Community protests program cuts at UTLA rally

With state budget giving billions to schools, UTLA presses for full rescission of RIFs and restoration of services.

The threat of losing essential programs and staff brought together educators and learners from across the educational spectrum at a UTLA rally at LAUSD headquarters on May 12. The message of the rally: “All the Pieces Matter” in the fight for the Schools L.A. Students Deserve.

As part of its preliminary spending plan for 2015-16 approved in the spring, LAUSD issued more than 600 potential layoff notices, including a significant number to psychiatric social workers and pupil services and attendance counselors, and made deep cuts to SRLDP (School Readiness Language Development Program) and the adult education program. Passionate supporters of these programs and services hit the streets and packed the School Board room on May 12 to testify to the damage these cuts would do to student learning and community support.

Nidia Recinos-Garcia’s daughter attends SRLDP at Grandview Elementary—one of the sites that will lose the program next year if the cuts go through.

“I couldn’t afford to send her to preschool, and I found this program at the last minute, and it’s been awesome,” Recinos-Garcia says. “It’s only 2½ hours a day, but my daughter has learned so much—not only academically but emotionally. She knows her ABCs and also important skills for school like staying in one place and lining up. It’s readying her for kindergarten.”

Grandview SRLDP teacher Ruth Fried has heard the complaint that the program must be cut because it does not generate average daily attendance (ADA) money for the District, but she feels that is deeply short-sighted.

“It’s so vital to offer this kind of career training,” Nuñez says. “My program doesn’t have a dropout rate—it has a drop-in rate. I can’t tell you how many of my students have gone on to careers in construction and as general contractors.”

While the crowd rallied outside LAUSD, UTLA President Alex Caputo-Pearl stood inside the Board room with a group of speakers—SRLDP teacher Ingrid Gunnell, SRLDP parent Gursel Aliyev, PSW Laura Rubalcava, adult ed teacher Laura Vasques, and adult ed student Juan Rodriguez—who urged the Board to rescind the cuts.

RIF fight on multiple fronts

UTLA has been fighting the layoff notices and cuts on multiple fronts. The union has been organizing delegations of parents, students, and educators to visit School Board members in their districts so they can share personal stories of how students will be impacted by the cuts. So far, these delegations have visited with Steve Zimmer, Monica Ratliff, and Bennett Kayser’s staff, with a visit scheduled with George McKenna.

UTLA staff and attorneys have also been representing RIF’d members before an administrative law judge in the official RIF hearings, and more than half of the layoff notices sent to permanent teachers have been rescinded through this process.

New state budget directing billions to schools

From the beginning, UTLA has strongly believed that these layoff notices were fiscally unnecessary. Now the state financial picture is improving even more. As this UT goes on press, Governor Jerry Brown is releasing his updated budget proposal—called the May revise—and it should direct billions of dollars in unexpected revenue to schools and community colleges. LAUSD must approve its final budget for 2015-16 before July, and UTLA will continue to press the District to use all available funding for the rescission of RIFs and the restoration of programs.

Contract vote underscores unity and power

The energy going into the RIF fight has flowed from our contract and health benefits victories and the overwhelming unity members showed at the ballot box in endorsing the agreements. Voting drew a historic high turnout—with 85% of eligible members casting ballots—and the votes were nearly unanimous, with 97% of members saying yes to the contract agreement and 99% passing the health benefits. The LAUSD School Board approved the contract agreement at its May 12 meeting on a 7 to 0 vote.

Neither agreement would have happened without members organizing school sites and taking part in escalating actions, from Big Red Tuesday to the Stand at Grand Rally and faculty meeting boycotts, which gave us strength in bargaining and showed the District our unity and power. The result is a 10% pay increase for members, fully funded health care, and a contract agreement that improves learning and working conditions, sets class-size caps, and lowers
Organizing is constant: Fighting the cuts and readying for more action

By Alex Caputo-Pearl

At the LAUSD School Board on Tuesday, May 12, I shared the podium with Juan Ro- driguez, an LAUSD adult education student. Members of the School Board congratulated UTLA on our contract ratification vote, which had historic voter participation and “yes” vote tallies, and later approved our contract with a 7-0 vote. An extremely important and gratifying, Juan and I, and speakers from SRLDP and health and human services, were there for the purpose of pushing back against program cuts and layoffs. As hundreds of UTLA members and parents, and students rallied outside in our “All the Pieces Matter” action, Juan laid out his story. He had a wonderful childhood in many ways, but he had trouble in school and in the stability of his living situation. He eventually dropped out of school and ended up in and out of jail. Now, years later, with a degree, a stable job, and with an important role as a community leader, Juan says that he simply would not have been able to make this transition without LAUSD adult school educators.

Our programs and members have an enormous influence on people’s lives every day—and yet they are threatened with cuts and layoffs.

As we saw when these layoff notices were first issued, they are not unecessary (no other major school district issued notices this year) and would damage our students’ learning opportunities. The layoffs would be exactly the wrong move just as we are making progress toward rebuilding our schools after years of recession-era cuts.

In years past, UTLA was essentially held hostage in negotiations by the reduction-in-force notices (RIFs) and by LAUSD demanding financial sacrifices or take-backs to save our colleagues’ jobs. Relegating the RIFs to the bargaining table is a bad strategy. It shuts off available avenues of protest and representation, shuts out parents and students and their persuasive voices against cuts. By separating the RIF fight from the bargaining process this year, UTLA avoided being held hostage, got a good contract agreement, and now is more able to broadly organize against the program cuts and layoffs.

