We ARE the 98%

UTLA gathers steam with history-making strike vote while LAUSD stonewalls.

Backed by a historic strike authorization vote, UTLA is intensifying outreach to our critical allies—the parents of our students—in preparation for a possible job action.

The strike authorization vote was powerful both in turnout (83% of members cast ballots) and the huge affirmative vote. Out of 27,267 ballots, 98% were “yes” votes to authorize a strike, which is the highest percentage in UTLA history.

That is not the only history UTLA members made this month. During the strike vote, more than 1,000 new educators completed the All In application, bringing our total membership to more than 31,000, or more than 96% of LAUSD educators—the highest percentage of membership since UTLA was founded in 1970. “Our members have spoken, with one big, united voice, yet Superintendent Austin Beutner continues to stonewall, refusing to sit down with us,” says Arlene Inouye, chair of the UTLA Bargaining Team.

“After 17 months of bargaining with LAUSD, educators are frustrated and angry. We want a district that partners with us—not fights us—on critical issues like lower class sizes, fair pay, less testing and more teaching, accountability for charter operators and co-locations, respect for early and adult educators, and more nurses, counselors, and librarians to support our students. The strike vote results are an overwhelming endorsement of UTLA’s bargaining demands, as well as an indictment of the privatization agenda to starve our schools rather than reinvest in them.

Trinity Elementary parent Alejandra Delgadillo supports a fair pay raise for teachers because she “sees all the money teachers take out of their own pockets for their classrooms,” and she backs the other bargaining demands to create a better education for students. “I want my children to have all the things teachers are fighting for—low class sizes and nurses, counselors, and librarians—and we are willing to strike side by side to get that,” Delgadillo says. “As a parent, I hope a strike won’t be necessary, but I support the teachers if it does come to that. It will be a short-term sacrifice for my children’s long-term future.”

Strike prep FAQ

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Strike prep calendar

September 20: Thursday Area meeting
Campaign update and critical tools for parent outreach

September 27: Mediation with LAUSD
Other sessions may be scheduled for dates soon after

September & October: Parent forums
Sponsored by Reclaim Our Schools L.A. Flyers distributed at Area meetings or go to utla.net

October 3: Area Meeting
Action materials distributed

Ongoing: Engaging parents
Talk to your chapter chair about when your school will be holding training and formulating a parent outreach plan for your site

Have you signed the “We Will Strike If We Have To” commitment form? Talk to your chapter chair to sign today.
**President’s perspective**

Downsize or reinvest?

By Alex Caputo-Pearl

UTLA President

Over the last month with the strike authorization vote, our members took important steps toward being strike ready, in case we have to walk. We continue our demand to reject the recent agreement book of a strike if we can—but, if we need to strike and protect and expand public education, we are now more prepared to do so.

In an even more intense way than usual, I have been crisscrossing the city meeting with members and parents. At schools everywhere, we have moved on from the authorization vote to the next two crucial tasks:

- **Ensuring 100% sign-on among UTLA members to the “We Will Strike If We Have To” strike commitment form.**
- **Ensuring outreach is occurring to have parents sign on to the Parent Support Form.**

But, before we get to those, let’s reflect for a moment on the strike authorization vote.

In an era where we are used to 15% voter turnout in city council elections and 50% voter turnout in U.S. presidential elections, an astounding 83% of our members voted to strike, 28,000—voted in our strike authorization. An overwhelming 98% were “yes.”

In an era in which unions are under existential attack with the Janus Supreme Court decision, with many unions losing members, UTLA has reached its highest member percentage ever. We are approaching 97% membership, and climbing.

Together, the overwhelming numbers are matched with energy and passion in our schools. On a recent Friday at lunchtime, not even a “red Tuesday,” chapter chair Juan Perez and his entire staff at Nimitz Middle School in Southeast LA showed up to visit in red and were fired up throughout.

On that same Friday, in an unlikely after-school meeting at Michelle Obama Elementary near Panorama City after a long week, chapter chair Edith Janec, vice chair Alexandra Jacobi, and almost their entire staff showed up for a packed and energetic meeting.

Parents and community organizations are getting ready as well. Albert Ramirez, an organizer with LA Alliance for a New Economy, is pounding the pavement in South Pedro with parents and members of the International Longshore and Warehouse Union, building a parent forum. Fifteen miles up the 110 freeway in South LA, LAUSD parent and neighborhood council leader Karla Griego is building a coalition of organizational signs-on from groups that are joining the campaign. And, another 20 miles over the hill in Granada Hills, chapter chair Aphrodite Antoniou at Frost Middle School is helping her co-workers on a parent engagement plan at their school.

The energy is palpable and contagious.

**The antidote to downsizing: Reinvestment**

The antidote to the downsizing/privatization agenda is our set of bargaining proposals to reinvest in our public district schools and reestablish basic respect for students and educators.

- **Give a fair pay increase, to recruit and retain educators in the midst of a shortage.**
- **Remove Section 1.5 from the class-size limitation.**
- **Remove Section 1.6 from the part-time requirement, thereby cutting against charter co-location, and making sure that LAUSD will meet its own minimum class-size requirement.**
- **Remove Section 2.13 from the administrative salary schedule.**
- **Remove Section 2.2 from the part-time requirement, thereby cutting against charter co-location, and making sure that LAUSD will meet its own minimum class-size requirement.**
- **Give LAUSD a mandate to use the entire staff pool at each school as directors of curriculum.**
- **Give LAUSD a mandate to use school staff to hire other school staff as co-workers on a parent engagement plan at their school.**

The paradigm shift that we are proposing requires real resources to make a difference in the lives of students.

- **Allocate more school staff to provide counseling services.**
- **Allocate more school staff to provide art, music, ethnic studies, and more.**
- **Allocate more school staff to hire additional nurses, counselors, librarians, and social workers, and other health and human services professionals.**
- **Push for LAUSD to use its substantial political weight, rather than only its rhetoric, in the fight in Sacramento to increase per-pupil spending, to lift California out of its atrocious 43rd spot among the 50 states in school funding.**

- **Give educators discretion over what non-federal- and non-state-mandated standardized tests to use in our classrooms, thereby protecting instructional time and educator professionalism, while creating space for arts, music, ethnic studies, and more.**

- **Empower working conditions for adult educators, early education, and substitute teachers, along with increased investment in bilingual ed.**

- **Place commonsense regulation on charter growth and reasonable accountability on charters. If the more than 280% growth of corporate charters in the last 10 years is duplicated in the next 10 years, we will face massive cuts to public district schools, layoffs, school closures, and cuts to healthcare.**

- **Invest in a vision for our public district schools—the Community Schools model—which supports school communities to develop assets/needs assessments and strategic plans to build вокруг-around services, broaden curriculum, deep and systematic parent engagement, restorative practices, and collaborative leadership.**

- **Invest in programs that will recruit and retain families and students in district schools, that will stabilize and increase enrollment, that will build a thriving public education system that appeals to parents and is good for students, and that sustains well-paid educators with good healthcare.**

**Money is there**

Austin Beutner was brought in as superintendent with one objective: to downsize the public school district. No matter what the circumstances, he will continue to argue that there is no money, because reinvestment would run counter to his main objective.

But, let’s look at the facts—facts that are more broadly known in the public every day.

The district’s reserve is even higher than expected, $1.963 billion, which is the highest percentage in reserve for larger urban school districts in California and more than 25 times the percentage required by the state.

Annually, the district overprojects, sometimes to the tune of more than $300 million, the amount of money it spends on books and supplies—and there is no way the state backs that up.

Multimillionaire Beutner makes $350,000 annually as superintendent, the school board members just accepted a 174% pay increase, and Beutner has hired a new raft of consultants (and he refuses to give information on how much they cost, or on which fund they are paid, and so on).

The district has the money to make a solid investment in our schools. Our proposal is a saving that will be made through the elimination of consultants who do not have the expertise to do the job, and the district will invest the savings in our schools. The revenue is there; it just needs to be put into our schools.
PRESIDENT’S PERSPECTIVE
(continued from previous page)

860,000 signatures to qualify the Schools and Communities First funding initiative for the 2020 ballot.

If we need to strike, it must be 100% of us

The law regarding contract bargaining is, unfortunately, designed to advantage employers, string things out, allow for delays, and cut against the organized momentum of unions. We must remain disciplined, resolved, and organized throughout mediation and fact-finding, in the event that we cannot reach an agreement and must strike.

Amidst this flawed process and his delays that flout the law, Austin Beutner will continue to cynically attempt to make this struggle about salary alone. He does this intentionally. If we take the bait, he frames us as selfish and only concerned about salary. If we take the bait, he gives us a pay increase, but continues undeterred in his downsizing plan—continuing charter expansion while draining enrollment (because he has avoided having to implement our holistic program above), instituting a mass layoff, and moving toward healthcare cuts. A pay increase doesn’t do much for an educator if that educator is laid off the next year, or if the increase is used to backfill increased healthcare costs.

We will continue attempting to reach an agreement. But, if we have to strike, it must be all of us—from probationary to permanent to soon-to-be-retired to district intern to TFA to university intern.

Girl Scout meeting in Mid-City, the refrain I heard from parents was the same: What the teachers are asking for makes sense … I support a strike if you have to do it … and what can I do to help?

Even the LA Times letters to the editor section is full of supporters. A recently published letter read, “If [Beutner] cares as much about ‘the kids’ as he claims to publicly, then he needs to put his considerable money where his mouth is and start talking seriously and stop trying to pretend UTLA is the one refusing to negotiate in good faith.”

Support is growing in this defining moment, and you are the key to growing it even more. Keep up your fantastic work with students every day, keep your belief in a truly public education system, and escalate our actions for a fair contract with pride!

WE STAND WITH LA EDUCATORS

www.WeArePublicSchools.org

Support on display. There will be mass amounts of window signs like this at the September Area meeting to hand out to parents and community members.
Strike ready FAQ

Getting prepared for a job action, should one become necessary.

UTLA will be going into mediation with LAUSD on September 27. Our team will make every effort to reach a fair agreement that respects educators, our students, and our communities. As we go through that process, we will continue to get strike ready, should a job action become necessary. Here are answers to some of the most frequently asked questions to prepare us.

