and talking about what’s at stake for our schools, UTLA members are making sure that two critical education measures—Propositions 55 and 58—don’t get lost in the shuffle.

UTLA is running a full-bore outreach effort from now until election day. Volunteers have been phone banking at night in the UTLA building since September 12, and precinct walking begins September 24. On October 6, educators and parents at more than 150 L.A. schools will be knocking on doors in their school neighborhoods to talk about the propositions and the community’s priorities for public education (read more about the Day of Action on page 4). It’s going to take an “all hands on deck” approach to ensure these measures pass.

Prop. 55: Stopping cuts to schools

Prop. 55 is an extension of Prop. 30, the measure passed in 2012 that helped staunch the recession-era cuts to schools and rebuild programs and staff. Prop. 55 would extend current income tax rates for 12 more years on the wealthiest Californians—singles earning more than $250,000 and couples earning more than $500,000 a year—to prevent nearly $4 billion in cuts to education. LAUSD could lose $700 million a year if Prop. 55 doesn’t pass, triggering larger class sizes, pink slips, and cuts to programs and resources for students.

This measure does not raise taxes on anyone, and it allows the quarter-cent sales tax from Proposition 30 to expire as planned at the end of the year, a benefit for all Californians.

Our work to pass Prop. 55 is linked with a broader push for an increase in ongoing and stable state funding for public education. Prop. 55 is a stop-gap measure to prevent deep cuts to schools—not the infusion of resources needed to truly build fully funded community schools in every neighborhood.

Prop. 58: New opportunities for our students

Prop. 58 would remove the restrictions put on bilingual education under Prop. 227, the so-called English-only initiative passed by voters in 1998. By getting rid of the “one size fits all” approach to teaching English, the measure would ensure that all students can learn English as quickly as possible. It would also give parents and teachers more control in choosing programs that offer all students the opportunity to learn both in English and another language—a critical skill in our increasingly globalized world and a key part of building community schools that have a rich and diverse curriculum.

Building political power through PACE

Campaign season is the perfect time to have conversations about how we build political power for the long term to support our member-parent organizing and our advocacy for public education. These conversations are happening right now between officers and school staff, chapter chairs and members. As a result, hundreds of educators have become new members of PACE, our political action committee, to fund the critical fights ahead, and more people are signing up every week. Read more about PACE and how you can join on page 6.

─ Be part of the force that ensures victory on November 8 and join the effort to pass Props. 55 and 58. Sign up online at utla.net. The current schedule for phone banking is Monday through Thursday, 4 p.m. to 8 p.m., at the UTLA building. Precinct walking on Saturdays begins September 24. For info, call UTLA political organizer As-tine Suleimanyan at 213-837-5174 or asuleimanyan@utla.net.

UTLA action calendar

September 12-November 8: Get out the vote

UTLA members will be making calls and walking neighborhoods to pass Props. 55 and 58.

September-November: Fall visits

Officers and staff are visiting schools to talk about Prop. 55 and Prop. 58, the need to build PACE, and options for contract reopener bargaining.

September 29: Racial justice forum at Dorsey High

A public forum hosted by UTLA and Senator Ricardo Lara will look at the economic impact of charters and how we can stabilize public education and build a movement for high-quality community schools in every neighborhood. See page 5.

October: National Day of Action rallies and community walks

UTLA members will talk to neighbors about what they would like to see in their schools and the urgency of passing Props. 55 and 58. See page 4.

October 20: Town hall on public education

A public forum hosted by UTLA and Senator Ricardo Lara will look at the economic impact of charters and how we can stabilize public education and build a movement for high-quality community schools in every neighborhood. See page 5.

Nov. 8 election endorsements

Your vote, your voice

Page 7
I love school site visits and member meetings. UTLA officers and staff have done more than 100 of these visits and meetings in the past three weeks, and that number will soon be several hundred. Two of our key messages in these meetings are:

- Do your part in our collective effort to win the critical Propositions 55 and 58 on November 8 by signing the petition, volunteering, and voting.
- Contribute financially to our voluntary political action fund, PACE (Political Action Committee of Educators), so that we can win the March 2018 LAUSD School Board elections, which are essential to our contract and health benefits.

It is wonderful to organize these site meetings with UTLA school leaders like Wil Covel of Santa Ana Arts Academy Elementary School in the San Fernando Valley, Maria Lopez of El Sereno Middle School, and Rene Payne and Skip Aldrich of Fremont High School in South L.A. Wil’s co-workers were part of a well-attended meeting that was held after school on the Thursday before the four-day weekend (what incredible commitment and unity!). Maria has a great mix of newer and more experienced union activists leading her chapter, and it was very helpful to hear from Rene and Skip’s co-workers about priorities for contract negotiations.

In these meetings, and others taking place across the city, hundreds of UTLA members are stepping forward, signing up to make financial contributions to PACE, and signing up to volunteer to work for Propositions 55 and 58. This is incredibly encouraging—and we need a lot more of it.

Too often in the past, UTLA has treated political action fights, elections, and PACE as separate from the larger union program—contract and health benefits proposals being embedded within a broad and deep social movement-building strategy. Propositions 55 and 58 work.

Why Props. 55/58 and PACE are essential to building a movement for community schools

By Alex Caputo-Pearl

UTLA President

September 16, 2016

United Teacher

September 16, 2016
for the long-term sustainability of public education. Your work on the ground every day, in combination with an emerging national movement for sustainable community schools, which we are drawing from in Los Angeles as we build coalitions with parents and community, gives us a glimpse of this vision. The sustainable community schools we want:

- Have a well-rounded curriculum, including visual and performing arts, ethnic studies, vocational classes, classes on taking leadership around community issues, classes on building tolerance, understanding, and cooperation, and more.
- Provide access to all students.
- Provide equity for all students.
- Have personalized environments for students, with low class sizes.
- Have rich out-of-classroom supports, with health and human services professionals and mental, social, and emotional services.
- Have effective and well-resourced school discipline programs, based on positive behavior support and including restorative justice programs.
- Have vibrant parent and community engagement programs.
- Respect educator professionalism in the classroom and in joint decision-making on campus with administration, parents, and other stakeholders.
- Provide ongoing supports to educators.
- Intentionally make contributions to broader community improvement, supporting community movements for economic justice, racial justice, and more.

To fight for this vision of community schools across Los Angeles and beyond, we are going to need far more funding than will come through the passage of Proposition 55. To be clear, 55 is absolutely essential. But, it is important to understand that passage of 55 only keeps our heads above water; only keeps the status quo in terms of funding, only prevents a slide back into recession-era cuts.

It is, therefore, crucial that the movement we build for 55 and 58 be a launching pad toward further efforts to increase school and social services funding at the state level—to ultimately fund our vision of sustainable community schools. This may come through Make It Fair, a coalition of groups statewide that will work together on 55 and 58 and that has its eye on legislation or a proposition in 2018 that would make the wealthiest commercial property owners in California pay their fair share after decades of skirting through loopholes. UTLA is proud to be on Make It Fair’s steering committee.

We must get deeply involved in the work around Propositions 55 and 58 now, and help build for Make It Fair and sustainable community schools.

The same goes for the relationship between PACE and sustainable community schools. The more UTLA members who contribute to PACE—and the more who contribute at least at the $16.67 level per month—the more strength we have to help Steve Zimmer and our other endorsed candidates win. And, critically, the more strength we have to push these School Board members, and other elected officials, to work with us in projecting a vision for sustainable community schools and developing contracts, agreements, and practices that reflect sustainable community schools.

Moreover, the more UTLA members who contribute to PACE, and the more we connect PACE to the aforementioned five-pronged movement-building strategy, the more we will be able to demonstrate to elected officials in L.A. and Sacramento that, as we head toward our February 2018 strike readiness date, we have a compelling vision for sustainable community schools, a compelling vision for why it is vital that educators as public servants have top-of-the-line health benefits, and a compelling vision for why sustainable community schools should be invested in rather than Broad/Walmart’s unregulated, privatization-based charter plans.

Connect with your chapter chair today to get involved in the drive toward passing 55 and 58 between now and November 8, and to immediately begin contributing to PACE, or to immediately increase your existing PAC contribution, in preparation for the March elections and beyond. Every day and every contribution is important.

As I go to school site meetings every day and week, whenever I can, I park my car a couple blocks away from the school so that I can walk the neighborhood a little bit before and after the meeting. If possible, with after-school visits, I often ask the chapter chair to join me in walking back to my car after the meeting. As with my visit to Sylvan Park Elementary School in the San Fernando Valley, hosted by the school’s great chapter chair, Joaquin Flores, walking the neighborhood lets me talk to people, lets me see some of the great energy and assets surrounding the school, as well as some of the challenges, and lets me get a glimpse of what a sustainable community school model might look like—with schools even more connected to their communities, and vice versa. On October 6, as part of a national Day of Action, thousands of educators and parents across the city will be doing neighborhood walks of their own, knocking on doors and talking to people about Props. 55/58 and their vision for a great school.

Together we have a powerful opportunity to build a movement for community schools and for our profession in one of the most crucial periods in history for the institution of public education. I couldn’t be more proud to be walking this path, these sidewalks, and these school hallways with all of you. Keep up your great work with our students, their families, your co-workers, and let’s keep moving forward!

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Copy-cat cases in other states and an ongoing lawsuit on pay and test scores.

5 Global Academy educators focus on turnover
Noncompetitive pay triggering loss of experienced staff.

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Picks from UTLA and our affiliates.

Special section pgs. 14-15 on evaluation for 2016-17

Special section: Educator Development and Support (EDS)

Get connected to UTLA
Facebook: facebook.com/UTLAnow
Twitter: @utlanow
YouTube: youtube.com/UTLAnow
Envisioning transformative community schools

Educators, students, and parents take part in a workshop on defining community schools and how to achieve them.

More than 60 parents, students, and educators took part in a workshop on August 27 on the privatization crisis in public education and a positive alternative vision: community schools.

The session, held at L.A. Trade Tech, involved members of a new education coalition committed to a sustainable public education system in L.A.: Reclaim Our Schools LA. The core groups of the new coalition are UTLA, Students Deserve, L.A. Alliance for a New Economy (LAANE), and Alliance of Californians for Community Empowerment (ACCE).

Kyle Serrette, director of education at the Center for Popular Democracy, led a session that drilled down on the threats to public schools from privatization and who is behind the push to dismantle public education. He talked about the key billionaire funders of the corporate reform movement (such as Eli Broad and the Waltons of Walmart) and how they are linked to a national network of think tanks, lobbying groups, charter operators, facility financing interests, and charter-related associations. Together, these groups have a financial and ideological interest in pushing the “failing public schools” narrative so that they can close more public schools, undermine unions, and increase the market share for unregulated charter schools, where a lack of accountability can lead to a misuse of public funds and equity and access issues for students.

The workshop then turned to how to proactively address those well-organized threats by developing true community schools, one of the most effective ways to uplift public education and our communities. Nationwide, there are more than 5,000 community schools in cities across the country, but only a small percentage of those achieve real transformation. Although each site takes a unique form, truly transformative community schools share a vision for the school as the hub of educational, recreational, cultural, health, and civic partnerships, which optimize the conditions for student learning and strengthen the surrounding community.

Workshop participants spent time defining what a community school is and then broke into small groups to discuss what is working in their schools now, what their vision for a dream school would be, and what would be needed to achieve it. Educators, students, and parents then shared their visions and talked about some of the routes to achieve community schools.

The workshop is part of UTLA’s ongoing campaign to build community schools and fight for the funding to create and sustain them. Elements of the community schools model are already in place in numerous sites across the city, driven by educators and the school community. How we scale up and spread these successful models is a critical component of our strategy to build community schools.

On October 6, UTLA will join more than 200 cities across the country to build on our demands to fully fund the schools our students deserve. The October 6 “Neighborhood Walks” are the next step after our February 17 and May 4 walk-ins, when we celebrated our schools and demanded that they be funded fully. On October 6, we will go to our neighbors’ doors to talk to them about what they would like to see in their schools and communities and discuss how we can achieve that vision together.

Goals of the neighborhood walks:

• Get out of our schools and talk to the community. Hear what they like and want to see improved in their school and community.
• Talk to people in the neighborhood about the urgency of passing Props. 55 and 58.
• Ask people to get involved in making their neighborhood school a neighborhood community school.

Goals of the neighborhood walks:

• Well-rounded curriculum, including arts and ethnic studies.
• Meaningful connections to the community.
• Wrap-around supports such as health care, eye care, and social and emotional services.
• Positive discipline practices such as restorative justice.
• Transformational parent and community engagement.

Unity in red

Vista Middle School

One way that Vista Middle School educators are building strength at their site is by having lunch meetings every Tuesday to discuss important chapter topics. Here’s a pic from a recent meeting sent by chapter chair Eric Cloud of Vista staff in UTLA red.

When we wear red on Tuesdays, we tell the District that we are united as colleagues in our work for the Schools L.A. Students Deserve. Keep the red going!

October 6 Day of Action

Neighborhood Walks to build an educator and community vision for community schools and pass Props. 55 and 58.

On October 6, UTLA will join more than 140 L.A. schools have signed up so far. Read more about the action at utla.net www.utla.net/events/october-6-neighborhood-walks.
What’s next after Vergara?
Copy-cat cases in other states and an ongoing lawsuit on pay and test scores.