We have been fighting the RIF notices aggressively—by protesting at LAUSD school board meetings (as you can see in the SCRAP layer) as well as to the bargaining team. But we have also had to work to hold our members, through the bargaining survey and in-person canvassing, to keep our programs and members buying into a different model of education—building skills in our members and leadership to rank and file, and I thank all those members who show up to the meetings.

Historic contract vote confirms our path

The historic turnout for the contract vote (83% of eligible members voted) and the near-unanimous “yes” votes on both the contract and the health benefits agreements (97% and 99%, respectively) send a powerful message. Internally, they show that our members are buying into a different model of unionism—a social movement union, where organizing of members and parents and students is central to building our community around a broad program is constant. To District officials and those who would privatize public education, the votes are another example of what they have been seeing the entire school year: our unity and power in building and recognizing our victories and in preparing for the next battles.

These agreements were shaped by our members, through the bargaining survey and feedback during school site visit blitzes, and they were won by our members, through our organizing and escalating actions. I can’t say it enough: These agreements would not have happened without you. Would LAUSD have moved so far from its initial 2% raise offer if 1,000 people had rallied at Grand instead of over 15,000? Would they have agreed to crusher the change to class size and student-to-counselor ratios if only a handful of schools boycotted faculty meetings instead of hundreds across the entire city? Participation doesn’t just matter, it’s essential.

All this is cause for optimism and a readiness to keep on fighting for our vision for the Schools L.A. Students Desire and to continue building the organizing muscles and structures, site by site and neighborhood by neighborhood, to do so. Even while we take time to be with family and friends over the summer break (I have a few hiking trips planned with my parents, my wife, and my kids), UTLA will be organizing, and we need you involved, so be checking your emails regularly, and be ready to participate. Here are some issues that will take us through the summer and into next school year:

• Search for the new superintendent: Our schools suffered for years under one of the most top-down, corporate superintendents in LAUSD history and—while we have had some achievements to be proud of having played a key role in holding him accountable—but the corporate reform movement still has great strength, as shown by the millions they are throwing into the campaign for the new superintendent. UTLA will be working with our parent and community partners to make sure we get a new superintendent who is collaborative and responsive to the community.

UTLA COMMUNICATIONS
DIREKTOR OF COMMUNICATIONS: Suzanne Spurgeon
COMMUNICATIONS SPECIALISTS: Kim Turner, Carolina Barranco, Tammy Lynne Gano
ADMINISTRATIVE ASSISTANT: Laura Aldana

President's perspective

Alex walks precincts for the Kayser campaign with his daughter and UTLA Board member Gloria Martinez from Rosamun High.

Editorial information

United Teacher
3303 Wilshire Blvd, R. LA, CA 90010
Email: UTLAnewspaper@utla.net
UTLA main line: (213) 487-5560

ADVERTISING
Senders Communications Group
Bruce Loria: (310) 644-8066, ext. 1107

UNITED TEACHER accepts paid advertisements from outside companies and organizations, including UTLA sponsors and vendors with no relationship with UTLA. Only approved vendors may place UTLA ad. The content of an advertisement is the responsibility of the advertiser alone, and UTLA cannot be held responsible for its accuracy, reliability, or representation of an advertisement should not be viewed as an endorsement or recommendation by United Teachers Los Angeles.

United Teacher (ISSN # 0745-4163) is published monthly (except for a combined June/July issue) by United Teachers Los Angeles, 3303 Wilshire Blvd, 10th Floor, Los Angeles, CA 90010. Subscription: $20.00 per year. Price inclusive in dues/agency fee for UTLA members. Periodical postage paid at Los Angeles, California. POSTMASTER: Please send address changes to United Teachers Los Angeles, 3303 Wilshire Blvd, 10th Floor, Los Angeles, CA 90010. Telephone: (213) 487-5560.

SECRETARY
DANIEL BARNHART

TREASURER
ARLENE INOUE

STAFF DIRECTOR
JEFF GOOD

SECONDARY VP
COLLEEN GURAB

AFFILIATES
AFT, NEA, IFSP, UFOE, CUE, CTA

PRESIDENT
ALEX CAPUTO-PEARL

NEA AFFILIATE VP
CECILY MYRTON CRUZ

EDITOR-IN-CHIEF
BETTY FORRESTER

EDITORIAL INFORMATION

UNITED TEACHER
3303 Wilshire Blvd, R. LA, CA 90010
Email: UTLAnewspaper@utla.net
UTLA main line: (213) 487-5560

ADVERTISING
Senders Communications Group
Bruce Loria: (310) 644-8066, ext. 1107
PRESIDENT'S PERSPECTIVE
(continued from previous page)

• Building power at the UTLA Leadership Conference and through having a complete, updated list of chapter chairs: UTLA’s annual Leadership Convention will be July 31 to August 2 in La Quinta. It’s very important that all schools send representatives to the conference, where we will be holding focused trainings, building organizing structure, and shaping details on key priorities for the coming year. Chairs, co-chairs, chapter parent action liaisons (CPALs), and chapter political coordinators (CPCs) are all invited on a space-available basis. Read more about the conference on page 18. It is also critical that all work sites have their chapter chair elections and report the results to UTLA immediately.