Going on strike

Do I call for a sub each day we’re on strike?
No. Once we’re on strike, getting your classroom covered is solely the district’s responsibility.

Can I call in sick?
No, do not call in sick. The strike means that no UTLA member should be working and the district knows that. You do not need to tell them.

How long will a strike last?
How long a strike lasts depends on many factors, including the district’s position and our level of parent and community support. The most important factor is member participation and action. It is said that in 1970, 95% of UTLA members went on strike and the strike lasted 23 days while in 1989, 95% of members went on strike and it only lasted nine days.

I am a probationary teacher. Do I have special cause for concern if I strike?
Probationary employees absolutely have the right to strike, and you should! The law is clear: Union activities like striking are legally protected. Look at teachers in West Virginia and Arizona. They didn’t legally have the right to strike, yet they struck, they won, and no one got in trouble. Not a single probationary teacher has ever had any retaliation.

Can students and parents join the picket line? What about my own children?
Community supporters are always welcome. An education strike is about the community, and they should be part of everything we do. Members of your family should also join the picket line and their presence helps promote why we’re striking.

How do I respond when members cross the picket line? How about other people? Should I encourage ‘As to join the line?
You cannot physically prevent people from entering the site. However, you should encourage members to consider the impact of their crossing and how much stronger the strike will be if they stay out. Leaflet everybody who is entering or leaving the site. Explain why we’re on strike. Members of other unions may choose not to go into the site. All employees, regardless of whether or not they are in a union, have the right to not cross a picket line. They can tell their supervisors that they do not feel comfortable crossing it.

What about clubs, teams, and other efforts I’m involved in?
Such activities must be boycotted during a strike. The district will only take us seriously if we stop all services.

Pay, retirement & healthcare

Do we get paid while on strike?
No, but after 10 days, we will work with the California Credit Union to provide modest public education of not striking outweighs the short-term costs of standing together for what is right. We must remember what we are fighting for and why.

How would a potential strike affect my health benefits?
As long as you are in paid status (work or paid leave) during the calendar month, the district-paid health benefits continue for that month and you continue receiving district-paid health benefits for the next month. Those benefits in the second month are only retroactively rescinded if you don’t work at all in that second month. Hypothetically, if we went on strike on September 4, we could be on strike until October 30, go back to work on October 31, and it would not be an issue. That’s 41 work days in that example. The 1989 strike was nine days.

How will a strike affect my retirement?
Your STRS service credit for retirement can be affected by a strike as it may impact your service year credit, but it usually adds up to pennies a day. You can also purchase service credit from STRS if you qualify, and unused accumulated illness leave will supplement your overall service year credit. A good contract and a strong union help protect your retirement.

Participating in the strike may be the most important thing you do for your retirement.

Students & parents

What do I tell my students?
If a strike seems imminent, inform your students that you will need to be out of the classroom if your union goes on strike. Let them know that, while you care about them very much, it may be necessary to temporarily stop working to protect your rights, and fight for better schools for students. You may also want to share some of our key issues with them. Reinforce this when they see you picketing.

Should I tell my students not to come to school?
No. As a credentialed teacher, you can’t tell students not to come to school. Doing so could put your credential in jeopardy. Students and parents will make their own decisions.

What do my students do during a strike?
This can be the toughest part of a strike—knowing that your students will not be getting an education while you’re out on the line. The district will scramble to try to find replacements, but more often than not, administrators will end up essentially babysitting the kids. Many families will choose to keep their children home, either because they know there’s no learning going on or because they support what we’re doing. We have to remember that we are in this struggle for our students.

The strike that sparked a rebellion: The walkout by West Virginia teachers in 2018 had ripple effects across the country and demonstrated the power educators have when we withhold our labor.
The facts vs. the district’s disinformation campaign

The truth about LAUSD’s budget and more.

**FACT:** The current salary offer is 2% ongoing with a 2% one-time bonus

LAUSD Superintendent Austin Beutner leaked an unofficial 6% raise offer to the media in an unsuccessful attempt to undermine our strike authorization vote. There is no 6% raise offer on the table. Beutner’s attempt to sow confusion about the salary offer is especially egregious considering that he refused to accept mediation dates any earlier than September 27. Since impasse was declared in August, UTLA has been pressing for mediation to begin immediately.

**FACT:** The so-called 6% salary agreement that other LAUSD employees reached is NOT a clean 6% salary increase

Each separate agreement with the other unions has district budget contingencies that may lead to part of the 6% being a one-time bonus. Each agreement also has a different implementation timeline, includes an increased workload requirement, and increases the time it takes future members to qualify for retiree healthcare.

**FACT:** LAUSD unrestricted reserves have increased to $1.8 billion

Despite the district’s assertions that it can’t afford our contract demands, LAUSD reserves continue to grow and are now at $1.863 billion for the end of the 2017-2018 school year. The facts do not back the district’s claim that insolvency is around the corner. The money is there for district officials to bargain in good faith, which they have consistently refused to do.

**FACT:** LAUSD consistently projects a deficit that never happens

LAUSD’s chief financial officers have a history of pointing to an apocalyptic third year out in their budget documents, and the school board has a history of using that third year to justify draconian cuts and neglect on our campuses and in our classrooms. However, we never get to the apocalypse.

The chart at left compares what the district historically claimed was going to happen in the third year versus what has actually happened. The district’s projected deficits in the third year have never occurred. In fact, in 2015-2016, district officials projected a $105 million unrestricted ending balance for 2017-2018. They were only $1.7 billion off.

**FACT:** LAUSD’s reserves far outpace those of other large school districts

As a percentage of the district’s budget, LAUSD’s reserves far outpace those of other large urban school districts in the state and could go a long way toward improving learning conditions for students and working conditions for educators.

**FACT:** LAUSD hoards money while claiming to be broke

Hoarding money is how the district justifies rejecting UTLA’s contract proposals and pushing an austerity agenda to increase class sizes and ultimately cut pay, healthcare, pensions, staffing, and student services. One example of LAUSD hoarding money: LAUSD systematically over-budgets for books and supplies, spending only a fraction of what it says it will. For the 2017-18 school year, LAUSD claimed it would spend $774 million on books and supplies (total of restricted and unrestricted funds), but actually spent only $358 million—that’s a difference of more than $416 million. Last year, LAUSD over-budgeted by nearly 54% for textbooks and supplies—far more than other large urban school districts in the state. In addition, Beutner’s “Hard Choices” austerity report claims that the district’s spending is out of line with other districts, but LAUSD spends the average of its peer school districts on books and supplies.
On the line in ’89

What it was like on the ground from educators who were there.

UTLA’s most recent strike—the nine-day walkout in 1989—scored big victories for educators and created a legacy of collective action. Three teachers who walked the line in ’89 share stories from that time. Cathy Skubik was a second-year probationary teacher at 232nd Place during the 1989 strike and now teaches at Park Western Elementary. Jay Gehringer was in his fourth year at North Hollywood High, where he still works and serves as a vice chair. Baltazar Valadez was a first-year teacher at Roosevelt High in 1989; he now teaches at Los Angeles High School, where he is the vice chair.

Getting strike ready

After 16 months of bargaining with LAUSD with little progress, UTLA members intensified their strike prep in the spring of 1989. Educators were united behind their demand for “equal say and fair pay.”

“We were so informative and kept us going to start off on the right foot. It also cemented the career I want to devote my life to, I’m wanted to be a teacher since I was in first grade. I was a probationary teacher and hadn’t even completed my probationary year. I was going to walk out. These were my people, and we were standing up for who we are as professionals.”

—Cathy Skubik

“As we did job actions in the lead up to the strike, some administrators had people write down our names to try to intimidate us, but we stood strong. Smart administrators understand that they benefit from our wins. Through their ‘me too’ clause, they get the same raise we win, and they benefit from lower class sizes and more staffing. They want us to be successful.”

—Jay Gehringer

“In 1989, I was an emergency credentialed teacher and hadn’t even completed my first year of teaching. I had wanted to be a teacher since I was in middle school, and I thought, If this is the career I want to devote my life to, I’m going to start off on the right foot. It also helped that we had great chapter chairs who were so supportive and kept us updated at every step.”

—Baltazar Valadez

“To get ready, our faculty talked a lot—what it would be like, what our family and financial situations were. Our emphasis was on everyone being out together that first day.”

—CS

Hitting the picket line

When the LAUSD superintendent threatened to withhold teachers’ paychecks if they didn’t submit student grades early, UTLA moved up the strike date from May 30 to May 15, and 95% of educators hit the picket lines. It was the first strike by LAUSD teachers in 19 years, since a three-week walkout in 1970.

“No parent came up and said, ‘Why are you doing this to my child?’ Lots of parents came up and said, ‘What can I do to support you?’ ”

—CS

“We kept up the unity for nine days. It was hard work at times, but we stayed positive. We made videos of each other on the line and kept walking and talking. Every day we showed up at the picket line early so that people couldn’t slip by us. We viewed the people who crossed as taking money out of our pockets.”

—CS

“After that we’d have coffee together—either big actions or local rallies. After that day we’d have coffee together and go back to leaflet parents in the afternoon. We had a member’s camper across the street to use as a restroom. Parents brought food, and I remember that a longshoreman brought us a 10-foot sub sandwich one day.”

—JG

“It was a big, energizing time, and we achieved a lot with our strike. The competitive pay brought an incredible influx of new blood into our school. People from industries with expertise in their fields were coming to teach in our classrooms in numbers we hadn’t seen before.”

—JG

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—JG

“District’s threats to probationary teachers turned out to be hot air. There were no repercussions, no retaliation. Once we went back in, it was, ‘Let’s get back to business.’ ”

—CS

“It was a big, energizing time, and lasting unity came from it. Of course we wish we didn’t have to strike, but the district doesn’t give up anything it doesn’t have to. That hasn’t changed since 1989.”

—JG

Respect fought for and won

Through intense days of sacrifice and solidarity, UTLA members held strong, and a tentative agreement was reached on Day 9 that delivered a big win for educators. Thousands of UTLA members amassed at the Sports Arena on May 25 and overwhelmingly approved the tentative agreement, which had a significant salary increase, an end to forced yard duty, prep time for elementary teachers, and a greater voice for teachers and parents in school governance through shared decision making. The victory was bigger than what was contained in the contract—teachers felt like they won their profession back, and the district’s attempt to bust the union failed.