The announcement last month that the California Supreme Court would not review the Vergara v. California case was a positive development in the fight against the billionaire agenda for public education. The decision puts an end to the lawsuit, which had challenged five California Education Code provisions governing tenure, due process, and seniority dismissal laws. The suit did not challenge federal laws or the U.S. Constitution, so the case cannot be appealed to the U.S. Supreme Court.

The evidence at the original trial overwhelmingly showed that these statutes promote and support important public interests like attracting and retaining qualified teachers for California public schools while providing objective and transparent procedures in the event of layoffs. They also protect teachers from favoritism, arbitrary actions by school administrators, and political interference in the curriculum.

“The decision is a victory for students, who deserve to be taught by educators who have a voice in their schools and who are respected as professionals,” UTLA President Alex Caputo-Pearl says. “When important protections for teacher activists and others who speak out for students are eliminated, schools are destabilized and turned into ‘teacher turnover’ factories.”

The case was the brainchild of Silicon Valley multimillionaire David Welch and the group Students Matter, which spent millions of dollars on the lawsuit and millions more in public relations to spread its anti-union, anti-teacher message widely. Vergara was the inspiration for copy-cat cases filed in other states, with similar lawsuits moving forward in Minnesota and New York. Welch has also vowed to file a federal Vergara-style lawsuit, and he is behind the ongoing case against 13 California school districts, Due v. Antioch, that seeks to tie teacher pay to standardized test scores.

UTLA and our state and national affiliates will keep pushing back on these cases funded by corporate reformers, who continue to try to exploit the judicial system to set educational policy, bypassing the legislature and the public.

“By authentically connecting with parents and the community, we will advocate for the real solutions for improving education—well-resourced and fully funded community schools, with low class sizes, rich and diverse curriculum, and support for children’s socio-emotional needs.”

GEA educators and parents demand fix for turnover problem
Noncompetitive pay triggering loss of experienced staff.

“Pushing back on these cases funded by corporate reformers, who continue to try to exploit the judicial system to set educational policy, bypassing the legislature and the public, is a positive development in the fight against the billionaire agenda for public education,” UTLA President Alex Caputo-Pearl says. “When important protections for teacher activists and others who speak out for students are eliminated, schools are destabilized and turned into ‘teacher turnover’ factories.”

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“By authentically connecting with parents and the community, we will advocate for the real solutions for improving education—well-resourced and fully funded community schools, with low class sizes, rich and diverse curriculum, and support for children’s socio-emotional needs.”

October 20: Town hall on public education
Open forum on “Keeping the ‘Public’ in Public Education”

On October 20, UTLA and State Senator Ricardo Lara, chair of the Senate Appropriations Committee, will hold a town hall in Huntington Park to look at how we can stabilize our school system, protect the civic institution of public education, and build a movement for high-quality community schools in every neighborhood.

UTLA’s ground-breaking economic impact report showed that LAUSD is losing more than $590 million a year because of the unchecked growth of charter schools. When charters pull students from District schools, the funding goes with them, but many of the infrastructure and charter oversight costs stay with LAUSD, threatening the stability of the system. It also leaves the highest-needs students, who are disproportionately served by District schools, to be educated with reduced resources. The town hall will discuss the report’s findings as well as other issues as part of our push to hold all publicly funded schools to the same standards of accountability, access, and equity.

Everyone is welcome to attend, and community partners will be helping to organize members, parents, students, community, academics, and elected officials to attend the groundbreak- ing event.

Thursday, October 20, 5:30 p.m.
Town hall on public education
Salt Lake Park Gymnasium
3401 S. Florence Ave.
Huntington Park, CA 90255
www.wearpublicschools.org
In spring 2017, the corporate reformers and their billionaire allies will be back, with millions more to spend on a PR campaign and on policies and candidates that support their flawed agenda. While we can never match their money, we can level the playing field by having a majority of UTLA members contribute to PACE and continuing to organize for collective action in our communities.

We must support genuinely pro-education candidates for the Los Angeles Unified School Board, the people who will vote on our salary, our health care, discipline policies, how to spend state funding and more.

With a stronger PACE, our voice can be greatly amplified to win the change we need for the Schools LA Students Deserve.

UTLA PACE IS CRITICAL FOR OUR BATTLEGROUND FIGHTS AHEAD.

- Defending salaries & health benefits
- Fully funding community schools
- State legislation on public school accountability

We are in a fight to save public education—from budget cuts and from an aggressive privatization agenda that challenges our profession, our students and our communities.

By law, unions can only spend a very small percentage of dues on political campaigns. This means that we must raise money for our political work through separate, voluntary contributions to PACE, our political action fund.

Join PACE today!

Federal law requires us to use our best efforts to collect and report the name, address, occupation and name of employer of each contributor.

**Employer:** LAUSD

**Occupation:** (Check One) ( ) Teacher ( ) Other (Please specify): ________________

**Work Site:** ________________

**Location Code:** ________________

**Your Name:** ________________

**Employee #:** ________________

**Non-LAUSD Email:** ________________

**Non-LAUSD Phone:** ________________

**Address:** ________________

**Signature:** ________________

**Date:** ________________

I hereby acknowledge the following: (a) I am an employee of LAUSD; (b) I am a member of UTLA; (c) I am a U.S. citizen or permanent resident; (d) I recognize the political purpose of the PAC and the uses of contributions to the PAC; (e) I am voluntarily authorizing the payroll deduction; (f) I am not a federal contractor; and (g) I am not a minor.

Please give filled-out form to your chapter chair or mail to UTLA Membership, 3303 Wilshire Blvd., 10th Floor, LA, CA 90010.

Note: If you want to contribute on a monthly basis more or less than the suggested amounts listed here, or make a one-time contribution, or revoke your prior membership, please contact UTLA Political Organizing at 213-627-5174 for information on how to do so.
From the classroom to the ballot box

November 8 election endorsements

UTLA endorsements

PROPOSITIONS
Prop. 55.......................................................YES
School funding
Prop. 58.......................................................YES
Multilingual education

U.S. SENATE
Kamala Harris

STATE ASSEMBLY
Patty Lopez.................................AD 39
Andy Kassakhian.......................AD 43
Matthew Dababneh..................AD 45
Adrin Nazarian.........................AD 46
Jimmy Gomez...............................AD 51
Miguel Santiago.........................AD 53
Cristina Garcia.........................AD 58
Reginald Jones-Sawyer..........AD 59
Autumn Burke...........................AD 62
Anthony Rendon......................AD 63
Mike Gipson..............................AD 64

STATE SENATE
Anthony Portantino ..................SD 25
Henry Stern..............................SD 27
Ricardo Lara.............................SD 33

U.S. CONGRESS
Judy Chu......................................CD 27
Adam Schiff...............................CD 28
Tony Cardenas........................CD 29
Brad Sherman.........................CD 30
Roger Hernandez...................CD 32
Ted Lieu................................CD 33
Xavier Becerra.........................CD 34
Karen Bass...............................CD 37
Lucille Royal-Allard.................CD 40
Maxine Waters.........................CD 43
Isadore Hall...........................CD 44

Additional affiliate endorsements

The LA County Federation of Labor has made additional endorsements, noted below. We’ve also indicated if the endorsement is supported by our state affiliates, the California Teachers Association and the California Federation of Teachers.

PROPOSITIONS
Prop. 51.......................................................YES
Prop. 52.......................................................YES*
Prop. 53.......................................................NO
Prop. 54.......................................................NO
Prop. 55.......................................................YES*
Prop. 56.......................................................YES
Prop. 57.......................................................YES^* 
Prop. 58.......................................................YES*
Prop. 59.......................................................YES*
Prop. 62.......................................................YES^*
Prop. 66.......................................................NO^*
Prop. 67.......................................................YES

STATE SENATE
Johnathon Ervin*......................SD 21
Steven Bradford (County Fed).....SD 35
Warren Furutani (CFT)..............SD 35

U.S. CONGRESS
Bryan Caforio+.........................CD 25
Norma Torres*.........................CD 35
Alan Lowenthal*.......................CD 47
* Indicates endorsed by CTA and CFT
+ Indicates endorsed by CTA
^ Indicates endorsed by CFT

Get personalized ballot picks, customized for your local ballot from the CFT & CTA: www.cft.yourvoter.guide/#/search
www.cta.yourvoter.guide/#/search

Poll hours on November 8 .................. 7 a.m. to 8 p.m.
Find your polling place .............www.lavote.net/Locator
Deadline to register to vote .............. October 24
Deadline for vote-by-mail request ....... November 1

Paid for by Political Action Council of Educators (United Teachers Los Angeles), Political Action Council of Educators, Sponsored by Teachers Unions, Including United Teachers Los Angeles, and United Teachers Los Angeles-Political Action Council of Educators (PACE) Issues (3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010). This advertisement was not authorized by or paid for by any candidates for these offices or committees controlled by any candidates for these offices.
Harnessing the power of our “itinerant” members

Getting on a school roster is key to connecting with our health and human services professionals.

By UTLA Treasurer Arlene Inouye & UTLA Secretary Daniel Barnhart

As we move into the fall season, we hope that all of you are having a terrific start to the 2016-17 school year. Some of you are continuing at the same school site, while others may have made a significant change in your jobs. And then there’s our itinerant members who fall under the category of health and human services professionals. Typically, these members change their work location many times during the week and also switch around during the school year.

There are thousands of UTLA members who are health and human services professionals: nurses, secondary counselors, school psychologists, PSW counselors, PSA counselors, and related service professionals (specialists in language and speech, occupational therapy, physical therapy, visual impairment, orthopedic impairment, orientation and mobility, deaf and hard of hearing, educational audiology, audiometry, assistive technology, and more). There are also other groups, such as adaptive P.E., music, theatre arts, and dance teachers and teacher librarians, who may not identify as health and human professionals but who are also itinerants who travel to various locations. Do you know the itinerants who work at your school? And it’s a bonus if you know their names.

To our HHS members

It has always been a challenge to communicate with our itinerant members, because unless personal contact information and school site information are shared with UTLA, we do not have it (LAUSD does not give this data to UTLA). And if we do not have your contact information, including work location, you will not be on a school roster. Being on a school roster is key to being able to vote for our contract campaigns and in UTLA internal elections. And if you are not on the roster, the charter chapter leaders are not able to make a special effort to reach out to you and to be sure that you are included.

Our political campaign is another example of the need to have contact information for our itinerant members. If not, we will be unable to connect with you about our PACE drive and our efforts to pass Propositions 55 and 58. If you are an itinerant member, please see page 22 for the itinerant assignment form (which has also been mailed to the home of every itinerant member). To harness the power of our itinerant members, it is important that you fill out the form and return it to UTLA. If you have questions, please contact UTLA Secretary Daniel Barnhart at dbarnhart@utla.net.

We have heard from many of our HHS members that you want to be an integral part of your school chapter meeting and have a greater voice in UTLA. You are important and valued members of UTLA, and your services are crucially needed to support the needs of the whole child (as well as their families). Itinerants and HHS professionals are critical for the community schools that UTLA is promoting. UTLA has been creating structures and mechanisms to bring in all members of our UTLA family and a database system to include itinerants on school rosters and all communications. We also have quarterly meetings with the health and human services professional chapter leaders to discuss concerns, priorities, and possible issues to take to negotiations. Last year, the issue of retention and recruitment of HHS professionals in the shortage areas was brought up, and our bargaining team made a proposal to LAUSD that resulted in a HHS Recruitment and Retention Taskforce that will develop concrete strategies to address this issue in the coming months. But we also need itinerants’ help in reaching out to your HHS chapter leaders (who have significantly more members than school site chapter leaders do). Let them know that you will be a point contact at your monthly local area meetings to share information and bring back issues of concern.

We are eager to develop the communication structures to more effectively represent and organize our health and human service professionals and itinerant members. This is the challenge we’re aggressively taking on for the coming year.

For more information about health and human services issues, contact Arlene Inouye, UTLA treasurer and speech and language itinerant, at ainouye@utla.net.

Itinerant member?

Be sure UTLA has your contact info so you can vote in the upcoming elections, stay abreast of UTLA news, and more. See the form on page 22.
It’s never fun to be sick, but not all illnesses are created equal. The flu is very serious and can lead to hospitalization and even death. Protect yourself and everyone around you with a flu shot, and take good care of yourself to avoid getting other bugs that may be going around.

Seize the days and stay healthy
Fewer sick days means more time doing what you love.

Prevention is the only cure for the common cold
Try these healthy tactics to reduce your risk:
Wash. Rinse. Repeat. Wash your hands often to ward off germs.
Go green. Cruciferous veggies like broccoli, kale, and Brussels sprouts may help beef up the immune system.
Hold the sugar. It inhibits white blood cells from battling bacteria and viruses.

The flu is a different story
Between 35 and 50 million people will get the flu this year. Don’t be one of them! The flu shot is your best defense.

Kaiser Permanente members can get vaccinated at no cost. Find out where at kp.org/flu.
From the Elementary VP

The political action equation
Active members + a stronger PACE = political power.

By Juan Ramirez
UTLA Elementary Vice President

At a recent school-site meeting, a first-time chapter chair told me, “I don’t think I can tell my staff everything that needs to be said about UTLA’s campaigns.” I told her not to worry, to do the best she could do, and that I was going to be back to support her with a followup meeting.