• Expanding connections with parents and the community around school improvement and increasing revenue: Parents will be key to moving forward on many issues, from choosing the new superintendent to building on our contract victories around class size and staffing. Getting a CPAL (chapter parent action liaison) at every site will help us deepen our systematic engagement with parents, community and students. Just as important to the UTLA school team are CPCs (chapter political coordinators), who drive the political work at their sites. Key local points for parent and community work will be building labor/community coalitions to take the lead on school improvement, and continuing our work with the statewide Make It Fair coalition to win more state revenue for schools and social services (read more about Make It Fair on page 5).

• Getting into reopeners: The new agreement calls for contract reopeners in 2015-16 on evaluation and class size, and there are reopeners on salary, class size, and three additional articles each for UTLA and LAUSD in 2016-17. As always, bargaining during reopeners relies on a unified, mobilized membership to be successful. We will also begin to prep for our full contract renewal in June 2017. For that bargaining to be driven by genuine input from members, parents, and the community, we will need to begin a dialogue about the full contract renewal in the coming months.

• Supporting the Alliance educators and UTLA members at charter schools: We will continue supporting the educators at Alliance charter schools, the biggest charter chain in Los Angeles, with 550 educators. They are organizing to join UTLA, and amidst an aggressive and expensive anti-union campaign being run by the Alliance management, they have courageously grown their numbers from 67 to 145 signers for the union, and support is growing among parents and alumni. They also have more than 15 elected officials and community organizations supporting their efforts. Supporting the Alliance organizing efforts is just one part of our broader goals to include our charter school UTLA members more and more into the life of the union.

Organizing is constant. It is not about one campaign, one contract fight, one School Board election—it is how we build long-term strength to fight for the things that are unambiguously necessary for our students and for our profession. Constant organizing allows us to keep engaging with our members and the community, growing our power, winning victories big and small along the way. We have much work to do in our campaign for the Schools L.A. Students Deserve, but we are well on our way. I wish you a fantastic, restful, energizing, and connected (to UTLA) summer—you deserve it. Enjoy.

10% raise is really 10.36%

About the salary increase in the recent contract agreement: Isn’t it really a 10.36% pay increase because the staggered implementation leads to compounding (i.e., a raise on top of an already raised salary)? Why does UTLA keep reporting it as 10%?

—Marc McPhie
Chavez L.A. Teacher Prep

Yes, you are correct. Because each subsequent raise will be calculated on the new higher salary, it will equal a 10.36% increase by January 1, 2016. The math looks like this:

\[
(1.04)(1.02)(1.02)(1.02) = 1.0366 \text{ “cumulative” increase.}
\]

We use the 10% in the interest of simplicity.

What lesson does BIC waste teach?

One main concern that was not addressed in the “Speaking Out” article in the February UNITED TEACHER (“BIC Organizing Success Story”) is the hundreds of pounds of food that go to waste each day with the BIC mandate. Every morning in many LAUSD classrooms, students are told they must get a tray of food whether they plan on eating it or not. Even if the food is uneaten and unopened, students must throw it in the trash. Other schools may not enforce that same rule, but in those schools, all the uneaten, unopened food goes back to the cafeteria, where workers have been advised to throw it away.

We are sending the message that it’s okay to be wasteful. I’ve seen several gallons worth of cold, unexpired, closed milk cartons tossed in the trash by the end of the 20 minutes of BIC. Can’t something be done? If BIC must stay, can’t there be a way to help local food banks, homeless shelters, or simply allow those parents who volunteer to serve BIC to take food home? It breaks my heart and infuriates me to see fresh fruit, cold milk, and hot packaged meals being thrown away every morning. What lessons are we truly teaching the children?

—Gina V. Ramsey
Career Substitute Teacher

In this issue

4 UTLA bus tour highlights school conditions
Parents, students, and educators visit sites to talk about the need for lower class sizes and fully staffed schools.

5 UTLA members step up for tight School Board races
Educators hit the phones and the sidewalks to support our candidates.

6 Q&A on CalSTRS increases

7 WHO award winners
8 Milestones

Correction

The article in the April issue on the Roosevelt community’s fight for a Wellness Center should have included MECHA as one of the campus student groups active in the effort. We regret the oversight.

Send corrections to UNITED TEACHER, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010; utnnews@utla.net.

Don’t forget established services

As a health and human services UTLA member, I do not always feel supported by UTLA, and the recent article about Roosevelt High School’s desire for a Wellness Center in the UNITED TEACHER has reinforced that feeling.

In the aforementioned article, not once was there a mention of the school-based clinic that has been in the middle of the Roosevelt campus for the past 18 years. It is one of the oldest school-based clinics LAUSD has, and it is staffed by three UTLA members! It is a critical support mechanism for the Roosevelt community. It also has more than 15 elected officials and groups active in the effort. We regret the oversight.

—Sherry Hefner-Medrano
District Nursing Services

As part of legislation passed in 2014, member, school district, and state contributions to CalSTRS system are increasing over the next few years, but employees will see a 2.25% increase—not 5%. See a chart of all the increases and when they take effect on page 6. School districts will see the biggest increases of all, jumping from 8.88% to 19.1% by 2020. UTLA did not support this legislation, and we share legitimate concerns that the law is overly aggressive in addressing the funding shortfall and that the increased funding demands will unfairly burden employees and school districts.