“When it was announced that an agreement had been reached, everyone was happy, and students and parents started shouting. Once we went back in, everything was back to normal in a day or two.”

—BV

SEIU Local 99 & CSEA stand with us

The unions representing some of the people educators work most closely with every day—teacher’s assistants, office staff, cafeteria workers, and maintenance workers—have come out in support of our strike authorization vote, pledging to stand in solidarity with UTLA.

“CSEA stands with UTLA in the fight to increase funding, improve school safety, reduce class sizes, and cut off school privatizers,” Association President Ben Valdepeña said.

“Despite billions in reserves, LA Unified School District continues to play games with the people who educate our students and keep our schools safe.”

“We know the power of making the courageous decision to strike to make our voices heard—for ourselves and the students we serve,” the SEIU Local 99 public statement says. “That’s why we support teachers in their fight to ensure that all students have a high-quality education.”

The statement also takes LAUSD Superintendent Austin Beutner to task for claiming in a letter to UTLA that the raises earned by SEIU “demonstrate the district’s commitment to employees. Not so fast, SEIU says: “The district recognized their ‘commitment’ to our work and contributions to learning only after we took action at our work sites and voted to authorize an unfair practice strike and set a deadline to strike.”

UTLA members at the massive Sports Arena rally when they approved the tentative agreement reached after nine days on the picket line.

The 232nd Place crew on the line in 1989. “To get ready, our faculty talked a lot—what it would be like, what our family and financial situations were,” teacher Cathy Skubik says. “Our emphasis was on everyone being out together that first day.”

I’m standing strong with teachers

Support candidates who support public education
November 6 election endorsements
Support candidates who support public education

STATEWIDE OFFICES
Gavin Newsom
Governor
Tony Thurmond
Superintendent of Public Instruction
Ricardo Lara
Insurance Commissioner
Dr. Ed Hernandez
Lieutenant Governor of California

STATE SENATE
Mike Eng
State Senate District 22
Maria Elena Durazo
State Senate District 24

STATE ASSEMBLY
Christy Smith
Assembly District 38
Luz Rivas
Assembly District 39
Jesse Gabriel
Assembly District 45
Wendy Carrillo
Assembly District 51
Sydney Kamlager
Assembly District 54

Affiliate endorsements
Our state affiliates, the California Federation of Teachers and the California Teachers Association, both have endorsed the following additional candidates:

CONGRESS
Judy Chu
Congressional District 27
Raul Ruiz
Congressional District 36
Tony Cardenas
Congressional District 29
Karen Bass
Congressional District 37
Brad Sherman
Congressional District 30
Linda Sanchez
Congressional District 38
Pete Aguilar
Congressional District 31
Gil Cisneros
Congressional District 43
Grace Napolitano
Congressional District 32
Lucille Roybal-Allard
Congressional District 40
Ted Lieu
Congressional District 33
Mark Takano
Congressional District 41
Jimmy Gomez
Congressional District 34
Maxine Waters
Congressional District 43

STATE ASSEMBLY
Joy Silver
State Senate District 28
Holly Mitchell
State Senate District 30

STATE SENATE
Chris Holden
Assembly District 41
Laura Friedman
Assembly District 43
Jacqui Irwin
Assembly District 44
Adrin Nazarian
Assembly District 46
Eloise Gomez Reyes
Assembly District 47
Ed Chau
Assembly District 49
Richard Bloom
Assembly District 50
Miguel Santiago
Assembly District 53
Ian Calderon
Assembly District 57
Reggie Jones-Sawyer
Assembly District 59
Sabrina Cervantes
Assembly District 60
Jose Medina
Assembly District 61
Anthony Rendon
Assembly District 63
Mike Gipson
Assembly District 64

At a time when Secretary of Education Betsy DeVos is leading the charge to privatize public education and siphon money away from public schools to pay for a voucher scheme, we need a leader who will fight to keep public funds in public schools and demand accountability for all schools, especially those run by for-profit corporate management companies.

“I don’t think education should ever be based on competition. We’ve got for-profit schools traded on the New York Stock Exchange. I just think that is a twisted approach. Public education is just that. Public education. For that reason, I’m proud to be co-author of legislation that would ban for-profit charter schools in our state. Schools aren’t businesses. They are environments for learning and environments for innovation.”

—Tony Thurmond

Privatizers line up behind Marshall Tuck
State superintendent candidate and former investment banker Marshall Tuck claims to be a progressive Democrat who cares about public education, but his major donors tell another story.

• The largest independent expenditure campaign for Tuck is driven by EdVoice, which pushes the aggressive expansion of charters and the elimination of teacher rights such as tenure and layoff protections.
• Larger donors to Tuck include conservative mega-donors Bill Bloomfield and Jim Walton of the Walton family.
• One of Tuck’s biggest supporters, David Crane, actively opposed Prop. 30, the 2012 measure that prevented $6 billion in cuts to education in California. Tuck himself said about Prop. 30 that saving public education funding was “not a great use of taxpayer money.”
Our members have spoken

Sentiments behind the historic 98% YES vote.

Who is truly “for the kids”? 

“For the kids.” That phrase is on my mind, and has been for a few days now. Superintendent Austin Beutner likes to cloak his contempt for teachers (and their union) in the mantle of his oft-repeated “for the kids.” My fellow teachers and I have already been working hard day after day, year after year “for the kids” while the new superintendent was pursuing profits as an investment banker. I have spent my own money for supplies and to take students to the Oregon Shakespeare Festival (at great personal financial loss) “for the kids.” I have worked late into the night trying to finish grades or have come in on weekends to catch up, usually without additional pay, “for the kids.” And now I have to listen to this overpaid ($350,000 a year) banker tell the public that teachers are overpaid and our benefits are too generous, but somehow his handsome salary (or the big raise the current school board was recently awarded) is not a problem. I don’t want to strike, but I have little patience for the hypocrisy and contempt for my profession exhibited by this man and his puppet-masters who hold teachers in contempt, all for the money—I mean “for the kids,” right?

—Larry

This month I’m featuring the voices of members who have contacted me over the past few months as we have been in negotiations and pushing the district to mediation. The historic 98% “YES” for the strike authorization vote, with 83% of members voting, is a message to LAUSD that our members are united. The letters below were sent to me before the vote and they express the sentiments we have been hearing.

By Arlene Inouye
UTLA Secretary

This is our house

I’ve been working and serving the public school sector for the past 18 years as a Pupil Services and Attendance counselor. Last night was the first time I have ever attended a union meeting. I’ve been detached, uninvolved, and felt insignificant for a long time, and frankly I’ve felt that my union couldn’t help me when the payroll fiasco rolled out about 10 years ago and that it seemed to be only interested in protecting loser teachers.

But listen—there is something in the air. This is going to be a rough year. Public education overall is under attack, more so than before. There is a push to privatize public education. We are demanding that LAUSD fund public education, that they fund our classrooms and our children. Our new superintendent published a report basically saying that special education is too expensive, that the cost of health and human services is draining funds, that counselors, nurses, speech therapists, audiologists, etc., are too much, too many, and unnecessary.

The superintendent’s previous job was to dismantle corporations into smaller entities and then sell them off. And yes, we are asking for a 6.5% pay raise for the first year and the following years to be negotiated. We are asking that they keep classroom ratios down. We are asking that they fund support services (psychologists, counselors, nurses, etc.). For the past 17 months, the district continues to say no. We are now past impasse and headed toward mediation. After mediation, we enter into fact-finding. If that fails, then we have the right to strike.

Now is the time to ask ourselves: Do we stand our ground? Do we believe in public education? Do we believe that our kids deserve funding? By the way, California still ranks 43rd out of 50 states in per-pupil funding—43rd!

If you have a trespasser in your house who tells you what they are going to take away from you, do you just stand there and say, “Okay, cool, take whatever you want”? What would you do? Do you fight? Do you tell them to get out?

This is our house. These are our children, our families that these privatizers could care less about. This is our profession (you know, the one we spent years and years in college for, accruing all kinds of debt so that we can be properly accredited) that they’re trying to take away.

Who will serve our kids? Who will advocate for them? Who will fight for these families? So, when it comes to strike authorization, I say YES!

—Edith

In unity for healthcare

Our union’s tough fight for our members’ working conditions—including what goes on in the classroom, salary, benefits, and pension—was brought home to me recently when I had to call Anthem Blue Cross about coverage for an upcoming surgery. The rep told me, “You have a great plan” and that I would have no co-pay. All I could say was, “Wow.”

That’s thanks to the awesome work our union has done to maintain our health benefits over the years. Kudos also to the Health Benefits Committee that does the negotiating with the district.

From my own experience as chapter chair, I know that health benefits are even more of a priority than salary to many members (even my “conservative” teachers came out to our health benefits rallies).

And while I’m here, I think UTLA’s campaign to fight for public education and against the proliferation of charters and privatization lately has been amazing too.

In unity and appreciation,

—Julie

Our members have spoken and will continue to lead us forward in these critical days as we go to mediation, fact-finding, and on to a strike if we need to.
Don’t let the flu get you down

It’s never fun to be sick, but the flu is more serious than the common cold. It can be dangerous – especially for older people, children under 4, and pregnant women. Protect yourself and the people you care about with these simple tips.

Get your flu shot

It’s your best defense. The vaccination can’t give you the flu – but it can help protect you against this year’s most common strains and prevent spreading the flu to others. Don’t get the flu – get the flu shot!

Boost immunity with healthy habits

Simple things that support overall health can also help you fight the flu. Wash your hands often, and keep hand sanitizer handy. Make sure to get enough sleep, eat lots of fruits and veggies, and drink plenty of water.

Keep your germs to yourself

If you do get the flu, do yourself and your coworkers a favor and stay home. You need rest, fluids, and time to recover – and going to work sick can make symptoms worse and spread the illness around your workplace.

READY TO WIN YOUR FIGHT AGAINST THE FLU?