That conversation brought back memories of when I was a brand-new chapter chair and how I struggled with the best way to get my members engaged in union activities. I remember that former UTLA Political Director Bill Lambert had to visit my school to sign our staff up for PACE, UTLA’s political action fund, because I couldn’t find quite the right words back then to explain why it’s so important for members to contribute to PACE.

At another site meeting this month, one of our members asked me during my PACE pitch, “Why do we have to contribute to PACE if we just raised our dues money?” It’s critically important that we answer that question. UTLA members overwhelmingly voted for the Build the Future, Fund the Fight dues restructuring to build a stronger UTLA. It brought with it a slew of new benefits for members, including enhanced legal protection through Group Legal Services and membership in all of our affiliates and all of the discounts and programs they offer. It has also brought more union representatives to help our chapter chairs and to organize our school sites, a budget for the recently launched media campaign, resources for parent-community organizing and strategic research, and more. What the vote didn’t bring, however, is enhanced contributions for political action because, by law, only a very small percentage of our dues money can be used for political issues. That’s why we need PACE—a separate, voluntary, political action fund.

One of the comments I used to hear when I was a chapter chair was, “I’m not interested in politics. I just want to teach.” That was 10 or 15 years ago. We have seen how our profession and our school system has changed since then, and elected officials have played a big part. LAUSD has the most charter schools of any school district in the country. How did that happen? Well, do you remember when former LAUSD School Board member Yolie Flores passed a motion to give new schools to charter operators? Now we can see how much damage that motion—combined with other factors—has caused. The Economic Impact Report UTLA presented last spring to the School Board goes into great detail about how the unchecked growth of charter schools costs half a billion dollars a year and is destabilizing the school district.

This is just one of the major reasons why we need to make sure that we elect School Board members who understand the purpose of a public school system and who believe in helping our public schools. We educators will never have the money to compete with the privatizers and millionaires who want to control the School Board and impose their corporate vision on public education, but we can help level the playing field. We cannot allow them to be successful in their campaign to destroy public education. Political action also means being strong to protect our profession, including our salaries and health benefits. All signs point to LAUSD going after our benefits in 2017—the health care that our families rely on and which past UTLA members went on strike to save.

UTLA officers and staff are visiting schools and asking for your commitment to vote for Propositions 55 and 58 (read more about those initiatives in this issue) as well as to sign up for PACE and, if you are already a PACE contributor, to consider upping your commitment.

We are 33,000 strong in UTLA and surely we can sway elections in a way that benefits our students. Our people power—combined with a reinvigorated PACE program—will make a difference for our schools.
At Mentoring Minds, we’re focused on preparing students for the next generation.

Our robust supplemental curriculum provides teachers and students with a seamless transition from previous science standards to the NGSS.

Transform your science instruction today!
Visit our website or call today to learn more.
mentoringminds.com | 800.585.5258
UTLA to McDonald’s: Leave our schools alone

Protecting our children from predatory marketing practices.

It is wrong for corporations to use teachers to market to children. As educators, we know how impressionable children are and how important it is to care for children and teach them the right lessons from a young age. When McDonald’s makes teachers “work” behind store counters, it sends the wrong message. The corporation exploits the trust between teachers and students to promote its junk food.

3. McTeacher’s Nights are ineffective fundraisers. Not only are McTeacher’s Nights harmful for children’s health, they are also poor fundraisers. McTeacher’s Nights often raise as little as $1 per student, a ridiculously small amount compared to the time teachers must spend participating and recruiting their students to attend. They are a raw deal. It is wrong to exploit cash-strapped schools by essentially turning teachers into temp workers for McDonald’s—a corporation notorious for miring its own workers in poverty. McDonald’s thinks it can exploit teachers’ trust with their students, but we refuse to be complicit in McDonald’s scheme. That’s why UTLA is joining with other teachers’ unions in a national movement to stand up to this abusive corporation. We urge our members to reject McTeacher’s Nights and to engage their principals and parent-teacher associations about the negative consequences of these events. We also insist that McDonald’s franchisees not approach our members with these harmful marketing tactics.

To learn more about what you can do to stop these egregious marketing practices, visit the Stop McTeacher’s Nights online action center at www.commercial-freechildhood.org/action/stopteachernights.

By Cecily Myart-Cruz
UTLA/NEA Vice President

As educators, nothing matters more to us than the lives of our students. Yet across the country and in Los Angeles, fast food and soda corporations are using our schools for predatory marketing practices aimed at our children.

That’s why UTLA is proud to stand in solidarity with our statewide and national affiliates and more than 80 education organizations across the country in denouncing one of McDonald’s most exploitative marketing schemes: McTeacher’s Nights.

Last May, UTLA’s Board of Directors unanimously passed a motion denouncing McTeacher’s Nights. Billed as “fundraising events,” McDonald’s entices teachers and school administrators to wear branded T-shirts and work behind the counter, serving McDonald’s fast food to students. While McDonald’s gets free labor and the kind of marketing money can’t buy, children are left footing the bill for a lifetime of diet-related disease.

Here are a few of the reasons UTLA has decided to speak out against McTeacher’s Nights:

1. The predatory marketing of fast food to children is driving an epidemic of childhood obesity and diet-related diseases like Type-2 diabetes. From putting playgrounds in stores to inventing one of the most recognizable corporate mascots in the world—Ronald McDonald—McDonald’s has done more than any other junk food corporation to hook children on products high in fat, salt, and sugar. Like Big Tobacco, McDonald’s marketing is driving a public health crisis—one that increasingly affects children.


This past year, the Honey Shine afterschool mentoring program has lived and thrived at 93rd Street and Loyola Village elementary schools. I have had the opportunity to visit both schools, meet the teachers, and especially spend time with the Honey Bugs, the young girls who signed up to be part of this pilot program in LAUSD.

Born in South Florida by Honey Shine founder and CEO Tracy Wilson Mourning, the program encourages the balance of mind, body, and soul in girls and women by providing nurturing experiences that enlighten their paths and empower their future. In LAUSD, the program featured weekly sessions on STEM, art, financial literacy, robotics, and etiquette, which were funded by a $10,000 sponsorship by MC Lyte’s foundation, Hip Hop Sisters Network. Many of the girls felt the afterschool program was special for them from the start because it allowed them space to dialogue with, listen to, and help their peers. On our last day of the 2015-2016 school year, UTLA and Honey Shine hosted an end-of-the-year wrapup at the UTLA building. The girls toured the building, met staff and officers, had lunch together, and received participation awards.

Honey Shine will continue to flourish at these sites, and we are looking to expand to other sites in the future. We truly are empowering girls to shine as women.

—Cecily Myart-Cruz

Honey Shine mentoring program: Bringing great opportunities to our schools

“Shoulders back, heart open, and crown on your head”—that’s the credo of the Honey Bugs. They celebrated the Honey Shine mentoring program’s first year in L.A. at UTLA. Our union helped bring this empowering program to LAUSD schools.
Addressing discipline concerns

LAUSD’s unsupported rollout of restorative justice has left many sites with more questions than answers.

By Colleen Schwab
UTLA Secondary Vice President

The school year begins . . . and now we are a few weeks in. Classes are changing, displacements in some schools are looming, teachers and student anticipation is still very high as teachers begin to know their students and students begin to size up their new environment. In meeting with UTLA members and chapter chairs during school visits, I’m hearing from chapter chairs that while the environment. In meeting with UTLA members and chapter chairs during school visits, I’m hearing from chapter chairs that while the environment. In meeting with UTLA members and chapter chairs during school visits, I’m hearing from chapter chairs that while the environment.

Student discipline is of great concern. I heard from many of you last year who were frustrated by the lack of student discipline. Truly, we know that sending students home, except in cases of student and/or teacher safety, is not a successful remedy. The UTLA contract provides for class suspensions, which can be used to bring a parent or guardian in to assist in the plan to improve the student’s conduct. But what about the deep behavior issues that on the surface are classroom disruptions, but stem from a child’s emotional state, home environment, or other difficult situations that a young person cannot and should not hear?

UTLA Valley West Area will conduct a workshop on October 7 for middle schools and October 21 for select elementary schools to address concerns about discipline. The sessions will be sponsored by UTLA, AALA (the administrators’ union), and Local District Northwest. There will be panels on positive student discipline models, restorative justice, and best practices and successful projects that have helped schools address these issues.

Several years ago, as the Valley West Area chair, I worked with a school that was struggling to get students “under control.” We created a list of the approximately 25 students who were causing the most chaos on campus and interviewed each one. Not surprising, we found that many were experiencing home problems, including divorce, homelessness, and a lack of adult supervision and attention. The District provided extra support in the form of counseling and psychiatric services.

We also discovered that two of the students were gifted, and they were moved to honors classes. Many of the students had been in the same classes all day long. That changed too, allowing these young people the opportunity to be in new and more positive environments. It is encouraging to report that many of these students graduated that year, and all who graduated made it through high school. Classroom and health and human services educators were a huge part of this project and reported great pride in seeing these students turn around and achieve. They deserve credit.

This is why UTLA is demanding more support for schools. The above project was not hard to implement, but did require providing more of what our students need. These issues may not seem at first to be connected to the November 8 election, but they are. We have two measures on the ballot that will help—Prop. 58 by offering our students engaging multilingual educational opportunities and Prop. 55 by stopping millions of dollars in cuts that would hurt our ability to give students the social-emotional support they need to be successful in the classroom.

As we explore together best practices in student discipline and look at what’s working in our schools, let’s also commit to doing everything we can to get out the vote for Prop. 55 and Prop. 58.
Special section: Educator

What to know about the negotiated evaluation system for 2016-17.

The contract agreement negotiated with LAUSD by UTLA and approved by members last year makes improvements to the teacher evaluation process as part of our long-term goal to move toward a career-long professional growth model. On these pages are a guide to the changes and some tips to ensuring a fair process.

Future negotiation priorities could include shifting from the use of the Teaching Learning Framework (a relic of the John Deasy era) to the California Standards for the Teaching Profession and including contract language on Artifacts of Evidence so that evaluations do not rely so heavily on one formal observation.

Improvement: Institution of firm timelines

Your administrator must adhere to these dates

<table>
<thead>
<tr>
<th>STEPS in the Process</th>
<th>Contract Deadline</th>
<th>2016-17 Calendar Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Notification to teacher that he or she is being evaluated</td>
<td>Norm day or the last day of the fifth week of school</td>
<td>September 16</td>
</tr>
<tr>
<td>Employees assigned to new school site after the eighth week of school</td>
<td>Cannot be evaluated that year (unless probationary or received below standard eval)</td>
<td>October 7</td>
</tr>
<tr>
<td>Initial Planning Conference</td>
<td>Must take place within first eight weeks of school</td>
<td>By October 7</td>
</tr>
<tr>
<td>Formal Observation/Conference (only one is mandatory)</td>
<td>Must be completed by the sixth week of the second semester</td>
<td>By February 17</td>
</tr>
<tr>
<td>Evaluation Post-conference</td>
<td>10 days after the observation</td>
<td>Written summary must be within four days of conference</td>
</tr>
<tr>
<td>Final Evaluation</td>
<td>30 calendar days prior to the last day for teachers</td>
<td>May 10</td>
</tr>
</tbody>
</table>

Improvement: Initial planning sheet objective elements

Employees will be evaluated using seven performance focus elements of the Teaching and Learning Framework (TLF) rather than all 15. Your initial planning sheet should be consistent with individual objectives. All observations, assistance and guidance, and your final evaluation should be directly related to your planning sheet.

3 elements designated by the District each year
For this year: Standard 3 b2: Discussion techniques and student participation
Standard 3 c1: Standards-based projects, activities, and assignments
Standard 3 d3: Feedback to students

3 elements selected by the employee

+1 element cooperatively selected by the employee and the evaluator

7 total elements

If you cannot come to an agreement with your administrator on the cooperatively selected element, there is an appeal process (see Article X 4.2 of the UTLA-LAUSD contract).

Improvement: Observations

Employees being evaluated shall receive one formal observation during their evaluation year (down from two mandatory observations last year) + one “growth visit” (considered informal observation) that must be completed by March 17.

Employees who wish to be formally observed more than once may arrange additional evaluation with their evaluators. Per Ed Code, administrators have the right to informally observe employees at any time.

Please see page 17 for the list of constraints that you may wish to attach to your initial planning sheet.
Development and Support (EDS)

Tips: OBSERVATIONS
Teachers are encouraged to document the observation time and duration and to make a record of the classroom appearance, student activity, and student work. In subsequent administrator visits, do the same type of documentation, paying attention to any items included in the “assistance and guidance” portion of the observation summary. Written reflections are optional and voluntary.

Tips: ARTIFACTS OF EVIDENCE
Artifacts can include sample student work, lesson plans, unit plans, sample assessments, department meeting agendas, parent call logs, or any other type of documentation that provides evidence of a teacher’s practice for a given element in the Teaching and Learning Framework.

Formal Observation vs. Final Evaluation

Multiple measures are used to determine your final performance evaluation, with observation ratings being only one part.

Other factors that MAY be taken into account for your final evaluation:

- Submitting grades, compliance issues
- Parent communication
- Participation in PD
- Growth plan, informal visit
- Relationships with colleagues
- Other Elements

Evaluations are not grievable except when the final overall evaluation is “below standard” or there is significant disparity between the rating and negative comment on the form.