4 Pali High contract fight

6 Q&A on CalSTRS increases

7 WHO award winners

8 Milestones

20 Special category chapter chairs

22 Practical matters: health benefits in retirement

24 Openings on the UTLA Board of Directors

28 Retirees’ corner

Get connected to UTLA

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

Passionate supporters of adult ed, health and human services, and SRLDP programs rallied with UTLA against cuts on May 12.
UTLA bus tour highlights school conditions

Parents and educators visit sites to talk about the need for lower class sizes and fully staffed schools.

A big yellow school bus with 25 educators and parents traveled across LAUSD on April 14, making stops at schools along the way to highlight unacceptable learning and teaching conditions. Reporters, including Howard Blume from the L.A. Times and Norma Roque from Channel 34, were on board for different legs of the trip, interviewing the riders as the bus traveled through the city. At each school site stop, the bus riders met educators and parents from the school and held rallies and news conferences.

At the first stop, Alta Loma Elementary, parents from Grandview Elementary caravaned over to join the more than 80 Alta Loma staff and parents at a before-school rally that focused on the need for librarians, nurses, the SRLDP early education program, and improved physical facilities. Parent Cherry Hurd said she is concerned that the school is not staffed to deal with her daughter’s Type 2 diabetes.

“The school has a nurse only three days a week, but my baby has diabetes every day,” Hurd said. “The teachers at her school are wonderful, and one saved her [during an incident], but we need a full-time nurse.”

The second stop was North Hollywood High for a lunchtime rally to decry the huge class sizes there and elsewhere in the District. “You cannot have a college-going culture, much less academic. If you want your kids going to college, then you have to get them in classrooms that are reduced in size.”

The third stop was Robert F. Kennedy Span School, where RFK parents and UTLA members talked with other parents about issues at the school as they arrived to pick up their children. Some of the top concerns for parent activists at RFK are the Breakfast in the Classroom program, other campus cleanliness issues, and lack of nurses for the six-school campus.

The bus’s final stop was LAUSD headquarters, where parents Khalilid Al-Alim, Lucia Huerta, Raquel Martinez, and Cherry Hurd addressed the School Board.

“We are seeing problems in our school,” RFK parent Raquel Martinez told the Board. “In order to have a healthy learning environment, we need clean bathrooms and classrooms. Kids have to be healthy to have 100% attendance. We need staff such as nurses full-time so kids feel supported.”

The tour was a mobile organizing opportunity, giving parents, students, and educators the chance to have one-on-one and small-group conversations on the bus. Because the riders came from all parts of the city—from San Pedro to Pico and Boyle Heights to Venice—they could hear about experiences and conditions in other parts of the District.

“Peter people for teachers and parents to come together and learn they are not alone in experiencing problems,” says Esperanza Martinez, UTLA’s parent/community organizer. “The tour was also a chance to connect their shared concerns to the Schools L.A. Students Deserve campaign and to build awareness that conditions can be changed by working together and holding the District accountable.”

In the middle of the tour, participants stopped at UTLA for a skills-building session on creating compelling narratives when addressing elected officials. As an organizing union, UTLA is focused on developing leaders and building the ability of people to act purposefully on the issues they care about.

The bus tour was organized by UTLA’s PCOC, the Parent Community Organizing Committee, made of representatives from each area of UTLA. The PCOC coordinates the work of building partnerships at the schoolsite level, by providing training and support for CPPAs (chapter parent action liaisons).

The PCOC is committed to continuing to build the capacity of the CPPAs and will be planning more actions of this kind that engage parents and community in our push to build on our contract victory and secure more improvements for our students.

FIGHTING THE CUTS

(continued from the cover)

the counselor-to-student ratio.

“These agreements are the result of 10 months of organizing and they show us the pathway to more victories in the future,” UTLA President Alex Caputo-Pearl said. “The overwhelming member vote signals a readiness to keep on fighting for our vision for the Schools L.A. Students Deserve and to continue build- ing the organizing muscles, site by site and neighborhood by neighborhood, to do so. We are on our way.”

For more on the RIF fight and UTLA’s next steps in organizing, see page 2.

UTLA delegations visit School Board members

Alexis Cooperman (psychiatric social worker), Miguel Flores (East L.A. Skills Center student), Ana Villanueva (SRLDP teacher), Angelica Garcia and family (SRLDP family), Maura Sakhakorn (adult ed teacher), Ana Carbajal (adult ed student), UTLA/AFT Vice President Betty Forrester, and UTLA Secondary Vice President Colleen Schub visit School Board member Monica Ratliff.

Melissa Altovrudo (SRLDP parent), Laura Rubalcava (psychiatric social worker), Shanaa Brudsky (psychiatric social worker), Silvia Leon (SRLDP teacher), Bryan Lopez (adult ed student), and Matthew Crowe (adult ed teacher) meet with Bennett Kayser’s Deputy Chief of Staff Juan de la Cruz and other staff.

Martin Montoya (adult ed student), Karla Tijuda (adult student at Abram Friedman Occupational Center), Daniel Barady (dpst interpreter and adult ed teacher), Ruth Fried (SRLDP teacher), Marifee Brown (SRLDP parent), Tim Sheridan (adult ed teacher), Rosalyn Williams (psychiatric social worker), Shanaa Brudsky (psychiatric social worker), UTLA Elementary Vice President Juan Ramirez and UTLA/AFT Vice President Betty Forrester visit School Board member Steve Zimmer.