Visit kp.org/flu and follow us @kpthrive.
Secondary matters

2008 is calling, and it wants its class-size numbers back

Why Section 1.5 is a potential strike issue.

By Daniel Barnhart
UTLA Secondary Vice President

"1.5 It is recognized that the class size restrictions of this Article may not be achieved due to circumstances such as state funding limitations, changes in the student integration or other programs, or statutory changes..."

It’s not hyperbole to say that the future of public education in Los Angeles may depend on whether we get rid of that sentence in our contract. This is the dreaded “Section 1.5” of the class-size article in our contract, and the story of the future of this sentence is one of profound importance.

What this one sentence has meant is that the district alone can unilaterally determine on an annual basis class sizes across all K-12 schools. This is the “out”—the escape clause, if you will—that undermines every other effort to get the district to guarantee reasonable class sizes, caseloads, and staffing ratios. If the district wants to shortchange our students, this one sentence has given them the excuse to override every other part of the contract on class size. But the significance of this sentence is not confined to just the number of students you might have to find seats for on any given day; its effect is far reaching.

Section 1.5 & layoffs

Do you remember 2009? The district decided to raise class size in every district school, effectively rewriting the norms across the board. This meant pink slips for a whole generation of newer teachers, and the perverse term “subbing in your own classroom” was added to the LAUSD lexicon.

Did the union have a chance to bargain those numbers, or take a legal job action to protect our students learning conditions? No, all the union could do at that time was figure out how many furlough days we would put up with to save our sisters and brothers. I remember those times, and we are not going back. The corrupt, billionaire-backed school board uses Section 1.5 as the key to threaten and instruct layoffs, whenever they think they can get away with it. We have to take that key out of their hands.

$200 million = 2,000 more teachers

The class-size numbers that are in the rest of the class-size article, Article 18, are roughly those that were in place back in 2008. They would be a significant improvement over what we have now. The district says that returning to the class-size numbers of 2008 would cost roughly $200 million, which is less than 12% of their unprecedented cash reserves ($1.8 billion (unprecedented, because they’ve never had a reserve that big)). Let’s assume that is roughly the right amount of money to be talking about. By investing that amount of the unprecedented reserve, the district could hire 2,000 more teachers to work in our upper grade, middle, and high schools. Students would get more attention, and our members would get some reprise from the burnout and hopelessness of being told to get all students to graduate, when you often can’t even get all students a desk.

2,000 classrooms = fewer charter co-locations

If the district was forced to hire 2,000 more teachers, they would need 2,000 more classrooms. And when those 2,000 more classrooms are needed and occupied by LAUSD teachers, that would mean 2,000 fewer classrooms would be available for charter co-location attempts under Prop. 39. The surest defense against the threat of invasive, Prop. 39 co-locations is to make sure every classroom is filled.

While the Great Recession set LAUSD teachers and students back, did unregulated charter growth stop or even slow down? No, because higher class sizes have systematically cleared the way for invasive charters to take root, in what appears to be rent-free (or at least rent-cheap) classroom space that used to have LAUSD teachers and students there. This is one of the unspoken reasons why the CCSA-backed school board refuses to consider getting rid of Section 1.5; it would make life tougher for their partners in Prop. 39 co-locations. And if we can’t change Prop. 39 through our contract, we can at least make sure our contract doesn’t aid and abet Prop. 39 invasions.

2,000 more teachers = pressure to improve charter teaching conditions

There is another reason that getting rid of 1.5 would make life more difficult for the privatizers who have nested on the 24th floor of Beaudry. If the district suddenly has to hire 2,000 more teachers, where will they come from? By and large, when UTLA represents charter educators (which we do to the tune of 900 members) the pay, benefits, and working conditions in those independent charter schools improve, or at least get benchmarked against what we in LAUSD get. But most charter educators are not represented by a union and have markedly worse pay, worse benefits, and if you can believe it, worse working conditions and voice in their workplace. Corporate charter schools have a Human Resources challenge of continually having to replace the educators they burn out in one to two years of teaching under often intense, unregulated, and markedly unsustainable conditions. These schools often go through teachers like a kindergarten class goes through Kleenex. Given the chance to earn better pay, solid health benefits, and the chance to get professional respect through a union, it’s safe to say that many charter school educators would want to come teach in LAUSD, making charters’ HR problem worse.

2,000 more teachers = A bigger UTLA

Before the massive layoffs and class-size increases of the Great Recession, UTLA had roughly 47,000 members. Now we have 35,000. In some ways we are stronger, more connected, more ready to take action, with a union staff that has focus, expertise, and skills that we didn’t always get to see a decade ago. But the core strength of our union isn’t the Area reps, union staff, or the UTLA officers who are working tirelessly to build our union’s capacity. Our real strength is our membership, our readiness to take action together, and our willingness to connect deeply with our communities. And our numbers make a difference. Getting rid of 1.5 would lead to a bigger UTLA, with the potential for even greater strength. And Monica Garcia, Nick Melvoin, and Austin Beutner, no matter how often they claim to be progressive Democrats, do not want to have to deal with a bigger, stronger, UTLA.

Section 1.5 is about far more than class size; it’s about the future of public education, whether unregulated charter growth will be stopped, about whether teaching will be a unionized profession or not, and whether increased class sizes across all K-12 schools. This is a profoundly important sentence is at the core of our struggle, whether teaching will be a unionized profession or not, and whether increase in continually having to replace the educators they burn out in one to two years of teaching under often intense, unregulated, and markedly unsustainable conditions. These schools often go through teachers like a kindergarten class goes through Kleenex. Given the chance to earn better pay, solid health benefits, and the chance to get professional respect through a union, it’s safe to say that many charter school educators would want to come teach in LAUSD, making charters’ HR problem worse.

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Section 1.5 is about far more than class size; it’s about the future of public education, whether unregulated charter growth will be stopped, about whether teaching will be a unionized profession or not, and whether increases in class size will instead become decreases in class size. That one sentence is at the core of our struggle, and getting rid of it may be worth striving for.
What does it mean to withhold our labor?

If we don’t stand strong now, our students will suffer the consequences.

By Gloria Martinez
UTLA Elementary Vice President

As I make school visits across the city, I am encouraged by conversations with members about what it means to withhold our labor in the event of a strike. Oftentimes these moments come when a member who was on strike in ’89 shares the importance of solidarity. Some of these conversations grow naturally, as we discuss class size and the learning conditions of our students. Sometimes the realization of our power to withhold our labor happens while we discuss the direct effects of privatization—with a staff fighting to retain a teacher or two by norm day or a co-located school where the home school staff and students are made to feel like they are the intruders.

Teachers everywhere always do more for the sake of our students. We take the extra children to avoid combo classes, we write endless Donors Choose projects, we eat in less than ten minutes so we can give small group instruction during lunchtime to those struggling with sight words or who need extra practice with the latest geometry lesson. It is natural that as the conversation of a strike becomes more of a reality, concern would grow.

We work in a district that short-changes our students so, being the professionals that we are, we are used to giving more and more. A strike would be no different except this time, in addition to giving to our students, we would be giving to our colleagues and ourselves. I think back to the Oklahoma teacher who held a sign that read, “When we stand up for ourselves, we stand up for our students.” This is the attitude we must embody.

It is time for us to invest in our students by standing up for ourselves. It is also time for those elected to public office to recognize the urgent need to invest in the schools and communities they were elected to represent. It is time to invest in this district and pressure top officials to shift priorities and ensure that LAUSD not only exists but thrives. Unfortunately, flexing our collective power and withholding the most precious resource we have, our labor, may be the only way to make this happen.

What does it mean to withhold our labor? It means the afterschool program you run will be on hiatus. It means services you provide will be late. The debate team and the drill team will not be able to compete. This is hard to wrap our brains around because we consistently and unselfishly do so much for our students. Ultimately we know that if we don’t stand strong now, it will be the very students we are trying to protect who will suffer the greatest consequences. If we leave it up to the district, they will ask more and more, and we will continue to give and give, because that is what we do. We have always made up for the district’s shortcomings, but we need this practice to end. And the time for that is now.

Know that your labor is powerful. Know that your profession needs you. But also know that you have the backing of your UTLA sisters and brothers.
GLS: Your premium legal support system

Group Legal Services offers members increased financial coverage and access to help.

By Alex Orozco
UTLA Treasurer

There are many benefits to being a union member. One of those benefits, Group Legal Services, is something we are excited to be a part of and proud to offer our members. Although UTLA has always provided legal assistance, with GLS the amount of services and financial assistance is now at a premium level. Providing our members with a premium legal support system was one of the reasons that UTLA embarked on the Build the Future, Fund the Fight campaign in 2016, which made our union stronger.

What is GLS?

Group Legal Services (GLS) is a high-quality legal defense program of the California Teachers Association (CTA) and has been around for decades. It is composed of numerous law firms that specialize in educational matters along with having expertise in criminal and civil employment matters. The firms all have outstanding reputations and are carefully vetted by CTA. Many of the law firms represent labor unions, and all the firms are strong advocates of labor. In addition, the CTA Legal Department works closely with approved GLS firms, including hosting an annual lawyers conference at which emerging legal issues are discussed. GLS is considered to be the premier legal package for members because of the amount of coverage and support it is able to provide.

How was UTLA able to join GLS?

UTLA became a member of the GLS program as a result of the Build the Future, Fund the Fight campaign. The BFFF campaign made UTLA a lot more powerful by becoming a merged local union belonging to both CTA and the CFT (California Federation of Teachers). Because of this merger, UTLA is now able to benefit from this legal program and can offer more financial coverage and access to legal assistance.

How does GLS work?

Very simply. Members who believe an attorney is necessary are asked to contact their Area representatives immediately. UTLA’s Area representatives are well versed on the GLS process. The representative will assess the situation to see if it meets the criteria for GLS. If the need for GLS is confirmed, it will be activated immediately and a GLS attorney will begin working with the member.

What are some of the things GLS covers?

No one ever knows what kind of challenges life has in store for us. GLS makes legal assistance possible in some of the most troubling times that an educator might face. Free legal consultation and/or representation is available on various matters, including:

- General employment civil disputes
- Teacher dismissal
- Non-reappointment
- Child abuse reporting
- Dismissal hearing
- RIF dismissal/layoff
- Credentialing matters
- Employment-related criminal matters
- STRS disability appeals

In cases not covered above, the CTA Chief Counsel must authorize coverage. If the legal situation is not work-related, GLS can provide referrals for some matters to attorneys who offer a free 30-minute consultation.