Tips: CONFERENCES & CONFERENCE MEMOS

Per Article X, Section 5.0d: “Within four work days of a post-observation conference, post-growth plan visit conference, or other types of conferences in which problems are identified, a copy of records relating to observations, conferences, and assistance offered or given, shall be provided to the employee for the employee’s information, guidance, and as a warning to improve performance.”

- Be prepared prior to conferencing with an administrator.
- Take your Initial Planning Sheet with you to your pre-/post-observation conferences. Be sure to ask for a printout after your Initial Planning Conference.
- Document every conversation/interaction you have with your administrator. Include time, place, duration, witnesses, tone of conversation, and so on.
- Ask clear questions, request information/support, and make suggestions.
- Respond to conference memos in writing; don’t allow the administrator’s version to be the only voice on the matter. For example, what pertinent information was omitted from the conference memo? Correct the record, and memorialize the facts as you know them to be.

Call your Area Representative if you have questions.
Bilingual issues

Why Prop. 58 is desperately needed.

At a recent North Area meeting, I asked for a show of hands of people who felt they understood what Prop. 58, the multilingual education initiative on the November ballot, was all about. Only six hands went up. Educators are on board with the initiative conceptually, but many people have limited knowledge of details. Here’s what Prop. 58 will do:

• Preserve requirement that public schools ensure students become proficient in English.
• Require school districts to solicit parent and community input in developing language acquisition programs to ensure English acquisition as rapidly and effectively as possible.
• Require that school districts provide students with limited English proficiency the option to be taught English nearly all day.
• Authorize school districts to establish dual-language immersion programs for both native and non-native English speakers.
• Allow parents/legal guardians of students to select an available language acquisition program that best suits their child.

How is the current law flawed?

Prop. 58 would remove the restrictions put on bilingual education under Prop. 227, the so-called English-only initiative passed by voters in 1998. Prop. 227 has been deeply problematic in a number of ways.

Misrepresentation that bilingual programs outlawed: Prop. 227 had been reported consistently by the media as having “outlawed” bilingual education when, in reality, there was a waiver option. The negative reporting confused parents and led them to believe that they had no choice but to participate in English-only schooling settings. The negative reporting also confused many school administrators into thinking that they would be sanctioned if they created any form of “bilingual programs” for English learners even though the law read differently.

Waiver process: The Prop. 227 waiver process for parents to request bilingual classes for their children was cumbersome and difficult to understand. On the waiver forms, parents had to list a special need for requesting a waiver for their child, and many parents didn’t know what a special need was or were reluctant to identify one. Their preference for a bilingual program was insufficient in itself according to the proposition language. Some districts/schools and educators discouraged parents from even requesting a waiver.

Uniform complaint procedure: If a district did not accept the waivers or refused to offer waivers, the appeal process through the uniform complaint procedure was cumbersome and complicated. In most cases (including school districts in Truckee, Newman Crows, Woodland, Modesto, and Dinuba), the appeal process was so difficult that parents had to get legal counsel to represent them. This process in many cases took two to three years and by then it was too late for their children to be placed in bilingual programs.

Two-way bilingual immersion (TWBI)/dual-language program barrier: The Prop. 227 waiver process made it difficult to expand and include more English learners in TWBI/dual-language programs. Research indicates that dual-language programs promote the development of literacy in two or more languages and have major cognitive and academic advantages for students. Prop. 227 kept many students out of TWBI/dual-language programs.

Bilingual teacher shortage: Prop. 227 wiped out the language capacity of our future teaching force by forcing students into English-only schooling settings. We are now facing a serious bilingual teacher shortage in California at least partly due to Prop. 227, which denied potential future teachers the right to learn and become literate in their primary languages.

30-day English-only requirement: Prop. 227 made it difficult at every turn to implement a bilingual program. Even schools or districts that approved waivers and started a bilingual program had to conduct the first 30 days of instruction in English. This led to student confusion and challenge when the switch was made from English-only to bilingual instruction, especially for young children. Many schools and districts just violated the law and ignored this mandate.

Misrepresentation that English-only is better than bilingual programs: The negative press about instruction in English and another language led many parents and administrators to question the viability of a bilingual program. Prior to Prop. 227, 30% of California’s English learners were taught bilingual, and that figure is now less than 4%.

English-only accountability assessment’s effect on bilingual programs: The federal and state accountability system was developed after the passage of Prop. 227. With the mandate for English-only instruction, the State Board of Education refused to support the inclusion of Spanish academic assessments in the accountability system. This put a tremendous amount of pressure on bilingual schools and districts to switch to English-only instruction in hopes that their students might be able to understand the language on the English-only assessments. The gap on the academic scores between English-only students and English learners widened.

Diminished availability of primary language resources: Once Prop. 227 passed, the availability of books, instructional materials, and professional development to support bilingual programs largely diminished. Schools, teachers, and administrators were left to find support for their teachers and students without any state support or encouragement.

Prop. 58, which will address these problems with Prop. 227, is potential life-changing legislation for our students. Look for information in this UT and in your school on how you can advocate for the passage of Prop. 58.

—Cheryl Ortega
Director of Bilingual Education
cortega@utla.net
Evaluation: List of constraints

Use on your initial planning sheet.

The following items keep teachers and students from achieving according to their potential. Circle the ones that apply in your situation and attach to your initial planning sheet.

1. Crowded classes that prevent individualization of instruction and promote discipline problems.
2. Traveling or roving, which prevents teachers from setting up a good learning environment.
3. Improper use of common planning time.
4. Burdening overtaxed teachers with the chores of secretaries, policemen, and hall patrol, playground and bus duty, lavatory checking, money collection, duplication of material.
5. Understocked and understaffed libraries.
6. Unreliable and rigid requisition and delivery system for school supplies.
7. Shortages of necessities, such as audiovisual apparatus (including TVs, VCRs, and current videos) teacher manuals, CDs, DVDs, legible paper, music materials, science kits and equipment, computers and software, pencils, crayons, construction paper, PE equipment, staplers, tape, etc.
8. Delays in repairing and servicing equipment, windows, and structures.
9. No expense account to buy needed teaching aids.
10. Frequent classroom interruptions.
11. Favoritism in rotating assignments among difficult or slow classes.
12. Closed stock rooms.
13. Lack of textbooks that meet the differing reading abilities of students.
14. Inadequate teacher workrooms, lounges, or lavatories.
15. Lack of separate rooms for counseling, remedial reading, speech therapy, art, music, and the RSP program.
16. Teacher staff development that is run by nonteachers, poorly planned, and/or performed outside school hours.
17. Frequent assignment of duties during a teacher’s lunch period.
18. No adequate program to diagnose and treat disruptive students. Readmission to regular classes without corrective or therapeutic action.
19. Frequent failure of administration to support a teacher in a discipline case. Not enough time to talk personally with students.
20. Insufficient numbers of telephones for teachers and counselors to contact parents about their students.
21. Lack of academic freedom from administrative interference in conducting class, grading students, handling controversial subjects, and innovating instruction.
22. Arbitrary or capricious teacher evaluation procedure.
23. Pressure requiring secondary teachers to forgo their preparation period in order to cover classes or further filling an overcrowded elementary classroom with more students from an absent teacher’s class.
24. No District procedure for faculty to evaluate or have an incompetent administrator removed.
25. Lack of a daily preparation period for every teacher.
26. Failure to provide all students with specialists in the fields of music, art, and physical education.
27. Not enough psychologists, counselors, coordinators, and mental health teams to handle the problems of students.
28. Lack of time for department chairs to provide services to members of department.
29. Patronage system in the appointment of administrators.
30. Assignment of teachers outside their field of competence and training.
31. Culturally insensitive school program.
32. Depriving students of needed workbooks for reading, math, and English.
33. Failure to provide economically disadvantaged students with needed services in schools to meet their needs.
34. Outdated curriculum in many areas, controlled by nonteachers.
35. High transiency rate.
36. Failure to provide library centers and reference books adequate for each elementary classroom.
37. Split grade classes that further inhibit achievement range of pupils.
38. Lack of access to stockrooms, book room, supply cabinets, and Xerox machine.
39. Lack of collaboration between parents and teachers.
40. Nonsupportive school climate.
41. Hostile, noncaring administrators.
42. District-mandated programs and pacing plans that are not based on needs of students.
43. Lack of intervention mechanisms.
44. Other:

______________________________________________

Signature:______________________________

Disclaimer:

“Pursuant to California Education Code sections 44660-65, I specifically renounce and reject any standards, objectives, techniques, board rules, or policies which are not reasonable, professional, valid or consonant with the growth of my students and with relevant educational principles. I also incorporate by reference the UTLA lists of constraints upon which the achievement of all valid goals and objectives is predicated.”

Announcing the UTLA Sponsored Group Long Term Care Insurance Plan

Current UTLA Employees/Members, Spouses, Retirees and Family Members are also eligible for these group rates; however, ALL must complete a health application and are subject to Medical Underwriting.

OR

New members of UTLA and within 30 days of being hired as a NEW EMPLOYEE of LAUSD, you have the opportunity to enroll in this plan on a Guarantee Issue basis (immediate acceptance with No Health Questions asked).

For assistance with website enrollment or to receive an Informational Packet with Rates, please call our office at 1-800-764-6585 or visit www.siltc.com/utla.

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Are you new, in the middle or towards the end of your career in Education?

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Learn about.......

- CALSTRS Benefits
- Social Security Windfall and Offset Acts
- LAUSD Health Benefits
- 403b and 457 Retirement Benefits

Please bring your most recent CalSTRS Retirement Progress Report

UTLA
Pre-Retirement Issues Conference
Saturday, October 1, 2016
8 a.m. - 1 p.m.
(Registration starts at 7:30 a.m.)
United Teachers Los Angeles
(Auditorium)
3303 Wilshire Blvd., 2nd Floor, Los Angeles
Directions: 2 blocks west of Vermont at Berendo

*Free Parking Available*
*UTLA Parking Structure located off Berendo

Registration at the door- $5.00 per person
Open to all UTLA Members
Conference is limited to the first 300 attendees
*Access for the disabled is available through the elevators in the UTLA basement

UTLA meeting board

Upcoming meetings

SEPTEMBER 28
UTLA Area Meetings: See times and locations at utla.net.
Early Childhood Education Committee: 7 p.m., UTLA building.

OCTOBER 5
Elementary Committee: 4 p.m., UTLA building.
Secondary Committee: 4 p.m., UTLA building.
African-American Education Committee: 4 p.m., UTLA building.
PACE Committee: 6:30 p.m., UTLA building.

OCTOBER 6
UTLA/AFT 1021 General Membership Meeting: UTLA building.

OCTOBER 11
Unjustly Housed Teachers Committee: UTLA building, 4 p.m.

OCTOBER 14
UTLA-Retired General Assembly Meeting: UTLA building

Upcoming conferences

OCTOBER 1
Pre-Retirement Issues Conference: See flyer in this issue.

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Are you interested in administration?

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plus a Preliminary Administrative Services Credential . . .
in LESS than two years!

NEW COHORTS CLOSE TO WORK OR HOME STARTING
January 23, 2017 Spring Semester

On Campus Cohort
Off Campus Cohorts - TBA

"The joint Tier 1 Preliminary Services Credential and Master’s Degree in Educational Leadership Program at California State University, Northridge is by far the most sensible, cost effective option for any educator interested in pursuing a career in educational administration.

Students benefit from the real world experience and expertise of the instructors, the close student-to-faculty ratio, the convenient schedule designed for the working professional, and the strong peer relationships one develops, all while learning the skills required for successful entry into an administrative position upon graduation." - Jay Benoit, Restorative Justice Teacher, Van Nuys High School, ESC North

Classes meet one night a week beginning at 4:20 PM

FOR INFORMATION CONTACT:
Department of Educational Leadership and Policy Studies
California State University, Northridge
(818) 677-2591
http://www.csun.edu/coe/elps
UTLA prepares for UTLA citywide elections

In early 2017 UTLA members will be electing the UTLA citywide officers and members of the UTLA Board of Directors, which includes directors who serve a UTLA Area and directors who represent a special category of members. The complete list of offices is below. Together, the officers and Board work with UTLA staff to carry out the mandates of the UTLA House of Representatives and help oversee the operation of the union.

Citywide officers

President
NEA Affiliate Vice President
AFT Affiliate Vice President
Elementary Vice President
Secondary Vice President
Treasurer
Secretary

Board of Directors

Each area elects 3 NEA directors and 1 AFT director
North Area
South Area
East Area
West Area
Central Area
Valley East Area
Valley West Area
Harbor Area

UTLA 2016-2017 Election Timeline

September 16: Election announcement and timeline published in the UNITED TEACHER.

October 21: Election announcement, timeline, Declaration of Candidacy form, Itinerant Assignments Declaration form, and election rules will be published in the UNITED TEACHER.

November 18: Election announcement, timeline, Declaration of Candidacy form, Itinerant Assignments Declaration form, and election rules will be published in the UNITED TEACHER.

November 21: Deadline to file the Itinerant Assignments Declaration Form (due by 5 p.m.).