Pali High charter educators fight for fair contract

Contract talks for the majority of UTLA members have concluded with the passage of the new agreement, but there are still hundreds of UTLA members at independent charter schools who are engaged in active negotiations. At one of those schools—Palisades Charter High—members are ramping up their fight for a fair contract after management declared that talks were at an impasse. The major sticking points are salary (the school is offering a 4% raise; educators are pressing for 6.5%) and a voice in bell schedule changes. Management has been attempting to change bell schedules through a committee that is not representative of stakeholders. These schedule changes are especially unpopular among students and parents, many of whom have joined the teachers and health and human services professionals in pushing back on this contract demand.

To put pressure on management to settle the contract, the Palisades educators are planning an escalating series of actions, including reaching out to parents, holding petition drives, and picketing in front of school.
Alliance charter educators protest management’s anti-union tactics

By Juan Parrino
UTLA Political Organizer

Educators at Alliance College-Ready charter schools have uncovered proof that Alliance management has instructed its administrators to engage in an aggressive anti-union campaign against its own teachers. At a news conference in April, Alliance educators, backed by supportive elected officials, community groups, parents, and alumni, shared a “smoking gun” piece of evidence—an internal document from Alliance’s home office that guides administrators on how to campaign against unionization.

“The Alliance administration told us they would respect the decision of their teachers, but their anti-union behavior doesn’t feel respectful at all,” said Xochil Johansen, special education teacher at Alliance Marc & Eva Stern Math and Science High School. “This anti-union playbook shows that rather than respect the voices of pro-union educators, the Alliance is doing everything to discourage them.”

In March, 67 educators from Alliance’s 26 sites—LA’s largest charter school chain—announced plans to form a union with UTLA, and support for unionizing continues to grow among the faculty members. Alliance educators are organizing a union to have a collective and effective voice in the decision-making process at Alliance schools and to create the highest-quality learning environment for their students.

Alliance administration initially opposed the union effort by issuing a statement assuring teachers and counselors that they would “support any decision made by employees to join or not to join a union” and later that its intent was “simply to put out facts.” That commitment was short-lived, however, and the internal memo demonstrates that there is a concerted campaign to coerce educators, and even parents, from supporting organizing.

The document is a guide for administrators on how to use personal information in pressuring teachers not to support a union, to illegally block teachers’ access to union information during non-work time, and to attempt to silence pro-union teachers’ voices and encourage anti-union teachers. Alliance officials confirmed for the media that the document is authentic.

“I am shocked and disappointed to know that Alliance is fighting against their own teachers,” said Oelia Carrillo, Stern Math and Science School valedictorian from the Class of 2010. “They are taking resources out of the classroom and fighting teachers on their right to organize.”

The memo also covers how administrators can discourage parents from supporting teachers, something that rankles parents like Frank Alvarez, who spoke at the news conference.

“As a parent I am here to vocalize my support for the educators who are standing up for their right to form a union and for what’s right for my child’s education,” said Alvarez, whose child attends Tennenbaum Family Technology High School.

Alliance educators and UTLA have filed multiple unfair labor practice charges with the Public Employment Relations Board related to Alliance’s actions, which also include interfering with the rights of pro-union teachers to campaign on non-work time and threats of negative evaluations.

Alliance teachers and students support the educators’ union efforts and have filed multiple unfair labor practice charges with the Public Employment Relations Board related to Alliance’s actions, which include interfering with the rights of all teachers to campaign on non-work time and threats of negative evaluations.

Volunteers also joined the efforts for Bennett Kayser (below left) and Scott Schmerelson (below right).

At a news conference exposing Alliance’s anti-union tactics, Alliance teacher Xochil Johansen shared an internal memo that guides Alliance administrators on how to campaign against unionization.

UTLA activists and allies power up campaigns

Such concerted participation is now needed to “Make It Fair” and eliminate commercial property tax loopholes.

By Juan Parrino
UTLA Political Organizer

As this article is being written, UTLA leaders and activists—joined by concerned students and parents—are engaging voters while the School Board runoff election closes in on its final week. Our union is vitally involved in three competitive races where we have endorsed candidates with significant histories of LAUSD service. In District 3 we are seeking to elect career educator Scott Schmerelson. In District 5 we are supporting the reelection of ethnic studies and early childhood education champion Bennett Kayser. In District 7 we have gotten behind the reelection of ethnic studies and early childhood education champion Bennett Kayser. In District 7 we have gotten behind the reelection of ethnic studies and early childhood education champion Bennett Kayser.

At the same time we realize that while UTLA strives to help elect the very best School Board, even the best board is hampered by a lack of sufficient funds. Our schools and other vital public services have for decades operated without adequately adequate funding. Year after year since the passage of Prop. 13 in 1978, funding for California’s schools, community colleges, housing, and critical social safety net services has continued to be slashed. When California voters passed Prop. 13, it created critical protections for homeowners and renters, but it also created commercial property tax loopholes that allow giant corporations to avoid paying their fair share.

This is why UTLA has joined Make It Fair, a diverse grassroots coalition of over 40 organizations—community groups, labor unions and faith-based organizations—organizing throughout California to spread the word about the need for commercial property tax reform. A recent USC report notes that reassessing commercial property at its current value would generate up to $9 billion in additional revenue each year for our state.

Please plan on being part of UTLA’s participation in the Make It Fair coalition effort. Concerted member participation has been at the core of our School Board election efforts, and such participation will be essential to bringing fairness to California’s tax policy.