What are some common issues that do not require legal representation?

There are times when our members believe legal representation is necessary, when, in fact, those matters can be resolved by our excellent UTLA staff, Area leadership, and chapter chairs.

Meetings with a principal, responding to a conference memo, disciplinary investigations, filing a grievance or a suspension appeal, and other matters that relate to our collective bargaining agreement can be handled effectively without the need for attorneys.

By being in contact with your Area representatives, working with your chapter chair, and attending UTLA meetings, our members will be able to get more familiar with UTLA organizational structures and get these matters resolved without the need for legal representation.

Can I choose the attorney or law firm from GLS?

No. The program provides great legal representation by excellent and experienced attorneys. All participating unions in GLS have to abide by the program’s rules. However, if any of our members have issues or concerns with the legal representation they are receiving from their GLS attorney, we want to hear about it as soon as possible. CTA reviews complaints and monitors law firms’ participation in GLS through audits and other review procedures.

What if I want to pay for my own lawyer?

All members are entitled to access the GLS, and we encourage them to do so. However, in the event that a member wants to forfeit their legal access to our program, they may do so.

How do I know if I qualify for GLS?

The primary requirement to qualify for the GLS program is UTLA membership. The GLS program excludes coverage in certain situations, such as when a member asserts a claim against the union or another member. Non-members are not eligible for legal services under the GLS. Members who separate their employment from the district for reasons including dismissal or layoff must maintain a reduced membership with UTLA, CTA, and NEA to qualify for legal services if needed. This may include legal services to assist in a credential investigation by the CTC. People can contact the UTLA Membership Department at 213-487-5560 to learn more about the reduced membership option.

This is an overview of the program. Members who wish to learn more about it can contact an Area representative or myself at aorozco@utla.net for more information.
Passings

On July 14, 2018, Toshiko “Joy” Nagamori Ito passed away.
She was born in 1924 to Kei Hiraoka Nagamori and Seicho Nagamori at Clara Barton Hospital in Los Angeles and passed away at Atherton Baptist Homes in Alhambra. She was 93.

Known to friends as Joy, she grew up in the family home on St. George Street in the Los Feliz district, attending Ivanhoe Elementary and Thomas Starr King Junior High. Her senior year at John Marshall High School was interrupted by WWII and the incarceration of all persons of Japanese ancestry living on the West Coast. She and her family were forced from their home and incarcerated first at the Santa Anita race track assembly center and then the internment camp at Heart Mountain, Wyoming. Joy was one of the few LAUSD students of Japanese ancestry who still graduated with the Class of 1942, with Principal W. Bruce Kirkpatrick delivering her diploma to Santa Anita. While interned, Joy applied to and was accepted by National College in Kansas City, Missouri, now the St. Paul School of Theology. The person processing her application to leave the internment camp was James Ito, whom she would marry July 1945.

At the end of the war the family returned to Los Angeles. The tragic details are captured in the Emmy Award-winning documentary The Legacy of Heart Mountain as well as in her book, Memoirs of Toshi Ito, published in 2009.

Joy completed her BA at Chapman University and received her teaching credential from Immaculate Heart College. Joy taught generations of kindergarten students at Elysian Heights Elementary School for almost three decades. She was grateful for guidance from James B. Taylor and Beverly Mason.

She and Jim enjoyed a decades-long relationship with Mt. Hollywood Congregational Church and Pastor Allan Hunter. After retiring, Joy and Jim moved to Laguna Woods and joined Laguna Country Methodist Church. They volunteered with Meals on Wheels, Saddleback Hospital, Kiwanis, and South County Outreach, and they enjoyed traveling the world. They were steadfast in their support of the Heart Mountain Wyoming Foundation.

Joy spent the last five years of her life as part of the loving and caring community at Atherton Baptist Homes in Alhambra. She delighted in flower arranging and was adept at origami, the Japanese art of paper folding. She was active in her support of Chapman University and HMWF, and was a loyal subscriber to the Rafu Shimpo. Joy is survived by daughter Chrislyn Kodama (Eric) and son retired Judge Lance Ito (Margaret York), grandchildren Kevin Kodama (Ana) and Sherri Densmore (Chris), and cherished great grandchildren Amaiya Kodama and Cora Densmore

Practical matters: Checking your CalSTRS Progress Report.

By Ed Kaz
UTLA Compensation and Benefits Specialist

CalSTRS issues participants their progress report containing information on both Defined Benefit and Defined Benefit Supplement accounts in October. Be sure that you review your report and the accompanying personal annual statement very closely to confirm the correctness of the personal information and account data. Keep the report in your personal files for future reference and, especially, for your survivor’s use when it becomes necessary. Important: If you believe your report is in error, contact UTLA as soon as possible. Errors that are older than three years cannot be corrected.

Make sure to check dependent information. CalSTRS issues a lump-sum death benefit to your designated beneficiary upon your death. The sum varies depending on whether you are under Coverage A or B and whether you pass away before or after retirement. To report the death of a member or benefit recipient, you can write to CalSTRS at P.O. Box 15275, Sacramento, CA 95851-0275, or call their toll-free number (800-228-5453). You will need to provide the deceased person’s name, Social Security number, date of death, status (retired, active, disabled, etc.), death certificate, and the name and address of a contact person. Additional information or documentation may be required. As always, cut out this article and keep it in your files along with your will and other documents so that your family has this information.

A valid beneficiary designation, with current addresses and phone numbers, eliminates the need for a lengthy search and reduces the amount of time it takes to process and distribute benefits.

To help you understand your statement, log on to www.calstrs.com, and click on “FAQ” and then click on “Retirement Progress Report.” CalSTRS calculations are based on reports from the employer. CalSTRS cannot alter the information itself; only the employer can report corrections.

Some secrets are best kept — but this isn’t one of them

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United Teacher • for the latest news: www.utla.net September 14, 2018

14-20 House of Representatives Election Rules, Forms, Districts

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 2019-20 (two-year term). Members elected to the House of Representatives shall be seated at the February 6, 2019, 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 Arlene Inouye, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. The nomination period shall be from September 3 to November 9, 2018, before 4:30 p.m.

Nominations received by October 24, shall receive mailed written verification. Nominations received after October 24 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 Arlene Inouye (or designee) on November 9, 2018, 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 30, 2018. No ballots will be sent to members whose schools are located in electoral districts in which races are not contested. Members who do not receive ballots by December 28, or who receive the wrong ballot, should call Princess Sykes (or designee) at 213-368-6202 no later than 4:30 p.m. on November 28.

Ballots must be received at the post office before 4:30 p.m. on December 7, 2018, in order to be counted. Each member should complete the ballot and envelopes according to the instruction sheet that will accompany the ballot.

Counting: Ballots will be counted on December 7, 2018. Each ballot will be verified prior to counting. The names of winners in all electoral districts will be published in the UNITED TEACHER and posted at www.utla.net, and each elected person shall be notified by mail.

Electoral districts: Balloting for seats on the House of Representatives shall be by electoral district. Those members not assigned to one specific location should complete the Itinerant Assignments Declaration Form (see below) and return it to UTLA headquarters no later than November 9, 2018.

Non-Contested Elections: In those electoral districts where the number of candidates is less than the number of House seats, no ballots will be mailed. Candidates in those districts shall be declared elected by the UTLA Board of Directors. Any vacancies may be filled by an at-large House member at his/her home address November 30, 2018. The nomination period shall be from September 3 to November 9, 2018.

Notification printed on flyers. (Certain groups to elect on another date. See Election Rules for details.)

Election timeline:
- November 9: Close (4:30 p.m.) of nominations.
- October 24: Last day on which nomination forms received by mail or email will receive written verification.
- October 24: Special interest group elections conducted before House meeting. Notification printed on flyers. (Certain groups to elect on another date. See Election Rules for details.)
- November 9: Close (4:30 p.m.) of nominations.
- November 9: Last day to submit itinerant assignments declaration form for House elections (for members not assigned to a single site).
- November 16: Ballots mailed (no ballots will be mailed in districts where the elections are uncontested).

November 28: Members who have not received their ballots or received the wrong ballot should call Princess Sykes (or designee) at 213-368-6202 no later than 4:30 p.m. on November 22 in order to receive a ballot.

December 7: Ballots counted.
- December 7: Notification to those elected and results posted on www.utla.net.
- January 16: At-large House elections conducted at the Area meetings to fill any remaining vacancies and alternates. (Notification printed on flyers.)
- January 30: Board of Directors ratifies the election.
- February 6: First meeting of new House of Representatives preceded by orientation meeting.
- March 8: Publication of results of House elections in UNITED TEACHER.

Most of those caucus elections shall take place on October 24, 2018, 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, 2018. Winners of special caucus elections will be printed in the UNITED TEACHER.
I wish to be a candidate for election to the 2019-20 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) ____________________________

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

Nominations MUST be received by 4:30 p.m., November 9, 2018. Incomplete forms may invalidate your candidacy.

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

[Signature] _________________________ (Date) _______________________
(Non-LAUSD Email) _________________________ (Phone) _______________________

These Assignments are only valid for the current school year.
Complete and return to Tara Thomas, UTLA 3303 Wilshire Blvd., 12th Floor, Los Angeles, CA 90010
Phone: (213) 637-5165 Fax: (213) 368-6231 tthomas@utla.net

A list of electoral districts and how many representatives will be elected by each district is posted at utla.net.

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Advance Your Teaching Career and Earn More in 2018!
Students awarded scholarships for advancing LGBT equality

On May 3, the Stonewall Scholarship Committee and the Gay & Lesbian Issues Committee held its 22nd annual awards ceremony to honor LGBT students, allies, and educators who have excelled both in the classroom and in their efforts to RESIST and advance LGBT equality.