December 5: Deadline to file Declaration of Candidacy form (due by 5 p.m.). Deadline to submit candidate petitions (due by 5 p.m.). There will be an orientation meeting for all candidates and the drawing of ballot positions at 6 p.m.

December 16: Election announcement, timeline, and election rules published in the UNITED TEACHER.

January 9: Deadline for photo and candidate statements for the special election issue of the UNITED TEACHER. Declaration of Candidacy, and Itinerant Assignments Declaration form will appear in the UNITED TEACHER. Election rules and the election timeline will be available on the 2017 UTLA Elections section at utla.net. The forms will be available online when the October UNITED TEACHER is mailed. Official candidate statements and photos will appear in the UNITED TEACHER Special Election edition.

March 24: Results of first round of ballotig published in the UNITED TEACHER.

March 27: Deadline to call for a replacement ballot (due by 5 p.m.).

April 18: Ballots picked up by Elections Committee at post office at 8 a.m. Second round of ballots counted. Deadline for filing financial disclosure statements (due by 5 p.m.).

April 26: Results of the second round of ballotig published in the UNITED TEACHER.

May 2: Third round of ballots mailed to membership.

May 16: Deadline to call for a replacement ballot (due by 5 p.m.).

May 31: Ballots picked up by Elections Committee at post office at 8 a.m. Third round of ballots counted. Deadline for filing financial disclosures statements (due by 5 p.m.).

July 21: Results of the third round of ballotig published in the UNITED TEACHER.

July 21: Candidates’ financial disclosure statements published in the UNITED TEACHER.

For election results: In addition to publication in the UNITED TEACHER, Balloting results will be posted on www.utla.net as quickly as possible. Approved by the UTLA Board of Directors on July 28, 2016. Timeine change due to BOD motion 1360.

TIMELINE NOTES
• Itinerant employees who wish to run for office must submit the Itinerant Assignment Declaration form by 5 p.m. on November 21. The form is on page 22 of this issue and will appear in the October and November editions.
• Membership applications must be received by 5 p.m. on December 5 for new members to be eligible to vote in the first round of balloting.

CTA/NEA professional growth opportunities

Free conferences for the 2016-17 school year.

• Are you new to the educational profession—five years or less?
• Are you interested in professional development?
• Are you interested in networking with other educational professionals across the state?
• Are you interested in what CTA does for you?

If so, you are eligible to enter your name in a drawing to be held at UTLA headquarters on October 17, 2016, to attend any one of the outstanding CTA/NEA conferences for the 2016-17 school year.

To enter, please complete and return the coupon below via U.S. mail to UTLA/NEA Vice President Cecily Myart-Cruz, UTLA, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010, no later than October 3, 2016.

All UTLA members now eligible to enter thanks to Build the Future, Fund the Fight merger vote!

CTA/NEA Professional Growth Opportunities

Print Name ________________________________
Employee # ______________________________
Home Address ____________________________
City __________________ Zip Code __________
Home Phone ______________________________
School/Office Name ________________________

Gender: ___Female  ___Male

Ethnicity (optional):
___African American ___Asian Pacific Islander ___Caucasian
___Hispanic  ___Native American  ___Other: ___________

I have been a UTLA member for ______ months/years.
I have been in the educational profession for ______ months/years.

Please enter my name in the October 17, 2016, drawing to be eligible to attend any one of the CTA/NEA conferences for the 2016-17 school year. Rooms based on double occupancy.

Please indicate your preference(s) below.
___Dec. 9-11  GLBT Issues Conference, Palm Springs
___Jan. 20-22  Issues Conference, Nevada
___March 3-5  Equity and Human Rights Conference, San Jose
___March 17-19  Good Teaching Conference, Garden Grove

Please return this coupon via U.S. mail to Cecily Myart-Cruz, UTLA/NEA Affiliate President, c/o UTLA, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010, no later than October 3, 2016.

Anything on your mind?

Share it with UTLA members by writing a letter to the editor.

Send letters by email to UTnewspaper@utla.net or by fax to (213) 487-3319.
UTLA-Retired to hold elections for House & Steering Committee

Section 1. Elections

a. Ten (10) UTLA-Retired members and five (5) alternates of the House of Representatives shall be elected at the October 2016 UTLA-Retired General Assembly.

b. In the event there is a run-off election needed for the House of Representatives members, the balloting will be held at the next meeting of the UTLA-Retired General Assembly.

c. Elections shall be held for the five (5) UTLA-Retired Steering Committee members at the January 2017 UTLA-Retired General Assembly.

d. In the event there is a run-off election needed for the UTLA-Retired Steering Committee members, the balloting will be held at the next meeting of the UTLA-Retired General Assembly.

Section 2. Balloting

a. All balloting shall take place at a meeting of the UTLA-Retired General Assembly.

b. Non-Contested Elections: If the number of candidates running is equal to or less than the number of seats open, all listed candidates on the ballot shall be declared elected by the Election Committee, with proper notification of this to be printed in the UNITED TEACHER or published on the UTLA website.

c. Contested Elections: Elections shall be decided by a plurality of the ballots cast.

1) The highest ten (10) vote-getting candidates for the UTLA House of Representative shall declared elected as House members. The next highest five (5) vote-getting candidates will be declared alternates. The rank order of the votes received shall determine the order they are to serve as a substitute for an UTLA-Retired House member.

2) The highest five (5) ranking candidates based on their vote count for the UTLA-R Steering Committee shall be declared elected.

3) Run-off: In case a run-off is required for any office, one more candidate shall be included in the run-off than the number of open seats. The run-off candidates shall be those candidates who received the most votes and the next highest number of votes.

4) If a regular or run-off election is a tie vote and the circumstances do not allow for the holding of a special election, the winner shall be determined in the case of two-way ties by the flip of a coin. In the case of a three-way or more ties, the winner will be determined by a drawing of names.

5) Sequestering of ballots: The Election Committee shall sequester all ballots on date counted until expiration of the entire election process or their release.

Section 3. Voter Eligibility

Voters must be retired and members of UTLA-Retired at least ten (10) days prior to the start of this election period.

Section 4. Nominations

a. Qualifications of Candidates: Any UTLA-Retired member who is a member in good standing is eligible to run for any office for which he/she is qualified. Candidates must have been UTLA-Retired members six (6) months prior to the start of this election period.

b. The Filing Dates: The filing date shall be specified in the UTLA-Retired General Assembly.

c. One Office Only: A member shall file candidacies for no more than one office during any single election period. The elections for the UTLA-Retired members of the House of Representatives and for the UTLA-Retired Steering Committee are separate elections.

d. Run-off: In case a run-off is required for any office, one more candidate shall be included in the run-off than the number of open seats. The run-off candidates shall be those candidates who received the most votes and the next highest number of votes.

5) If a regular or run-off election is a tie vote and the circumstances do not allow for the holding of a special election, the winner shall be determined in the case of two-way ties by the flip of a coin. In the case of a three-way or more ties, the winner will be determined by a drawing of names.

6) Sequestering of ballots: The Election Committee shall sequester all ballots on date counted until expiration of the entire election process or their release.

Section 4. Nominations

a. Qualifications of Candidates: Any UTLA-Retired member who is a member in good standing is eligible to run for any office for which he/she is qualified. Candidates must have been UTLA-Retired members six (6) months prior to the start of this current election period and present a Declaration of Intent to Run form, or within five (5) business days after the filing date.

b. Filing Dates: The filing date shall be specified in the Election Calendar.

c. One Office Only: A member shall file candidacy for no more than one office during any single election period. The elections for the UTLA-Retired members of the House of Representatives and for the UTLA-Retired Steering Committee are separate elections.

d. Run-off: In case a run-off is required for any office, one more candidate shall be included in the run-off than the number of open seats. The run-off candidates shall be those candidates who received the most votes and the next highest number of votes.

5) If a regular or run-off election is a tie vote and the circumstances do not allow for the holding of a special election, the winner shall be determined in the case of two-way ties by the flip of a coin. In the case of a three-way or more ties, the winner will be determined by a drawing of names.

6) Sequestering of ballots: The Election Committee shall sequester all ballots on date counted until expiration of the entire election process or their release.

Section 5. Campaign Rules

a. The Election Rules shall be made available to any UTLA-Retired member by request and shall be applicable to the election process at all times.

b. UNITED TEACHER, prior to opening of nominations, shall publish election procedures, rules, forms and the calendar. The election calendar shall be published in each issue until the close of the election.

c. UTLA staff shall not be involved in any way in any candidate’s campaign.

d. UTLA offices, materials, or other resources of UTLA shall not be used to support candidates.

e. UTLA Standing or Appointed committees shall not endorse or discuss any candidate during the election process.

f. Candidates shall not seek or receive financial support or any other form of support for their candidacy from vendors, state or national affiliates, or UTLA staff.

g. Candidate literature shall not appear to be an official UTLA publication.

h. All campaign literature shall clearly identify its source.

i. Guidelines for Dissemination of campaign election materials will be given to each candidate.

j. All political committees campaigning for a candidate or candidates shall register with the Election Committee within five (5) business days of receipt of the Candidate’s Declaration of Intent to Run form, or within five (5) business days of their formation, whichever comes first.

k. Financial Disclosure Report: Candidates for all offices, and all registered political committees, shall file a financial report with the Election Committee if any election campaign expenses are incurred. The Election Committee shall provide the approved UTLA-R Candidate Financial Disclosure Report to each candidate. Candidates shall receive a receipt issued by the Election Committee or designee upon filing the completed form. The report shall detail all expenditures, income and sources of income for a specific ballot in the election. The report shall include this statement: “I affirm that all of the information provided by me in this form is correct to the best of my knowledge.” All candidates must sign this affirmation or the form will not be accepted and the candidate shall be disqualified. Financial reports pertaining to a given ballot shall be submitted on or before the date upon which the ballots are counted.

l. Each time a candidate’s name appears on a run-off ballot that candidate and any registered political committees supporting that candidate shall submit a financial disclosure report covering the expenses if any are incurred during campaign during the time period between the counting of the run-off ballot and the counting of the previous ballot. Any candidate who fails...
to submit a required financial disclosure report shall be disqualified.

**Warning:** Submitting a falsified financial report constitutes perjury and doing so risks criminal prosecution.

1. Equal access to voter identification by constituency and campaign information shall be available to all candidates, and not be duplicated, given, sold to any other party, or used for any other purpose than that candidate’s election. It shall be available at a cost of $150.00, and payable at the time the data is requested.

m. The CTA Election Alphabet as published in the most recent CTA Elections Manual shall determine the order of candidates listed on the ballot in each election. (Last Name and First Name order)

n. Supervision: The preparation, printing, distribution and counting of ballots will be supervised by the Election Committee. One candidate-designated poll watcher shall be allowed to observe during the counting of the ballots.

o. Any violation of these rules by a candidate or a candidate’s endorsed committee will result in the candidate’s disqualification by the Election Committee. Violations should be reported in writing to the UTLA-R Election Committee Chair at UTLA headquarters in a timely manner.

Section 6. Challenge Procedure

a. The Election Committee will not consider appeals filed with it more than five (5) working days after each round of the election in question is terminated. Subsequent levels for appeal must be filed in the appropriate fashion within five (5) working days of a decision being made at the preceding level. No challenges will be accepted or heard before the outcome of an election has been determined.

b. From the time a challenge is filed until a final determination has been reached, all proceedings shall be considered private and confidential. Any preliminary disposition shall not be made public. Violators shall be subject to disqualification.

c. If a candidate charges that another candidate has violated these election rules, the following procedure shall be followed:

1. Refuse to hear the challenge on the grounds that the challenge as presented does not involve the violation of any election rule.
2. Uphold the challenge and disqualify the challenged party on the grounds that there has been a violation of an election rule by the challenged party.
3. Deny the challenge on the grounds that there has not been a violation of any election rule by the challenged party.

Step 2. Appeal of the Election Committee’s Decision

1. The decision of the Election Committee may be appealed to a qualified independent arbitrator hired by UTLA. Such an appeal should be submitted in writing, to the Election Committee, which shall facilitate the appeal. In any case where a candidate asks for arbitration, the candidate asking for arbitration shall pay a fee of $1,500.00 to UTLA that will be refunded if the arbitrator finds in the candidate’s favor. Arbitrators shall be selected from a list as submitted by the Federal Mediation Service with the ability of striking alternate names until a single name remains.

2. The same arbitrator if possible shall preside for all challenges.

3. The decision of the independent arbitrator shall be final in all cases.

4. The arbitration process must be completed within one (1) year of the initial filing.

5. Procedural Stipulations

1. There shall be a verbatim record to be obtained by the same method in all cases of all challenged proceedings/hearings.

2. Candidates involved in any challenge shall be provided five (5) days’ advance notice of proceedings and procedures.

3. Sequestered ballots shall be released in the presence of involved candidates or their representatives unless the candidate declines to do so.

4. Any challenger or challenged shall be invited to be present at any hearing before the Election Committee, UTLA-R Steering Committee, or Arbitrator with five (5) days’ advance notice.

2016 CTA Election Alphabet: MXKQBGRVSVOZIDCTWJEUNAPVLFH

Utla-Retired election timeline

For UTLA-R House of Representatives & Steering Committee Members, Term of Office 2017-2019.