To learn more about Make It Fair: Contact UTLA Political Organizer Juan Parrino at (213) 368-6216 or jparrino@utla.net.
Q&A on increases in CalSTRS contributions

State Assembly Bill 1469, signed into law as part of the 2014-15 budget, increases member, school district, and state contributions to the California State Teachers Retirement System (CalSTRS) over the next several years. Here’s a Q&A on how the changes are impacting you.

UTLA did not support this legislation, and we share legitimate concerns that the law is overly aggressive in addressing the funding shortfall and that the increased funding demands will unfairly burden employees and school districts.

Why have CalSTRS contribution rates been increasing?

Due to various factors, including the economic downturn after the 2008 stock market crash, CalSTRS has a long-term funding shortfall. If the shortfall hadn’t been addressed, it may have affected CalSTRS’s ability to pay future pension obligations. Under AB 1469, the system should be fully funded within 32 years.

How much more will I be paying?

CalSTRS members saw the first increase in contributions (via payroll deduction) to their Defined Benefit Account last July, when the rate increased from 8% of their salary to 8.15%. That rate will see another increase, to 9.20% for most employees, as of July 1, 2015.

When will the new higher rate affect our paychecks?

The new rate increases for employees after July 2016?

As the law stands now, there should not be further rate increases for employees. AB 1469 grants CalSTRS limited authority for setting contribution rates, and member rates are to remain fixed under statute. The CalSTRS Board will have the responsibility to adjust employer (after 2020-21) and state (after 2017-18) contributions as necessary to be 100% funded by 2046. CalSTRS must hereafter report to the legislature before July 1, 2019, and every five years thereafter until 2046 on the fiscal health of the CalSTRS Defined Benefit Account Program and the unfunded liability.

What can we say to people who say teacher pensions are a drain on the state budget?

Both new and veteran leaders. This year, the conference will be held in La Quinta, during the last weekend in July. To make sure every chapter chair gets invited in time to reserve a room, it’s crucial that we receive the Notice of Chapter Chair Election form as soon as possible.

Return the election form to: UTLA, Attn: Data Processing, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. Fax the form to (213) 637-5161. This year, the PDF form (posted at utla.net/1516nocce) will be submitted electronically by clicking “submit” (or emailing it to membership@utla.net). The UTLA Membership Department will then call the Election Committee chair to verify the details.

Has your school elected a chapter chair yet?

Results should be sent to UTLA ASAP

As UTLA continues our organizing campaign for the Schools L.A. Students Deserve, it’s crucial that we have UTLA representation at each site. Election of 2015-16 chapter chairs, co-chairs, and vice chairs at all UTLA school sites has been completed by now. Current chapter chairs must report the results of the election at their site to UTLA, even if they have been reelected for the 2015-16 term.

Chapter chair election form: A chapter chair election form has been distributed to each chapter for this purpose; it can also be downloaded from utla.net/1516nocce. Any chapter that has not completed and returned the chapter chair election form should do so as soon as possible.

Leadership Conference in July: The annual Leadership Conference is one of the best ways to prepare newly elected chapter chairs, reconnect current site leadership, and reinvigorate our veteran leaders. This year, the conference will be held in La Quinta, during the last weekend in July. To make sure every chapter chair gets invited in time to reserve a room, it’s crucial that we receive the Notice of Chapter Chair Election form as soon as possible.

Return the election form to: UTLA, Attn: Data Processing, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010. Fax the form to (213) 637-5161. This year, the PDF form (posted at utla.net/1516nocce) will be submitted electronically by clicking “submit” (or emailing it to membership@utla.net). The UTLA Membership Department will then call the Election Committee chair to verify the details.

CalSTRS member contribution increases

The contribution rate previous to July 1, 2015, was 8.15% percent.

<table>
<thead>
<tr>
<th>EFFECTIVE DATE</th>
<th>NEW RATE Pre-2013 hires</th>
<th>NEW RATE Post-2013 hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2015</td>
<td>9.20%</td>
<td>8.56%</td>
</tr>
<tr>
<td>July 1, 2016</td>
<td>10.25%</td>
<td>9.205%</td>
</tr>
</tbody>
</table>

School district contribution increases

School district contributions will increase to a total of 19.1% of payroll by 2020.

<table>
<thead>
<tr>
<th>EFFECTIVE DATE</th>
<th>NEW RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2015</td>
<td>10.73%</td>
</tr>
<tr>
<td>July 1, 2016</td>
<td>12.58%</td>
</tr>
<tr>
<td>July 1, 2017</td>
<td>14.43%</td>
</tr>
<tr>
<td>July 1, 2018</td>
<td>16.28%</td>
</tr>
<tr>
<td>July 1, 2019</td>
<td>18.13%</td>
</tr>
<tr>
<td>July 1, 2020</td>
<td>19.1%</td>
</tr>
</tbody>
</table>

Why is a secure retirement for educators so important?

Most retired educators rely on their CalSTRS pension as their primary source of retirement security because educators do not earn Social Security for their CalSTRS-covered employment. In addition, teachers who previously worked in the private sector often see their Social Security benefits reduced or eliminated by the federal Social Security offsets.

Why is a secure retirement for educators so important?

Most retired educators rely on their CalSTRS pension as their primary source of retirement security because educators do not earn Social Security for their CalSTRS-covered employment. In addition, teachers who previously worked in the private sector often see their Social Security benefits reduced or eliminated by the federal Social Security offsets.

Working in California public schools is a difficult, underpaid job—but one that comes with the promise of a well-funded, secure retirement. Undermining that promise would have a calamitous effect on educator recruitment and retention.