At this year’s ceremony, six LAUSD students were awarded $5,500 in scholarships. Students may use these funds for the post-secondary academic or vocational program of their choice. The event, held at the Los Angeles LGBT Center’s Ed Gould Plaza, was hosted by donors and several leading advocacy groups, including UTLA’s Gay & Lesbian Issues Committee (GALIC) and the Stonewall Scholarship Committee, as well as other sponsoring organizations.

Prior to the awards dinner, attendees were able to learn about NEA-CTA grants, scholarships, programs, and opportunities available to educators, students, parents, and families. Stacie Webster presented on LGBTQ+ rights, John Lincoln debuted his film Valley Rounds and Stonewall scholar Luna Garcia showed her short light.

More than 80 teachers, students, parents, and community members attended the event, which showcased how teachers mentor students and lay the foundation for the rest of their lives.

Special thanks go to UTLA staff member Bruce Williams and CTA staff emeritus Gary Campbell, who thrilled as the featured speakers.

—Donald A. Willis
UTLA Gay and Lesbian Issues Committee Chair

2018 STONEWALL SCHOLARSHIP RECIPIENTS

The Harvey Milk Scholarship
Memorial Award
Andrea Garcia, Santee Education Complex

The Gary Roberts Memorial Scholarship Award
Luna Garcia, Renaissance Arts Academy

The Virginia Uribe Scholarship Award
Veronica Mahoney, Cleveland High School

The Bayard Rustin & Barbara Jordan Memorial Scholarship Award
Juan Cervantes, MSTMA at Roosevelt Senior High School

The Gary Campbell Scholarship Award
Adaeze Oduma, King Drew Magnet High School of Medicine and Science

The Bruce Williams Scholarship Award
Jasmine Salazar, MSTMA at Roosevelt Senior High School

The Gary Campbell Scholarship Award
Luna Garcia, Renaissance Arts Academy

Human Rights Rights Conference brings social justice organizations to UTLA

Last spring, the UTLA Human Rights Committee organized the first of what we hope to be an annual event: The UTLA Human Rights Conference. Organizations such as Military Families Speak Out, the Los Angeles Community Action Network, Poor People’s Campaign, and Chico Youth Justice Center participated in the conference. Attendees heard speeches, took part in workshops, and were treated to entertainment from a talented group of teenage rock musicians from Cortines High School called The Losers. Many students from Santee High School attended.

Margaret Prescod, host of Sojourner Truth on 90.7 KPFK, was a keynote speaker. She spoke about her work at the United Nations, where she advocated for women’s rights and spoke of her travels to Haiti and of her advocacy for true democracy there. “Human rights is not charity,” Prescod told the more than 100 attendees at the conference. “We earn every dollar for every demand we make. That is true for the homeless, the mother on welfare, the unemployed, and the people on food stamps.”

Workshops throughout the day informed conference participants on issues such as access to affordable housing, environmental justice, organizing against police brutality, and forming student-led peace clubs on high school campuses. UTLA members Stacie Webster and Donald Willis led a workshop on the struggle for equality for LGBTQ people. Some participants danced at lunchtime to music from The Losers. It was a fun and inspirational day.

To fight and win the Schools LA Students Deserve, UTLA strives to build coalitions with organizations that advocate for social justice in their communities. We stand with the communities in which we teach and serve. UTLA believes all people should have access to housing, education, and healthcare. That is what being a social justice union is about.

If you would like to participate in the UTLA Human Rights Committee, we meet monthly at UTLA before House of Representatives meetings at 4:30 p.m. We believe that our campaign for justice at schools is part of the wider movement for human rights. If you are interested in our work, please feel free to join us.

—David Feldman
UTLA Human Rights Committee Chair

ADVANCEMENT OPPORTUNITIES

Are you ready for a new challenge?
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California State University, Northridge
(818) 677-2591
http://www.csun.edu/coe/elps
Early Education seat open on UTLA Board

Elections to fill vacancy begin in November.

There is an open seat on the UTLA Board of Directors representing Early Childhood Education. To be eligible to run, you must be an active member in good standing for two years and must work at an Early Childhood Education center. Interested members must fill out the declaration of intent form on this page and submit it to Tara Thomas, UTLA Election Committee, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. The election will begin in November, with ballots mailed to eligible Early Childhood Education members, along with information on an online voting option.

**Timeline for ECE special election**

**September 14:** Candidate Declaration form and timeline in the UNITED TEACHER. All other required forms at utla.net.

**October 17:** Deadline to submit Candidate Declaration forms (due by 5 p.m.). Orientation and ballot order meeting to follow.

**November 5:** Candidate statement and photos due by 5 p.m., UTLA, 10th Floor.

**November 26:** Ballots mailed to eligible Early Childhood Education members. Online voting option opens.

**December 10:** Deadline (by 4 p.m.) to request a replacement ballot from Tara Thomas (213-637-5165 or thomas@utla.net).

**January 4:** Online voting closes at 8 a.m. Deadline for ballots to be received. Ballots counted and results announced on www.utla.net. Financial disclosure forms due to Tara Thomas at UTLA by 5 p.m.

**January 22:** Challenges to the election due by 5 p.m. to Tara Thomas, UTLA, 10th Floor.

**January 25:** Ballot results and financial disclosure forms published in the UNITED TEACHER.

**January 28:** Runoff ballots sent if needed.

NOTE: Candidates can submit statements and photos to go with the ballot. They are due November 5 at 5 p.m.

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**Special Early Childhood Education Board election**

There is a vacancy on the Board of Directors for a representative for Early Childhood Education.

Qualifications of candidates: Any person who has been an active member in good standing for the past two years and who presents a Declaration of Intent to Run to the Election Committee shall be eligible to run for any office for which he/she is qualified by affiliation or by category, provided that Board of Directors candidates shall be principally employed at any site in the category in which they are seeking election.

Should you wish to run for the seat, please fill out the coupon below or use the Candidate Declaration form available online and return it by October 17, 2018, at 5 p.m. to Tara Thomas, UTLA Elections Committee, 3303 Wilshire Blvd., 10th floor, Los Angeles, CA 90010. The current UTLA Election Rules apply to this election. Candidate statements and photos are due November 5 at 5 p.m. No faxes or emails for nomination form or statement and photo will be accepted. If you have questions, contact Tara Thomas at 213-637-5165 or tthomas@utla.net.

**Declaration of Intent**

I, (print name as you would like it to appear on ballot)

Do hereby declare my intention to run for the office of Board of Director for Early Childhood Education

| Employee number: | |
| Home address: | |
| Non-LAUSD email: | |
| School: | |
| Cell/home phone: | |

To the best of my knowledge, all of the above statements are true.

| Signature | date
| The Declaration of Intent To Run form must be filed by 5 p.m., October 17, 2018.

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**Bilingual education**

**Multilingual Office leads on language programs, but LAUSD holds back.**

The district’s Multilingual & Multicultural Education Department (MMED), under the leadership of Hilda Maldonado and staffs Lydia Acosta and Mara Bommartio, has been doing an astounding job of researching, promoting, advocating for, and implementing dual-language programs at the speed of light. There are now 150 dual-language programs in LAUSD providing instruction in Spanish, Korean, Mandarin, Armenian, Arabic, and French.

Since the passage of Prop. 58 in 2016, parents of both English learners and English speakers have been able to request these classes for their children. Changes from pre-Prop. 58 are: classes are open to all students, no 30 days of English immersion required before being placed in a dual program, no annual waiver to sign, and the program is ETK-12. This is clear on the benefits of dual language: Participants outscore and out-achieve students in all other programs. We congratulate MMED and the dedicated teachers who make these programs possible.

So given all of this, it is difficult to understand why LAUSD is holding back on ensuring the recruitment and retention of the people who will teach in these programs. LAUSD’s stated mission is to have “every student bilingual and biliterate by 2030.” That’s the year that our current kindergartners will graduate from high school. To make the mission a reality, we need to add 67 dual-language programs a year until 2030. How will we recruit and retain teachers for 67 new programs a year? We look to the more than 150 dual-language programs a year until 2030. How will we recruit and retain teachers for 67 new programs a year? We look to the more than 5,000 native language-speaking teachers without BCLADs who we already have in the district. We encourage those with BCLAD teachers in dual-language programs to serve in the programs they are already qualified to teach in and we compensate them for the work they do.

Institutions of higher learning also must open, reopen, or reinvigorate their bilingual teacher training programs, and this is happening throughout the state of California. What is not happening is the willingness to compensate teachers for their skill, expertise, and work that are required to produce the excellent language programs that our students deserve.

At least 25% of students in LAUSD are English learners. ELs, reclassified students, and Standard English learners comprise 87% of our enrollment. All of these categories are served by Master Plan programs and require expertise and monitoring. Salary differentials are paid only to BCLAD teachers in dual-language classes and only if one-third of the class is ELD 1 or 2. The most common grade for reclassification is second grade (even though research tells us that five to seven years is required to competently learn a language). So the majority of teachers receiving compensation are in TK-2—yet we are providing ETK-12 programs. Every teacher in these programs, regardless of grade level, must be fairly compensated. Salary differential language was last added to our contract 25 years ago.

Our students deserve the best. They deserve qualified teachers and programs that accelerate cognitive development, that raise academic achievement, that lead to higher economic gains in future careers, that promote intercultural awareness and sensitivity, and that connect students to their heritage.

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Get connected to UTLA

Facebook: facebook.com/UTLANow
Twitter: @utlanow
YouTube: youtube.com/UTLANow

—Cheryl Ortega
UTLA Director of Bilingual Education
cortega@utla.net

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United Teacher • for the latest news: www.utla.net

September 14, 2018

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 2018 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 2019 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, published on the UTLA website or distributed in an email message distributed to the UTLA-Retired email listerv.

Section 3. Voter Eligibility
a. Ten (10) UTLA-Retired members and five (5) alternates of the House of Representatives shall be elected at the October 2018 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 2019 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.

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UTLA-Retired election timeline

For UTLA-R House of Representatives & Steering Committee Members, Term of Office 2019-2020.

August 10, 2018: Election rules, timeline and declaration of intent forms will be printed in the UNITED TEACHER. The timeline, rules and intent forms also will appear in September 14 UNITED TEACHER.

August 10, 2018: UTLA-Retired Membership deadline to be eligible to vote for UTLA-Retired House of Representatives and Steering Committee members during the 2018-2019 UTLA-Retired Elections period.