August 19, 2016: Election rules, declaration of intent forms, and election announcement printed in the UNITED TEACHER. The rules and timeline will also appear in subsequent editions of the UNITED TEACHER.

September 30, 2016: Declaration of Intent forms for House of Representative Members must be submitted to Tara Thomas at UTLA no later than 11:30 a.m.

October 4, 2016: UTLA-R Retired Membership deadline to be eligible to vote for UTLA-R Retired House of Representatives and Steering Committee members during the 2016-2017 UTLA-R Retired Elections period.

October 14, 2016: Secret ballot voting for UTLA-R Members of the House of Representatives will be held at the UTLA-R General Assembly Meeting from 10 to 11:30 a.m. Run-off ballots (if needed) will take place at the March 17, 2017, General Assembly meeting.

January 20, 2017: UTLA-R Steering Committee candidates and campaign committees incurring election campaign expenses must submit Candidate Financial Disclosure Report to Tara Thomas on the 12th floor at UTLA no later than 10 a.m. Candidates failing to submit the required financial disclosure report shall be disqualified.

January 20, 2017: UTLA-R Steering Committee candidates and campaign committees incurring election campaign expenses must submit Candidate Financial Disclosure Report to Tara Thomas on the 12th floor at UTLA no later than 10 a.m. Candidates failing to submit the required financial disclosure report shall be disqualified.

Supporting communities with union expertise and long-term alliances.

At UnitedHealthcare, we’re dedicated to those we serve — providing affordable, innovative health care programs that honor hard work and commitment with comprehensive solutions.

We provide a broad portfolio of customizable health care plans as well as dental, vision, life and disability offerings to help you get the right coverage at the right price.

For more information, call Anthony Campbell at 415-778-3845.
2017-18 House of Representatives

Pursuant to the UTLA Constitution and By-Laws, notice is hereby given of the intent to conduct a mail ballot for the UTLA House of Representatives 2017-18. Members elected to the House of Representatives shall be seated at the February 8, 2017, meeting of the House.

Nominations: Any UTLA member in good standing may nominate himself/herself by completing the self-nomination form and returning it to the UTLA House Elections Committee, c/o Daniel Barnhart, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. The nomination period shall be from September 16 to November 3, at 4:30 p.m.

Nominations received by October 26, 2016, shall receive mailed written verification. Nominations received after October 26 will not receive mailed verification and cannot be guaranteed inclusion in the election unless the nomination form is submitted in person, at UTLA headquarters, to Daniel Barnhart (or designee) by November 3, 2016, before 4:30 p.m.

Balloting: Balloting will take place via U.S. mail. Ballots will be sent to each member at his/her home address November 3. No ballots will be sent to members whose schools are located in electoral districts in which races are not contested.

Special Interest Group Elections: Members in the following groups—psychiatric social workers, traveling music teachers, adult education, children’s center/early childhood ed. center teachers, nurses, occupational center teachers, skill center teachers, PSA counselors, substitute teachers, counselors, and special education teachers—shall elect their representatives at meetings of their respective caucuses.

Most of those caucus elections shall take place on October 26, 2016, before the regularly scheduled House meeting. Groups electing their representatives at a different time will be listed in the UNITED TEACHER. These elections are to be conducted by UTLA officers. The name, address, and assignment location of each elected representative must be furnished to the House Elections Committee before December 10, 2016. Winners of special caucus elections will be printed in the UNITED TEACHER.

Itinerant Assignments Declaration Form

I wish to be a candidate for election to the 2017-18 UTLA House of Representatives. I understand my responsibilities as a member of the House to include (Article V, Sections 5, 9, 10): (1) attend all regular and special meetings of the House, (2) participate in the complete business portion of the meeting, (3) attend all Area meetings, and (4) report activities of the House to my constituents.

Name __________________________
Employee No. __________________________
School __________________________
Home address __________________________
City/Zip __________________________
Phone __________________________
Non-lausd.net email __________________________
UTLA Area (circle one) North South East West Central
Valley East Valley West Harbor
Electoral District (office use only) __________________________

Nominations MUST be received by 4:30 p.m., November 3, 2016. Incomplete forms may invalidate your candidacy.

Mail to: UTLA House Committee, c/o UTLA Secretary Daniel Barnhart, 3303 Wilshire Blvd., 12th Floor, Los Angeles, CA 90010. A high-quality scan or photo can also be emailed to HouseElection@utla.net.

2016-2017

I am a member of the following:

☐ Substitute Teachers (K-12, Early Ed., or Adult)
☐ Special Educators & Itinerants (Arts, Music, Coaches, etc.) & Health and Human Services Personnel (Nurses, Psychologists, Counselors, P.S.A.)

The Schools/Work locations I am assigned to, ordered by MOST to LEAST:

School/Work Location Approx % per week

1. __________________________
2. __________________________
3. __________________________
4. __________________________
5. __________________________
6. __________________________
7. __________________________

I declare the above assignment information true to the best of my knowledge:

Signature __________________________ (Date) __________________________

Mail to: UTLA House Committee, c/o UTLA Secretary Daniel Barnhart, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. A high-quality scan or photo can also be emailed to HouseElection@utla.net.

UTLA House of Representatives self-nomination form

I wish to be a candidate for election to the 2017-18 UTLA House of Representatives. I understand my responsibilities as a member of the House to include (Article V, Sections 5, 9, 10): (1) attend all regular and special meetings of the House, (2) participate in the complete business portion of the meeting, (3) attend all Area meetings, and (4) report activities of the House to my constituents.

Name __________________________
Employee No. __________________________
School __________________________
Home address __________________________
City/Zip __________________________
Phone __________________________
Non-lausd.net email __________________________
UTLA Area (circle one) North South East West Central
Valley East Valley West Harbor
Electoral District (office use only) __________________________

Nominations MUST be received by 4:30 p.m., November 3, 2016. Incomplete forms may invalidate your candidacy.

Mail to: UTLA House Committee, c/o UTLA Secretary Daniel Barnhart, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. A high-quality scan or photo can also be emailed to HouseElection@utla.net.
**UTLA support for housed teachers**

Under former superintendent John Deasy, many educators were victims of the “teacher jail” system. Caught off guard and often falsely accused, they were left to suffer alone, under house arrest and unsure of what to do. LAUSD’s abuse of “teacher jail” has lessened since the departure of Deasy, but we still need to be vigilant about each and every case.

Don’t become a victim of unjust job actions and false charges. UTLA wants you to know: You are not alone. We are here for you. Call or email the UTLA officers listed below and attend the Unjustly Housed Teachers’ Committee Meeting to get the assistance and support you deserve.

**UTLA officer contacts:** If you’ve been recently removed from the classroom, please contact UTLA Secondary Vice President Colleen Schwab (213-368-6237, cschwab@utla.net) or UTLA Treasurer Arlene Inouye (213-368-6218, ainouye@utla.net).

**Unjustly Housed Teachers Committee:** UTLA provides support, guidance, and assistance to all rehoused teachers through the Unjustly Housed Teachers Committee. The committee meets monthly at the UTLA building.

The next meeting is October 11 from 4:30 to 6:30 in Room 904. The UTLA building is located at 3303 Wilshire Blvd., Los Angeles, CA 90010 (213-487-5560).

UTLA is ready, willing, and able to help its falsely accused and unfairly treated members. Make the call, attend the meeting, and let UTLA help you.

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**Stay connected with UTLA**

If you move, be sure to update your contact info with UTLA.

**Two options:**

1. **Call UTLA (213-487-5560) and ask to speak to the Membership Department.**

2. **Request that Membership contact you by emailing membership@utla.net.**

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**GRAPEVINE**

*(continued from page 27)*

One LAUSD salary point credit available for most programs. Find more info at www.museumoftolerance.com/FreePD.

**Angelfield: Essay contest for grades 4-8**

FOCAL (Friends of Children and Literature) of the Children’s Literature Department Los Angeles Public Library (LAPL) is sponsoring their annual writing contest for the 2016 FOCAL Award book *Angelfield: Gateway to Gold Mountain* by Russell Freedman. The nonfiction book about the Asian immigrant experience through “the other Ellis Island” gives readers a personal, compelling, and close-up view into a difficult and largely unknown part of our California history. As with Freedman’s other books, photographs throughout the book draw us into the stories that they help to tell. Illustrations include translations of poems carved into the walls in Chinese script by the detainees. Teachers can share the book, available at your school library or nearby LAPL branch library, with students in grades 4 to 8, and encourage them to write about why they liked the book, their thoughts about a character or scene, and what it would mean to attend the FOCAL Award ceremony and receive an autographed book. The book can be paired with a previous FOCAL winner, *Landel* by Milly Lee, which is a picture book for older readers about the Angel Island immigrant journey. To find out more about the fall essay writing contest, go to http://focalcentral.org. Deadline to enter is November 15, 2016. Questions about the contest and book may be directed to the Children’s Literature Department, Central Library, at 213-226-7250.

**Salary point professional development at the Skirball**

“The Teaching Our World Through the Arts” is professional development for K-12 teachers offered at the Skirball Center. Participants will learn how to integrate visual art, architecture, music, drama, movement, and film into their core subject teaching and learn arts-based techniques to reach students with diverse learning styles. Coursework includes classroom time, performances, and exhibitions at the Skirball Cultural Center, and homework developing activities for use in the classroom. Teachers can sign up for any combination of up to four strands. Each strand consists of four full days of training that will be highly interactive and often include a live performance or exhibition tour at no additional charge. Class sessions take place on Saturdays from 8:30 a.m. to 4 p.m.

1. **Strand One: THEATER AND FILM**
   - Four Saturdays - September 24 and October 1, 8, 15, 2016
   - Tuition: $200; three strands, $120; all four strands, $160.

2. **Strand Two: VISUAL ART AND PHOTOGRAPHY**
   - Four Saturdays - January 21, 28 and February 4, 11, 2017
   - Tuition: $200; three strands, $120; all four strands, $160.

3. **Strand Three: MOVEMENT AND DANCE**
   - Four Saturdays - February 25 and March 4, 11, 18, 2017
   - Tuition: $200; three strands, $120; all four strands, $160.

4. **Strand Four: WORDS AND MUSIC**
   - Four Saturdays - April 22, 29 and May 6, 13, 2017
   - Tuition: $200; three strands, $120; all four strands, $160.

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**Notice to new LAUSD employees concerning UTLA dues/agency fees**

The collective bargaining agreement between the Los Angeles Unified School District (“District”) and United Teachers Los Angeles (“UTLA”) provides that as a new, certified bargaining unit employee of the District, you are required to do one of the following within your first 30 days of employment:

1. Join UTLA; or
2. Pay “agency fees,” unless you are eligible for a religious exemption, which is described below.

The agency fee agreement states at Article IV-A, Section 40: “Agency Fee/Dues Obligation: Commencing within thirty (30) days of employee’s initial employment, throughout the term of this Agreement, each employee (as defined in Article I of this Agreement) is required as a condition of continued employment either (a) to be a member in good standing of UTLA, or (b) to satisfy the agency fee financial obligations set forth in Section 4.1 below, unless qualified for religious exemption as set forth in Section 4.2 below. Newly hired bargaining members shall have deductions for dues or agency fee made on the first warrant received from the District. If this warrant covers several pay periods, a deduction shall be made for each pay period.”

**Joining UTLA**

If you join UTLA, you will be responsible for paying union dues. As a member of UTLA you are entitled to the benefits of membership, including the right to fully participate in the internal activities of UTLA, such as voting on internal union elections, and eligibility for any member-only services and benefits, such as a half-hour free legal advice.

**Fees:**

1. One strand, $80; two strands, $120; three strands, $160; all four strands, $200.
2. $200 paid for three strands, $120; all four strands.
3. For full days of training, you will receive a discount of 50% off the cost of all four strands (only available for registration in all four strands). For more information go to www.skirball.org/townta or email teacherprograms@skirball.org.

**Free dance performances for schools**

The TuTu Foundation, now in its fifth year of providing school performances, will be offering school dance performances September 28 to 30 (10:30 a.m. to 12 p.m.) at the Armstrong Theatre in Torrance. Fee admission and bus transportation for registered school groups. In a guided presentation, students appreciate dance and learn about cultural diversity. Open to fifth- to 12th-grade Title I school groups; special needs student groups are particularly welcome. Email to apply: edututtadance.org.

**Salary point classes on cultural competency**

“Cultural Competency” is an interactive seminar on cultural diversity, family history, media and societal impacts, and effective communications. The salary point workshops covers the important role your own culture plays in day-to-day interactions and includes interactive exercises in which participants review various issues from a variety of viewpoints. The next session is October 16 and 23 from 9 a.m. to 5 p.m. The fee is $95. Location: 8339 W. 3rd Street, L.A., CA 90048. One salary point available. For more information or to register, call Aliana Bower at 323-653-3332 or email SheriffLA@aol.com.

**Religious exemption**

You can be exempted if you are a student of a bona-fide religion that meets the local standard for traditionally objecting to employee organizations. The exemption will apply only to an employee “who is a member of a religious body whose traditional tenets or teachings include objection to joining or financially supporting employee organizations . . . .” An eligible employee will pay, in lieu of an agency fee payment, an amount equal to the agency fee, to a nonreligious, nonlabor, charitable organization. Should you wish to apply for this exemption, you should contact the District’s payroll division.