Area by area vote results

Below are the results by area of the contract and health benefits agreement vote. Overall, the agreements were ratified overwhelmingly, with 97% of members voting yes for the contract and 99% voting yes for the health benefits agreement.

<table>
<thead>
<tr>
<th>CONTRACT</th>
<th>HEALTH BENEFITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>NO</td>
</tr>
<tr>
<td>North</td>
<td>3,254</td>
</tr>
<tr>
<td>South</td>
<td>3,809</td>
</tr>
<tr>
<td>East</td>
<td>2,315</td>
</tr>
<tr>
<td>West</td>
<td>2,881</td>
</tr>
<tr>
<td>Central</td>
<td>2,148</td>
</tr>
<tr>
<td>Valley East</td>
<td>3,587</td>
</tr>
<tr>
<td>Valley West</td>
<td>4,040</td>
</tr>
<tr>
<td>Harbor</td>
<td>2,698</td>
</tr>
<tr>
<td>Online votes</td>
<td>11</td>
</tr>
<tr>
<td>Total</td>
<td>24,743</td>
</tr>
</tbody>
</table>

Votes by itinerants are included in area totals.
United Teacher • for the latest news: www.utla.net May 15, 2015

WHO awards honor union activists

UTLA/NEA recognizes service with the “We Honor Ours” program.

Spirits were high at this year’s WHO (“We Honor Ours”) awards on April 27 at the Embassy Suites Hotel in Downey. Friends, family members, and colleagues celebrated UTLA activists who fuel the union through their work advocating for their profession, lobbying elected officials, organizing against bully principals, building connections with the community, and much more. This year, 15 union members and a community nonprofit were recognized for their work in providing outstanding leadership and support for public education.

CTA President Dean Vogel, the guest speaker for the night, praised UTLA’s recent contract victories and success in organizing and said that people are talking about UTLA “throughout California and the nation.”

“That’s what happens when you come together with a singularity of purpose,” he said. “And tonight we celebrate the people who hold the union up. Teaching is the toughest job in the world. Doing that is hard enough, but then these people do union work too.”

The awards were given by the WHO Planning Committee, based on nominations from fellow union members. Here is a little more about the unique contributions of each winner.

**Local WHO Awards**

**Fredrick Bertz**

Fredrick Bertz first burst onto the UTLA scene in the 2009-2010 school year as a strong voice for substitute teachers. He spoke regularly at the School Board meetings about the harm that was being done to substitute teachers and the District’s unfair labor practices. It was at this time that he also became a member of the House of Representatives and immersed himself into all things UTLA, learning about other underserved groups and trying to form coalitions with their leadership so that together they would have a stronger voice. It was at this time that he also began attending the NEA RA, where he became chair of the Substitute Teachers Caucus of the NEA. We watched him race around the convention hall as he worked with different state caucuses and leaders to garner support for motions pertaining to substitute teachers. He also worked in CTA to bring substitute teacher issues to the floor. In addition to his work for substitute teachers, Rick has been active in the Gay and Lesbian Issues Committee of UTLA, as well as the LGBT Caucus of both CTA and NEA. He has helped raise money for GALIC’s scholarship program, arranged for his choir to sing at our awards dinner, and arranged for his scholarship program, arranged for his choir to sing at our awards dinner, and

**Aydé Bravo**

Aydé Bravo, a kindergarten teacher at Maywood Elementary, has been an activist for the past seven years. Ayde has been engaged in many organizing campaigns during those years. As a South Area steering committee member, she successfully organized community members for the removal of three bully principals. She has also campaigned against an unscrupulous organization when it attempted to destabilize public schools by misleading parents in their attempt to use the Parent Trigger Law. As the South Area political coordinator, she has been instrumental in helping to get out the vote to win School Board elections. She has also taken on the task of lobbying in our state’s capitol for bills that support and strengthen public education. Ayde has dedicated time and energy to ensure that California schools are properly funded. She has spent valuable time serving as a PACE committee member, a House of Representatives member, a CTA State Council member, an NEA RA delegate, and a South Area UTLA/NEA Board of Director. Aydé Bravo is an outstanding leader and organizer. Her strength, dedication, and compassion make it easy for others to follow her lead. The relationships she has built throughout her years of activism have positively impacted our profession and have made our union stronger.

**M. Victoria Casas**

Victoria Casas is a dynamic leader. As chair of the Teachers Caucus, she holds regular meetings, and member participation has increased under her leadership. Her enthusiasm energizes members and increases their involvement. Victoria sends out weekly updates, keeping the members informed. As a director, Victoria has done an excellent job communicating with her cluster leaders. She is a vital part of Valley East’s steering committee. She serves as the secretary for the CTA steering committee as well as the area meeting. Victoria is also very active in rallies and the “Goodbye Galatzan” campaign. At times it has been a family event, with her husband and children beside her.