October 5, 2018: Declaration of Intent forms for House of Representatives Members must be submitted to Tara Thomas at UTLA no later than 11:30 a.m.

October 17, 2018: House of Representatives Candidates and Campaign Committees incurring election campaign expenses must submit Candidate Financial Disclosure Report to Tara Thomas on the 2nd Floor at UTLA no later than 10 a.m. Candidates failing to submit the required financial disclosure report shall be disqualified. If no election campaign expenses were incurred, no report is required.

October 19, 2018: Secret ballot voting conducted at 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 balloting (if needed) will take place at the January 26, 2017, General Assembly meeting.

October 23, 2018: Declaration of Intent forms for UTLA-R Steering Committee candidates and Campaign Committees incurring election campaign expenses must submit Candidate Financial Disclosure Report to Tara Thomas at UTLA no later than 11:30 a.m.

January 16, 2019: UTLA-R Steering Committee candidates and Campaign Committees involved in any challenge shall facilitate the appeal. In any case 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.

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

Procedural Stipulations
1. There shall be a verbatim record to be obtained by the same method in all cases of all challenged proceedings/bearings.
2. Candidates involved in any challenge should be provided five (5) days’ notice of proceedings and procedures.
3. Sequenced 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 present any hearing before the Election Committee, UTLA-R Steering Committee, or Arbitrator with five (5) days’ notice.

2018-19 CTA Election Alphabet
BFZTOXMGACNLUQDUJKEVHRYPS

(If the last name of more than one candidate begins with the same letter or more than one candidate has the same last name, the CTA alphabetical order shall be continued to be applied throughout the name, including the first name.)

UTLA-Retired election timeline

For UTLA-R House of Representatives & Steering Committee Members, Term of Office 2019-2020.

August 10, 2018: Election rules, timeline and declaration of intent forms will be printed in the UNITED TEACHER. The timeline, rules and intent forms also will appear in September 14 UNITED TEACHER.

August 10, 2018: UTLA-Retired Membership deadline to be eligible to vote for UTLA-Retired House of Representatives and Steering Committee members during the 2018-2019 UTLA-Retired Elections period.

October 5, 2018: Declaration of Intent forms for House of Representatives Members must be submitted to Tara Thomas at UTLA no later than 11:30 a.m.

October 17, 2018: House of Representatives 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. If no election campaign expenses were incurred, no report is required.

October 19, 2018: Secret ballot voting conducted at 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 balloting (if needed) will take place at the January 26, 2017, General Assembly meeting.

October 23, 2018: Declaration of Intent forms for UTLA-R Steering Committee candidates and Campaign Committees incurring election campaign expenses must submit Candidate Financial Disclosure Report to Tara Thomas at UTLA no later than 11:30 a.m.

January 16, 2019: UTLA-R Steering Committee candidates and Campaign Committees involved in any challenge shall facilitate the appeal. In any case 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.

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2018-19 CTA Election Alphabet
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(If the last name of more than one candidate begins with the same letter or more than one candidate has the same last name, the CTA alphabetical order shall be continued to be applied throughout the name, including the first name.)

UTLA-Retired election timeline

For UTLA-R House of Representatives & Steering Committee Members, Term of Office 2019-2020.

August 10, 2018: Election rules, timeline and declaration of intent forms will be printed in the UNITED TEACHER. The timeline, rules and intent forms also will appear in September 14 UNITED TEACHER.

August 10, 2018: UTLA-Retired Membership deadline to be eligible to vote for UTLA-Retired House of Representatives and Steering Committee members during the 2018-2019 UTLA-Retired Elections period.

October 5, 2018: 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 17, 2018: House of Representative 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. If no election campaign expenses were incurred, no report is required.

October 19, 2018: Secret ballot voting conducted at 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 balloting (if needed) will take place at the January 26, 2017, General Assembly meeting.

October 23, 2018: Declaration of Intent forms for UTLA-R Steering Committee candidates and Campaign Committees incurring election campaign expenses must submit Candidate Financial Disclosure Report to Tara Thomas at UTLA no later than 11:30 a.m.

January 16, 2019: UTLA-R Steering Committee candidates and Campaign Committees involved in any challenge shall facilitate the appeal. In any case 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.

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Procedural Stipulations
1. There shall be a verbatim record to be obtained by the same method in all cases of all challenged proceedings/bearings.
2. Candidates involved in any challenge should be provided five (5) days’ notice of proceedings and procedures.
3. Sequenced 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 present any hearing before the Election Committee, UTLA-R Steering Committee, or Arbitrator with five (5) days’ notice.

2018-19 CTA Election Alphabet
BFZTOXMGACNLUQDUJKEVHRYPS

(If the last name of more than one candidate begins with the same letter or more than one candidate has the same last name, the CTA alphabetical order shall be continued to be applied throughout the name, including the first name.)
Retirees’ corner
By Mignon Jackson
UTLA-Retired Secretary

President’s report: UTLA-R President John Perez spoke briefly about the “State of the District” address given by the new superintendent, Austin Beutner, that called for administrators to be “rule breakers” in their efforts to set the course at their school sites. Perez pointed out that this could translate into contract violations, which would make this school year troublesome. He also stated that UTLA and the district have reached an impasse in negotiations and the next step is to appoint a mediator to get a settlement. Beutner’s attitude is a poor indicator that he is interested in a settlement. Perez then introduced former UTLA/AFT Vice President Betty Forrester to speak about the “Adopt a School” program that has been created to harness the strength and knowledge of UTLA-R members to work with the chapter chairs at the local school sites. More than 100 UTLA-R members already have signed up to volunteer to assist chapter chairs. Many schools are still available for adoption by UTLA-R members (see box on page 18). Perez also spoke about the need for UTLA-R members to continue to support PACE. He emphasized the fact that we are very fortunate to have no monthly premium for our healthcare benefits unlike most other districts throughout the state.

Treasurer’s report: UTLA-R Treasurer Mike Dreebin reported that UTLA-R has a balance of $27,766 and a current membership of 4,208. He also reminded those who were delegates to conferences in June to please submit their requests for reimbursement as soon as possible. Red UTLA-R T-shirts were distributed to all in attendance with the idea that they be worn at rallies and site actions by UTLA-R members. The shirts have white lettering with the UTLA-R logo spelled out on the front and the slogan “Still Fighting for Public Education” on the back.

Health benefits report: Loretta Taggernburger reviewed a Health Benefits FAQ information sheet from the LAUSD Health Benefits Committee that focused on “Does Your Summer Cold Feel Worse Than the Winter One?” UTLA-R members with concerns and issues about health benefits should write to UTLA President Alex Caputo-Pearl and UTLA Treasurer Alex Orozco.

PACE report: UTLA-R Vice President Cecelia Boskin reminded everyone of the importance of members joining PACE through monthly CalSTRS deduction contributions for political action, including the upcoming school board election. She also reported that cash contributions by UTLA-R members over the past year totaled more than $3,000. Contributions can also be mailed to Cecelia Boskin at 3547 Federal Ave., Los Angeles, CA 90066.

Legislative report: Mary Rose Ortega, our legislative reporter, presented a detailed report on the current active retirement-related measures as of August 2018 and the CTA positions on these current bills. She concluded her report with an appeal for UTLA-R members to vote for Tony Thurmond for State Superintendent of Public Education and for Gavin Newsom for Governor.

Election report: UTLA-R Retired Election Chair Bruce Lee announced that the election of 10 UTLA-R members to vote for House of Representatives and five alternates (two-year terms) will be held at the next General Assembly meeting, October 19, from 10 to 11:30 a.m., and the election of the five UTLA-R Steering Committee members (two-year terms) will be held at the January 18 General Assembly meeting from 10 to 11:30 a.m. The filing deadline of “Intent to Run” forms for the House seats is October 5 at 11:30 a.m. A call for “Intent to Run” forms is scheduled for Steering Committee “Intent to Run” the filing deadline is October 23 at 11:30 a.m. All forms are to be submitted to Tara Thomas at UTLA. The election timeline, rules, and intent to run forms are in this issue of the UNITED TEACHER.

Guest speaker: Dana Dillion, chair of the CalSTRS Teachers Retirement Board, presented an overview of CalSTRS: its mission, board members, significant statistical information, financial status, investment plans and history, investment cost management, investment philosophy, institutional investment partnerships, projected funded status, projected contribution rates, and facility needs planning.

Here are some interesting CalSTRS member statistics:
- Members and beneficiaries: 933,410
- Member active members are 52% of membership
- K-12 and community college employes: 1,700
- $1.2 billion per month in benefit payments
- Median age at retirement: 62.9
- Median years of service: 25.6
- Average monthly benefit: $3,985
  (258,550 recipients)
- Median income replacement ratio: 55.7%
- CalSTRS assets: $221.7 billion as of November 30, 2017

Note from the UTLA-R President
Retired teachers pitch in for possible strike.
By John Perez
UTLA-Retired President

Support our active colleagues and Adopt a School for the strike: By now you have heard about negotiations between UTLA and LAUSD are at a critical stage and the possibility of a strike is real. In both previous strikes, 1970 and 1989, retired educators were on the line to support our active colleagues. At the August 10 UTLA-R General Assembly, UTLA introduced the “Adopt a School” program. By adopting a school UTLA retirees are pledging to support their active colleagues if a strike should be called by going to the adopted school and helping out. So far, more than 100 UTLA-R members have signed up to volunteer to assist chapter chairs. I signed up to help at both Roosevelt High, where I taught, and at Poly High near my home and where my daughter Natalia went to school. If you want to adopt a school, see the box on page 18 for more info or send me your name and contact information and we will send you the forms.

Aust Beutner—investment banker and friend of Antonio and Eli: LAUSD Superintendent Austin Beutner has never taught a day in his life, never managed a school as a site administrator, and never been a superintendant of any school district in the state or the nation. He is an investment banker, helped Russia “transition” from communism to capitalism (so too did Trump), was chief Deputy Mayor under Villaraigosa, and says that the pay of the employees of the LAUSD is 17% too rich and our health benefits are 44% too generous. He would undo the recent three-year health benefits agreement. He wants to “downsize” the LAUSD. Someone should give him a copy of a recent Learning Policy Institute report that found after an exhaustive study of the effect of money on student achievement that money does indeed count and that “students benefit from more money.” The president and CEO of the LPI is respected Stanford University education researcher Linda Darling-Hammond.