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**SCHOOL Kids Yoga & Mindfulness Teacher Training**

Learn calming methods of yoga, meditation, and mindfulness, designed specifically for public school classrooms. Kelly Wood, experienced yoga teacher for children and adults, has taught weekly in LAUSD schools for over 14 years. Public school teachers learn methods to enhance listening, focus, and harmony within classrooms. The course reaches all elementary- and middle-aged children (modifications for older students). Prior yoga experience required. This course also helps educators begin and continue a simple yoga/meditation practice for themselves—calming tools of teachers both in the classroom and beyond. The next session is October 8, 9, 15, and 16, from 8:30 a.m. to 12:30 p.m. (last Sunday until 11:30 a.m.) Fee is $200. One salary point available. Classes take place at VIP, 1721 Griffin Ave., 90031. Please email Kelly Wood for details: info@school-yoga.org or call 323-240-8711. View details on www.schoolyoga.org/about-teacher-training.
CTA State Council Elections

By Laura Carls & Deborah Schneider-Solis
UTLA/NEA Election Committee

UTLA/NEA members will elect CTA State Council representatives for unexpired terms at elections scheduled this year for the November 2 Area meetings. These delegates will join the other UTLA representatives when the council begins for the 2016-17 school year.

The State Council acts as CTA’s policy-making body, meeting four times a year. Each representative is expected to serve on a standing committee, which debates business items involving academic freedom, retirement, civil rights, political action, teachers’ rights, and statewide negotiation issues. State Council representatives also vote for CTA’s statewide officers. In the 2016-17 school year, all State Council meetings will be held in Los Angeles. All necessary expenses for representatives are covered by CTA, including hotel, mileage, and food costs.

Meetings begin at 9 a.m. Saturday, 7:15 a.m. Sunday, and usually end around 4 p.m. both days. Subcommittees meet on Friday evenings and voluntary caucus meetings before and after the general weekend meeting times can enrich the representative’s knowledge of issues facing California educators. UTLA delegates are rewarded for their time and effort by getting a chance to make a statewide difference in education.

If you find the idea of participating on a statewide level intriguing, fill out the application below to run for CTA State Council. Forms are due by October 12 via U.S. mail. Forms may also be dropped off at UTLA headquarters on the 10th floor (attention: Cecily Myart-Cruz, UTLA/NEA VP) during regular business hours from 9 a.m. to 5 p.m.

CTA State Council
Year-Round Absentee Ballot Request

I am requesting an absentee ballot for the CTA State Council Election. My vote will correspond to CTA’s election guidelines, which allow for voting by mail for CTA members on formal leave. This request must be received by 5:00 p.m. October 12, 2016, by U.S. mail to UTLA, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. Attn: Cecily Myart-Cruz, UTLA/NEA VP. I understand that my request will be checked for accuracy by election committee members. Absentee ballots will be mailed October 20, 2016, and must be received via U.S. mail by 5:00 p.m., November 2, 2016.

Name ___________________________ Employee number ___________________________
Address ___________________________ City _______ Zip ___________________________
Home phone ___________________________ Non-LAUSD email address ___________________________
School ___________________________ School Phone ___________________________
UTLA area (Circle one) N S E W C VE VW H
Absentee ballot requested for: □ CTA State Council
□ CTA/NEA Board member □ Formal LAUSD leave
I hereby declare that the above information is accurate.

Signature ___________________________ Date ___________________________

Return this request to UTLA/NEA VP Cecily Myart-Cruz by 5:00 p.m., October 12, 2016, via U.S. mail to UTLA, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. Forms may also be dropped off at UTLA headquarters on the 10th floor (attention: Cecily Myart-Cruz, UTLA/NEA VP) during regular business hours from 9 a.m. to 5 p.m. NO FAXES OR EMAILS.

CTA State Council
Unexpired Term election notice

Are you interested in representing UTLA/NEA members at the state level? CTA (California Teachers Association) State Council, a policy-making body that meets quarterly, has openings for representatives to fill unexpired terms. If you wish to run for one of these positions, complete and return the self-nomination form by U.S. mail to UTLA/NEA VP Cecily Myart-Cruz at UTLA. The form must be received by 5:00 p.m. on October 12, 2016. The election will be held at the November 2, 2016, Area meetings. For those members who cannot vote at their Area meetings, voting will also be held at the UTLA building from 9 a.m. to 5 p.m. on November 2, 2016.

Self-Nomination Form

Name ___________________________
Employee number ___________________________
Address ___________________________ City _______ Zip ___________________________
Home phone ___________________________ Non-LAUSD email address ___________________________
School ___________________________ School Phone ___________________________
UTLA area (Circle one) N S E W C VE VW H
Absentee ballot due back November 2: Runoff election, if needed, by the end of the next business day.
November 4: Area and absentee ballots sent.
January 18: Absentee ballots due back to UTLA by 5 p.m. by U.S. mail only (no faxes or emails).
January 20: Area and absentee ballots counted. Letters sent to winners and results will be posted at www.utla.net by the end of the next business day.

CTA State Council
Unexpired Term election timeline

August 20, September 16: Nomination forms, time line, and absentee ballot request forms in UNITED TEACHER.
October 12: Self-nomination forms and absentee ballot requests due to UTLA building by 5 p.m. by U.S. mail (no faxes or emails). Forms may also be dropped off at UTLA headquarters on the 10th floor during regular business hours from 9 a.m. to 5 p.m.
October 13: Letters sent out acknowledging receipt of nomination forms.
October 20: Absentee ballots due back to UTLA by 5 p.m. by U.S. mail only (no faxes or emails).
November 2: Elections at all UTLA Area meetings and UTLA headquarters from 9 a.m. to 5 p.m.
November 4: Area and absentee ballots counted. Letters sent to winners and results will be posted at www.utla.net by the end of the next business day.
November 17: Deadline to submit election challenge in writing to Cecily Myart-Cruz, UTLA/NEA Vice-President, provided a runoff election is not required.
December 5: Absentee ballot for runoff sent.
January 18: Runoff election, if needed, at Area meetings and at UTLA headquarters from 9 a.m. to 5 p.m.
January 18: Absentee ballots due back to UTLA by 5 p.m. by U.S. mail only (no faxes or emails).
January 20: Area and absentee ballots counted. Letters sent to winners and results will be posted at www.utla.net by the end of the next business day.

February 2: Final date for challenges to be submitted in writing to Cecily Myart-Cruz, UTLA/NEA Vice-President, provided an additional runoff election is not required. Please contact Vivian Vega for appropriate form at (213) 368-6259.
Note from UTLA-R President

By John Perez
UTLA-Retired President

Prop. 55 & 58, PACE, and political “vacations”: This November there are two very important education propositions on the ballot. Proposition 55 is the extension of Proposition 30, whose increased funding will go off the books in 2018 unless Prop. 55 is passed. This would be a loss of as much as $700 million to the LAUSD. This of course would result in going back to the years of layoffs and higher class sizes for our active colleagues. Prop. 55 does not have Prop. 30’s regressive sales tax component, but it will continue the current higher tax rates for people making $250,000 or more a year. Top earners will continue to help pay their fair share to support our schools. Prop. 58 will allow the state to once again have meaningful bilingual programs and will greatly help our English language learners. UTLA is already signing and will greatly help our English language learners. Prop. 58 will allow the state to once again have meaningful bilingual programs and will greatly help our English language learners.

Silver Script and health benefit negotiations: Many of you continue to have problems with Silver Script. The District person to contact about these problems is Mariam Hironimus, who does for all District employees what Judith Bruner used to do for us before she retired: answer questions about our health plans. Mariam also comes every October to our General Assembly to answer health plan questions. Her email is mariam.hironimus@lausd.net. The negotiations that will begin in 2017 for our new contract will be difficult, and our representa-

Another example of big pharma’s greed:
Many people who suffer from various allergies depend on carrying around EpiPens in case they have an allergic reaction. They are not cheap; in 2009 they cost $100. The company that makes EpiPens was recently purchased by a new company, whose CEO is the daughter of Senator Manchin of West Virginia, and all of a sudden the cost of EpiPens shot up to $600! Now something might get done because Senator Al Franken of Minnesota depends on EpiPens. The Congress is looking into the increased cost of these life-saving devices.

The preschool education gap is closing: Professor Sean Reardon of Stanford University just published a major study that shows that since 1998, the negative education gap between whites and minorities has been closed by between 10% and 16%. The findings surprised him and he believes that the closing of the gap (it’s still way too big, he says) is due to a number of things. Chief among them is the increase in the availability of quality preschool for poor kids. Also important is the increased use of educational electronic toys for preschoolers and the increased awareness that parents need to read to their kids.

John can be reached at vpapabear46@aol.com.

If you want to have your name added to our UTLA-R email Alert List, send your email address to utla-r@roadrunner.com. If you want to make a donation to PACE, send your check to Cecelia Boskin at 3547 Federal Ave., L.A., CA 90066.

Statement of Ownership, Management and Circulation

1. Publication Title: United Teacher
2. Publication number: 0745-4163
3. Filing Date: September 16, 2016
4. Issue Frequency: Monthly (except for an extra election issue in January and a combined June/July issue)
5. Number of Issues Published Annually: 12
6. Annual Subscription Price: $20
7. Complete Mailing Address of Known Office of Publication: 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010-1704; Contact Person: Kim Turner (213) 958-6292
8. Complete Mailing Address of Headquarters or General Business Office of Publisher: 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010-1704
9. Full Names and Complete Mailing Addresses of Publisher, Editor and Managing Editor: Publisher: United Teachers Los Angeles, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010-1704; Editor: Kim Turner, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010-1704; Managing Editor: Alex Caputo-Pearl, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010-1704
10. Owner: United Teachers Los Angeles, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010-1704
11. Known Bondholders, Mortgagors, and Other Secu-
   rity Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities: None
12. Tax Status: Has not changed during preceding 12 months.
13. Publication Title: United Teacher
15. Extent and Nature of Circulation

Average No. of Copies Each Issue During Preceding 12 months:
A. Total Number of Copies: 38,500
B. Paid and/or Requested Circulation: (1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541: 34,092
   (2) Mailed In-County Paid Subscriptions Stated on PS Form 3541: 2,407
   (3) Free or Nominal Rate Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®: 0
   (4) Paid Distribution by Other Classes of Mail Through the USPS® (e.g., First Class Mail): 0
   (5) Total Paid Distribution: 36,499
C. Total Free or Nominal Rate Distribution: 0
D. Copies not Distributed: 461

(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541: 3,479
(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541: 34,092
(3) Free or Nominal Rate Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®: 0
(4) Paid Distribution by Other Classes of Mail Through the USPS® (e.g., First Class Mail): 0
(5) Total Paid Distribution: 37,761
(6) Total Free or Nominal Rate Distribution (By Mail and Outside the Mail) (1) Free or Nominal Rate Outside-County Copies Included on PS Form 3541: 0
(2) Free or Nominal Rate In-County Copies Included on PS Form 3541: 0
(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS® (e.g., First Class Mail): 10
(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means): 30
(5) Total Free or Nominal Rate Distribution: 40
(6) Total Free or Nominal Rate Distribution: 3,479
(7) Total Circulation: 38,539
(8) Copies not Distributed: 461
h. Total: 38,078
i. Percent Paid and/or Requested Circulation: 99%

No. of Copies of Single Issue Published Nearest to Filing Date:
a. Total Number of Copies: 38,500
b. Paid and/or Requested Circulation: (1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541: 3,479
   (2) Mailed In-County Paid Subscriptions Stated on PS Form 3541: 34,092
   (3) Free or Nominal Rate Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®: 0
   (4) Paid Distribution by Other Classes of Mail Through the USPS® (e.g., First Class Mail): 0
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   (6) Total Free or Nominal Rate Distribution (By Mail and Outside the Mail) (1) Free or Nominal Rate Outside-County Copies Included on PS Form 3541: 0
   (2) Free or Nominal Rate In-County Copies Included on PS Form 3541: 0
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   h. Total: 38,078
   i. Percent Paid and/or Requested Circulation: 99%
   j. True and complete. I understand that anyone who furnishes false or misleading information on this form is subject to criminal sanctions (including fines and imprison-

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprison-

Make Black Lives Matter in Schools

Major Panel featuring High School Students and Leaders from Black Lives Matter

Strategy based discussion of school policies & procedures, curriculum & instruction, building community schools and transforming the school system to support black students

***DATE AND TIME CHANGE***

September 29, 2016
Registration Begins at 5:00pm • Panel starts at 6:00pm

Dorsey High School Auditorium

Students • Educators • Parents • Community

To attend please RSVP at utla-r@roadrunner.com. If you have any questions or issues contact Margaret Shelleda at mshelleda@aol.com or call 323-958-6292.

For more information and additional information visit www.utla.net/utlar

Getting Connected to UTLA

Facebook: facebook.com/UTLANow
Twitter: @UTLANow
You Tube: youtube.com/UTLANow
INCOME TAX

CPA firm in Woodland Hills appreciates teachers for their services. We’re making tax time STRESS FREE. Offering tax filing starting at $75 per tax return and one hour complimentary consulting. (818) 703-8410. info@gauntukumarcpa.com.

THEATER

Produce “The REAL High School Musical.” Roles: Four females, two males sing live to professionally recorded instrumental score. Information: monar-chtheatreguild@ca.com.