Why the top 1% love the Republicans and how much the Republicans love the top 1%: Harold Meyerson recently wrote about a new report from the Institute on Taxation and Economy Policy. The institute wanted to know the net effects for the top 1% of the tax policies of the George W. Bush and Barack Obama administrations. They added up the tax reductions for the top 1% under Bush and deducted from that the increased taxes on the rich under Obama and came up with the following: The Bush tax reductions for the top 1% was $2 trillion—yes, trillion! Now the president has just published his proposed 2019 budget. Trump calls for reductions in the Medicaid, Medicare, and Social Security programs. The total reductions he is calling for are—wait for it, wait for it—$2 trillion! If I were in the top 1%, I’d love the Republicans too.

PACE is your health benefits protection policy. The only way to protect our wonderful health plan is to help UTLA elect good people to the LAUSD school board. Ref Rodriguez, the crook, had to resign his board seat because of campaign finance law violations. During the recent All In Campaign UTLA signed up an additional 4,000-plus new PACE members. Prior to this PACE add-on campaign, it had been years since UTLA was able to adequately fund more than one school board race at a time. Now PACE is getting back in the game. More than 230 of our UTLA-Retired members have re-joined PACE, but we have 4,300 members. If every UTLA-R member was a PACE contributor, UTLA-R by itself could donate to PACE more than $800,000 every school board election. If every UTLA-R member and every UTLA-R member was a member of PACE, UTLA could fight every school board race with $6 million. Not enough to equal what Eli and friends are spending but enough to elect good school board members who oppose the privatization of the LAUSD. If you need a PACE add-on card, email me.

John can be reached at vpapabear46@aol.com.
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 take place in the immersive learning environment of the Museum of Tolerance and are offered in one- or two-day formats. Programs include:

• Experiencing the Museum of Tolerance as a laboratory for human behavior.
• Hearing personal testimonies from witnesses to history.
• Engaging in facilitated discussions around issues that matter.
• Participating in customized workshops led by expert consultants, covering topics that may include promoting a positive campus climate; Common Core through a social justice lens; teaching the Holocaust; media literacy; bullying; prevention; restorative justice; and more.
• Lunch and resource materials.

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. Some programs qualify for LAUSD salary point credit.

Essay contest for grades 3-8

FOCAL (Friends of Children and Literature) of the Children’s Literature Department, Central Library, Los Angeles Public Library (LAPL) is sponsoring their annual writing contest for the 2018 FOCAL Award book, *Step Up to the Plate*, Maria Singh, by Uma Krishnaswami. The book is the Children’s Book winner of the American Library Association 2018 Asian/Pacific American Award for Literature. This historical fiction book is about nine-year-old Maria Singh who learns to play softball just like her heroes in the All-American Girls’ League, while her parents and neighborhoods are struggling through World War II, working for India’s independence, and trying to stay on their farmland. Teachers and teacher librarians can share the book, available at your school library or a nearby LAPL branch library, with students in grades 3 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 Luncheon on December 8, meet the author, and receive their own autographed copy of the book. To find out more about the fall essay writing contest, go to http://focalcentral.org. Entries must be postmarked by November 2. Questions about the contest and book may be directed to the Children’s Literature Department, Central Library, at 213-228-7250.

Worksheets in creative writing for salary point credit

Elana Golden, MA, is offering weekly and Saturday classes, with flexible enrollment, on creative writing for salary point credit. Two workshops currently enrolling: “Turn Life Stories Into Literature” (#NA-05-93) and “The Hero’s/Heroin’s Transformational Journey” (#NA-05-12; NA-05-93 is a prerequisite). The skills of creative writing are taught and explored, as well as methods to quiet the critical mind. Small groups, safe and confidential atmosphere. Golden has been certified to teach creative writing to LAUSD teachers for salary point credits since 2010. One salary point credit for 30 in-class hours; two salary point credits with six additional homework hours a week (rewriting, editing, reading). Classes are Monday or Thursday from 6:30 to 9:30 p.m., Wednesday from 1:15 to 4:15 p.m., or the fourth Saturday of each month from 9:30 a.m. to 6:30 p.m. Location: Hollywood near the intersection of La Brea and Melrose. Fee: $300 for each series. To register email Elana at goldenelana@gmail.com or call her at 323-936-2601. For more info: https://thewritingsstudio.biz/lausd-salary-points.

Free conferences for the 2018-19 school year.

• Are you new to the educational profession—five years or less?
• 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 22, 2018, to attend any one of the outstanding CTA/NEA conferences for the 2018-19 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 12, 2018.

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.

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 your name in the October 22, 2018, drawing to be eligible to attend any one of the CTA/NEA conferences for the 2018-19 school year. Rooms based on double occupancy.

Please indicate your preference(s) below.

___Dec. 7-9 GLBT Issues Conference, Palm Springs
___Jan. 18-20 Issues Conference, Nevada
___March 1-3 Equity and Human Rights Conference, Torrance
___March 22-24 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 12, 2018.

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.

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___Dec. 7-9 GLBT Issues Conference, Palm Springs
___Jan. 18-20 Issues Conference, Nevada
___March 1-3 Equity and Human Rights Conference, Torrance
___March 22-24 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 12, 2018.

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 your name in the October 22, 2018, drawing to be eligible to attend any one of the CTA/NEA conferences for the 2018-19 school year. Rooms based on double occupancy.

Please indicate your preference(s) below.

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How To Place Your UT Classified Ad

Print your ad from your computer or use a typewriter. 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 ($15.00). 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 or email Laura Aldana at laldana@utla.net. Mail ad and payment to Classifieds, UNITED TEACHER, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010.
Salary point class on WWII
LAUSD educators and curriculum leaders are invited to take part in the one salary point and multicultural credit course on the National WWII Museum’s From the Collection to the Classroom series called “Volume One: The War in the Pacific.” Class dates, times, and locations are October 13 (8 a.m.–1:30 p.m. at the Museum of the San Fernando Valley), October 20 (11 a.m.–4 p.m. at Fort MacArthur Museum), and October 27 (8 a.m.–1:30 p.m. at the Museum of SFV). Lessons include primary sources, essays, reference materials, and online videos from historians. The course is aligned to ELA and history/social studies Common Core state standards. There is a $25 fee to pay for facility use. Please bring a laptop, if possible, to the first and last sessions. Register online at LAUSD’s My PLN. Look for: Teaching History with the National WWII Museum. Questions? Email frankylikestoteach@hotmail.com.

Evenings for Educators at LACMA
On Rome’s artistic legacy
For more than 30 years LACMA’s Evenings for Educators program has provided K-12 teachers with opportunities to talk about, discover, and create works of art. The 2018-19 season opens on October 23 with “The Eternal City: Rome’s Artistic Legacy,” an in-depth look at the lasting influence of ancient Rome. Join us to explore the Eternal City’s legacy through paintings, sculptures, and decorative arts created over a span of nearly 1,000 years. This session will enrich history, civics and government, English language arts, and geography instruction, and is presented in conjunction with the special exhibition To Rome and Back: Individualism and Authority in Art, 1500-1800. Complimentary parking and dinner for participants as well as a thematic curriculum packet containing discussions of individual artworks, image reproductions, and lesson plans. Tickets are $15 for a single program or $55 for a season pass (four programs total). The program runs from 4:30 p.m. to 8:30 p.m. For more information and to register, please visit http://www.lacma.org/evenings-for-educators. If you have additional questions, please call 323-857-6093 or email educate@lacma.org.

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 2018-2019 school year. Programs for teachers of dual-language immersion; foreign languages (including specialty programs in French, Korean, Mandarin and Spanish for Spanish Speakers); AP Language, Literature and Culture; and ELD 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, call 323-259-2949; email at ocplp@oxy.edu, or visit www.la-stars.net to download information and applications.

Salary point course on stress
The three-salary-point course “Creating a Conducive Environment Through Building Healthy Relationships” aims to reduce toxic stress experienced by teachers. Educators constantly find themselves in stressful situations at home, on the freeway, and at work, but this course helps participants make classrooms a “stress-free” environment for better learning. Enroll today at www.education4equity.com/utla. All classes 100% online.

Salary point class on the culture of the Arroyo Seco
Registration is now open for the professional development workshop “The River Runs Through It: Charles Lummis and the Culture of the Arroyo Seco,” scheduled for two Saturdays, October 13 and 27. Conducted by retired LAUSD teacher Carmela Gomes, the workshop has expanded the professional staff to include retired Mercyhurst University professor Keiko Miller and master Franklin High School teacher Yim Tam. Over the course of the two days, participants walk in the wilds of the Arroyo Seco River, visit the native plant garden maintained by the National Park Service at the Audubon Center, tour the Lummis Home and Garden with a docent, experience the Los Angeles River in new ways with Friends of the Los Angeles River, take part in a walking tour of historic homes in the Sycamore Grove community, learn about the work of Charles Lummis as an archaeologist in Peru at the Southwest Museum, and sit with holders of Tongva and Chumash traditions for a hands-on workshop. To receive one salary point for the workshop, teachers are required to use the information they acquire to create lessons for their classrooms that reflect the concept of a sense of place and to support the Common Core curriculum for their discipline. Workshop fee is $85. Registration form and schedule available online at www.LummisDay.org. Registration closes October 6. For more information: Carmela Gomes, gornescarmela@gmail.com 818-429-8755.
Fall 2018
Teacher Grant

Have a great class project idea?
Each Fall & Spring, California Credit Union awards
10 Teacher Grants of $500 each

California Credit Union supports teachers who make a difference with our Teacher Grant Program. Our credit union was founded over 85 years ago with a commitment to supporting the community and that commitment continues with our Teacher Grant Program, designed to assist educators in funding innovative learning opportunities for their students.

Submit your application and tell us your vision for a special class project.

NOW ACCEPTING APPLICATIONS ONLINE:
ccu.com/teachergrant
Deadline is October 19, 2018

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