LAUSD EMPLOYMENT

Job share/employment available ads in LAUSD employment section are FREE.

JOB SHARE

Job share partner wanted for the 2017-2018 school year. I currently teach sixth grade at a middle school in the Valley. I am looking for somebody to split a sixth-grade position preferably at a non-block schedule school. I am open to all types of split schedules. Please call Michelle (818) 399-7690 or email michelle2691@att.net.

For Spring Semester, 32nd Street USC Performing Arts Magnet: Third-grade partner needed for job sharing from 10:50 a.m. to 2:10 p.m. With faculty meetings on Tuesdays. You would be responsible for all Language Arts curriculum. You must have fewer than ten years in L.A. Unified due to seniority issues in our school. Please call: Cindy Berger at (310) 612-5067 and email your resume and letters of recommendation to cbergerlausd@gmail.com. We must have all paperwork into HR by November 16. There’s not much time!

Looking for an enthusiastic teacher to job share partner in my 4th grade class at Crestwood Elementary School in the South, spring semester, 2017. Please call Jennifer Roberts at (310) 832-8130.

I am seeking a teacher partner that would like to job share at their school site (LD Central or East) for spring 2017 and beyond. I have been a Special Education teacher for 11 years and took a leave of absence for fall 2016 because I was unable to find a job share opportunity before the April 15, 2016, deadline. This time, I am posting my own classified ad in hopes of finding a position before the new deadline November 15, 2016 (for spring 2017 placement). I have a double Ed. Sp. credential and have taught SDC (m/m and m/f), a few years in RSP both at the middle school level and ESY. I taught upper elementary (4-6) the 2015-2016 school year and loved that change. If you are considering job sharing, please contact me at iris.kennedy@lausd.net. I will respond ASAP.

I am looking for a job share partner. I teach middle school, the moderate to severe class. I am interested in sharing the week. I work at a fantastic school in the city of Bell. Looking to start 2016-2017 school year. Contact: Claudia (826) 230-8258.

Job share partner needed for the 2016-2017 spring semester to teach the ETK program at a small neighborhood elementary school in the West Valley. Looking for a partner with approved RWL status. Pre-K experience preferred. Contact Silvana at (818) 523-4778 spc6665@lausd.net.

Job share partner wanted for the 2016-2017 and beyond. (The deadline is April 15.) I have a special education preschool classroom (PALS) open to a split schedule at my school or your school, preferably South or West local district. I have 10 plus years of teaching special education/general education preschool Contact Leah: (310) 916-6229 or lcsourcy@yahoo.com.

Kindergarten P.M. job share position at my school in Mission Hills for fall 2016. I have five years of job share experience. Please contact Amy at (818) 269-7244.

I am seeking a job share partner for Spring Semester or SY. 2016-2017 at your school, preferably South or East local district. I have 17 years of teaching experience in Elementary General Ed. (862) 291-8038.

LAUSD POSITIONS AVAILABLE

Saturn Street Elementary is looking for a fifth-grade teacher who works well in a collaborative environment. Applicants should be willing to work as part of a team, creating a Common Core curriculum that is filled with technology, differentiated instruction, and project-based learning. As a member of the team, applicants will engage in extra-curricular activities for the fifth grade students. Applicants should be flexible and interested in creating life-long learners. Interested applicants please contact Tiffany Cullen at Saturn Street (323) 931-1688.

Looking for long-term sub for 6 weeks, end of September to November. I teach a sixth-grade classroom at South Gate, 10th Grade World History and elective Intro to Psychology. Please contact me at thalia.catano@lausd.net or call cell (505) 514-9089.

For Spring Semester, 32nd Street USC Performing Arts Magnet: Third-grade partner needed for job sharing from 10:50 a.m. to 2:10 p.m. With faculty meetings on Tuesdays. You would be responsible for all Language Arts curriculum. You must have fewer than ten years in L.A. Unified due to seniority issues in our school. Please call: Cindy Berger at (310) 612-5067 and email your resume and letters of recommendation to cbergerlausd@gmail.com. We must have all paperwork into HR by November 16. There’s not much time!

I am looking for someone to collaborate with me while I’m overseas in India on a Fulbright award. Please contact Garry at (310) 487-7336 or gxj9370@gmail.com.

How To Place Your UT Classified Ad

Print your ad from your computer or use a typewriter. If you’re using the coupon below, please print clearly. Count the number of words in your ad. Area code and telephone number count as one word. Email and web address count as one word. Street address counts as one word. City and state, including zip code, count as one word. Abbreviations and numbers are considered words and are charged individually. The classified ad rate is $1.50 per word for each time your ad runs (there is no charge for LAUSD job share/employment available ads). Multiply the number of words in your ad by $1.50. This is the cost for running your ad one time in UNITED TEACHER. If you’re running your ad in more than one issue, multiply the one-time total by the number of issues you wish the ad to appear. We have a ten word minimum ($15). All ads are payable in advance by check or money order. Please make check payable to UTLA. The deadline to receive your classified ad at the UTLA Communications Dept. is noon on the Monday that falls two weeks prior to the publication date. Any questions? Call (213) 637-5173.

CLASSIFIED AD COPY FOR UNITED TEACHER PUBLISHING

_____ October 21 (due date: Oct. 3) _____ November 18 (due date: Oct. 31)

Name:

Street Address:

City: State: ZIP:

Ad Copy: Attach your typed copy to this form or print clearly here:

LAUSD POSITIONS AVAILABLE

Saturn Street Elementary is looking for a fifth-grade teacher who works well in a collaborative environment. Applicants should be willing to work as part of a team, creating a Common Core curriculum that is filled with technology, differentiated instruction, and project-based learning. As a member of the team, applicants will engage in extra-curricular activities for the fifth grade students. Applicants should be flexible and interested in creating life-long learners. Interested applicants please contact Tiffany Cullen at Saturn Street (323) 931-1688.

Patrick Henry Academy of Performing and Visual Arts Magnet (located in Granada Hills) is seeking highly qualified applicants with a PE. Credential who also have an extensive dance background.

Looking for a long-term sub for 6 weeks, end of September to November. I teach a sixth-grade classroom at South Gate, 10th Grade World History and elective Intro to Psychology. Please contact me at thalia.catano@lausd.net or call cell (505) 514-9089.

Seeking a long-term sub for 3 months starting January 2017. I teach 6th grade science and 7th grade health. Great school in Sherman Oaks. Prefer someone tech savvy who can use Google Classroom to collaborate with me while I’m overseas in India on a Fulbright award. Please contact Garry at (310) 487-7336 or gxj9370@gmail.com.

Seeking a long-term sub for 3 months starting January 2017. I teach 6th grade science and 7th grade health. Great school in Sherman Oaks. Prefer someone tech savvy who can use Google Classroom to collaborate with me while I’m overseas in India on a Fulbright award. Please contact Garry at (310) 487-7336 or gxj9370@gmail.com.

Interested in job sharing a PLTW teaching position for 2016-2017. Like to be at a school within 12 miles of Long Beach. Call or text (562) 977-7721, energydyn@icloud.com.

The expectation is that dance will be the vehicle by which the P.E. content standards are delivered. Passionate, enthusiastic dancers who meet this criteria, please email a cover letter with your resume to Lucinda Burton at Lburton@lausd.net.

various positions are open and available for qualified teachers at Birmingham Community Charter High School. Join a vibrant community of educators at BCCHS. Apply on EdJoin.org

UTLA Classifieds

CLASSIFIED AND DISPLAY AD POLICY: UNITED TEACHER will not accept ads for legal services in the areas of worker’s compensation or personal injury; nor advertising for tobacco or alcoholic beverages; nor advertising deemed misleading or offensive to members; nor advertising inconsistent with the programs and purposes of United Teachers Los Angeles.

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Nominations open for history teaching award
The Joseph O’Flaherty Teaching Award, given by the Historical Society of Southern California, honors creative excellence in the teaching of history in grades K-12. To nominate someone for the 2016 award, which comes with a $1,000 prize, please complete and submit the nomination form by October 1, 2016. Forms and guidelines can be found at http://thehssc.org/hascawards/flaherty-award. The 2016 award will be presented at the HSSC Conference in January 2017.
LAUSD Aspiring Assistant Principals Program
In accordance with LAUSD Superintendent Michelle King’s commitment to growing leaders from within, the Aspiring Assistant Principals Program (AAPP) has been adopted as the primary promotional process for assistant principal assignments. This program is designed to provide targeted sessions aligned to the LAUSD School Leadership Framework in the areas of data-driven instructional and operational leadership. Qualified candidates must have: five full years of operational leadership. Qualified candidates in the areas of data-driven instructional will be presented at the HSSC Conference in January 2017.
California Subject Matter Project seminars for teachers of world languages
L.A. STARS, a regional center of the California World Language Project, has announced its professional development seminars for the 2016-2017 school year. Programs for teachers of ELD, foreign languages, Spanish for Spanish speakers, and AP Language, Literature, and Culture will take place on the campus of Occidental College on Saturdays. All programs will highlight the Common Core standards and 21st-century skills. For additional information, please call 323-259-2949, email ocflp@oxy.edu, or visit www.la-stars.net, where you can download information and applications.
Workshop on Charles Lummis and the Arroyo Seco
Since 2006, the professional development workshop “The River Runs Through It: Charles Lummis and the Culture of the Arroyo Seco” has been attended by 200 teachers, grades kindergarten through 12, in an educational experience that encourages the use of experiential learning to help foster community through a sense of place. Conducted by retired LAUSD teacher Carmela Gomes, the place-based education workshop involves the participation of Wilderness Way Magazine, the Arroyo Seco Foundation, the Audubon Center at Debs Park, Los Angeles Department of Recreation and Parks, Friends of the Los Angeles River, Highland Park Heritage Trust, the Arroyo, and the Tongva/Gabrielino and the Chumash/Tatavia Tribes.

Looking to buy your first home?
Your next home?
Interested in refinancing your current home?
Call me today.

David Halford
Home Mortgage Consultant
Office: 714-578-6813, Cell: 714-388-7418
david.k.halford@wellsfargo.com
www.wfhlm.com/david-halford
NMLS ID 256669

Free professional development at the Museum of Tolerance
The Museum of Tolerance is offering grant-funded professional development programs for teachers. Educators can sign up for Tools for Tolerance for Educators, an interactive, experiential program designed to advance anti-bias education and the creation of inclusive and equitable schools. Programs are offered in the immersive, high-tech learning environment of the Museum of Tolerance. Programs are offered in one- or two-day formats. Lunch and materials are included. Individuals may register for special open enrollment institutes. Groups of 30 participants or more may register for a customized program. All pre-K to 12th-grade educators welcome.

Salaries point class on “Learning About Islam and the Arab World”
Uncertain about Islam or Muslims and Arabs in America? Want to understand your Arab-American and Muslim students better? Unsure how to present these and related issues in your classroom? In the salary point class “Learning About Islam and the Arab World,” experts on the Arab World and Islam will help you understand Arab-American culture, Islamophobia, ethnic and religious diversity, history, cultural stereotypes, and current political issues. Participants will come away with information on teaching resources and strategies, plus guidelines on meeting California and Common Core standards. The course meets LAUSD’s multicultural requirement for teachers and health and human services professionals. Cost is $35 (includes a continental breakfast and Middle Eastern lunch). The two-day program will take place on two Saturdays, October 8 and 15, from 8:30 a.m. to 4:45 p.m. in the Bernstein Professional Development Center (3303 Wilshire Blvd., 8th floor). Registration information is $85 per person credit for the workshop, teachers are required to use the information they acquire to create lessons for their classrooms that reflect Charles Lummis’s view of the Southwest to support the Common Core. Several schools have sent teams of teachers who collaborated on the final project providing the students real-world experiences in critical thinking and problem solving.

The workshop will take place on two Saturdays, October 22 and 29. Registration is $85 per participant and closes on October 14. To register log on to www.lummisday.org/educational-workshops, complete the information and use a credit card to pay the registration fee, or send a check made out to Los Lummis Day Community Foundation, Inc., and mail to Lummis Day Community Foundation, P.O. Box 50543, Los Angeles, CA 90050. Registration limited to 20 participants. For info, contact Carmela Gomes, gomescarmela16@gmail.com or 818-429-8750.

Free professional development at the Museum of Tolerance
The Museum of Tolerance is offering grant-funded professional development programs for teachers. Educators can sign up for Tools for Tolerance for Educators, an interactive, experiential program designed to advance anti-bias education and the creation of inclusive and equitable schools. Programs are offered in the immersive, high-tech learning environment of the Museum of Tolerance. Programs are offered in one- or two-day formats. Lunch and materials are included. Individuals may register for special open enrollment institutes. Groups of 30 participants or more may register for a customized program. All pre-K to 12th-grade educators welcome.
California Credit Union supports teachers who want to make a difference with our bi-annual Teacher Grant Program.

California Credit Union was founded by teachers for teachers in 1933. We are committed to supporting educators. That level of commitment continues with our Teacher Grant Program, designed to assist educators in funding innovative learning opportunities for their students.

NOW ACCEPTING APPLICATIONS ONLINE!

Fall Deadline: October 28, 2016

For more information and to apply go to CaliforniaCU.org/TeacherGrant. Winners will be announced on our website.

APPLY TODAY!