**Tomas Flores**

Tomas Flores has taught in LAUSD for 26 years in Title I schools. He has been a proud UTLA member in the East Area, North Area, and currently Central Area, where he is teaching at West Vernon Elementary School. Early in his career, he discovered that LAUSD had disproportionately low numbers in the East Area, where he organized actively against propositions 227 and 189. For the past five years, he has served on the Central Area Steering Committee and in the capacity of Central Area political coordinator to increase members’ political participation. As an elected CTA State Council representative, he serves on the Retirements Issues Committee. Separately, he has represented LAUSD at the Central Area Leadership Conference. This year he was elected treasurer of PACE. He engaged in Bennett Kayser’s first candidacy and now his current reelection campaign. He also worked for the campaigns to elect Monica Ratliff and Dr. George McKenna and has been selected to lobby on behalf of UTLA and PACE in Sacramento and Washington, D.C. Additionally, he is active on the UTLA committees for elementary education, Raza education, human rights, charter school unionization, retirement issues, and the UTLA task force for financial sustainability.

**Donna Horowitz**

School nurse Donna Horowitz has been involved in UTLA for more years than she can remember. Prior to that, she was active in her professional organization for LAUSD, the Los Angeles Council for School Nurses, as their Nurse Issues chair and as a member of the Nurse Liaison Committee. She discovered quickly that in order to make significant changes for the improvement of working conditions for school nurses in LAUSD, and ultimately for students, those changes had to come through the UTLA contract agreement. Therefore, she became co-chair for school nurses for two years and then moved on to serve as chair for the past three years. She is a House of Representatives member and the chair for the UTLA Health and Human Services Committee. She works with the HHS Steering Committee to get contract language in for all HHS members, who are often underrepresented. She works with the Leadership Conference Committee in the planning and organizing of that event. She has given countless hours at rallies, phone banking, organizing school nurses around the UTLA vision, and increasing the visibility of school nurses both within and without UTLA. She is an active member in both CTA and NEA. Donna’s aim is to provide first-class service to the students she serves, their families, her community, and her peers.

**Mel House**

An itinerant P.E. teacher for elementary schools, Mel House has been teaching for 18 years and has been very active in the union for the past eight years. She is chapter chair for all elementary P.E. teachers in the union and is a former UTLA Board member for West Area. She is currently on the steering committee and is a cluster leader in Valley East, while also serving on the UTLA Organizing Team. She is on the GBLC Caucus and State Council for CTA. She is the chair of the UTLA Inner City Committee, a delegate to the NEA Representative Assembly, and is the secretary/treasurer for the UTLA/NEA Board of Directors. She just received the NEA Foundation Award in Washington, D.C., and will be traveling to Peru as a recipient of the award.

(continued on page 26)
Milestones

Passings

A beloved husband, father, grandfather, and teacher, Herman Katz died peacefully at his home in Sherman Oaks on April 12. Katz’ greatest joy and satisfaction came from family, friends, colleagues, and students, who admired and treasured him. The son of a Russian Jewish mother and an American Jewish father, Katz was raised in Boyle Heights, a dedicated educator he devoted more than 50 years to Hollenbeck Junior High and Roosevelt High School, beginning in 1957, in the very community where he grew up. He was the teacher to whom a young and confused Tony Villar went for help at Roosevelt High. Katz offered the young Tony encouragement and suggested that he take the SAT exams and apply to college. That same young man would go on to become City of Los Angeles Mayor Antonio Villaraigosa, who often credited Katz with turning his life around.

Katz’s legacy of compassion and service will be carried on by the countless lives he touched. He will be remembered and missed forever. He is survived by his loving wife, Beverly, of 60 years, two daughters, three grandsons, a future son-in-law, and two future grandchildren-in-law.

There will be a memorial to celebrate his 82-year life in June. Read more reflections on Herman Katz on page 28 of this issue.

In memoriam: Herman Katz

Dealing with Prop. 39 and co-location

New UTLA committee will offer support and resources to schools.

UTLA has formed a new area-based steering committee dedicated to addressing issues with Prop. 39 co-location. The main purpose of the committee is to give support to UTLA chapters that want to fight co-location at their school and to develop a Districtwide and state strategy on needed policy changes. Prop. 39, which lowered the threshold for approving bond measures for school facilities, was passed by California voters in 2000. Embedded (some say hidden) in the proposition was an amendment to the Ed Code requiring school districts to offer “equitable and adequate” unused public space to charter schools, opening the door for charters to move into districts and adequate “unused” public space to charter schools and share tools and techniques for addressing co-location.

Some schools have been pushing back against co-location by uniting with parents and the community. This year, Roosevelt High School mounted a powerful community campaign against co-location, arguing that the space LAUSD identified as “open” was already targeted by the community for expanded student and community services, including a Wellness Center. The outcome for Roosevelt is still unclear, but even when the fight against co-location is not successful, the organizing work prepares the way for future action.

The new Prop. 39 steering committee was born from a well-attended meeting in March involving 60 charter chairs, representing both currently and soon-to-be-co-located schools. The charter chairs spent the day sharing concerns, assessing the impact of co-location, and identifying strategies for pushing back.

The new UTLA steering committee will hold regular chapter chair meetings on Prop. 39—especially when the co-location cycle starts again next school year—so school districts and share tools and techniques for addressing co-location. The next one, to be held on May 20, will prepare charter chairs to ensure that Campus Co-location Committees, mandated for the first time by Superintendent Cortines, meet to make the co-location process as collaborative as possible.

For more on Prop 39 co-location: Go to utla.net for a Prop. 39 Q&A, implementation regulations, District memos, and more useful info. For immediate assistance, contact UTLA Area Rep Christopher Arellano at carellano@utla.net.

Retiring: Ernest Kettenring (above, center), a long-time activist for adult education, is retiring after 30 years in LAUSD’s Division of Adult and Career Education.

Retirements

Adult education will have one less proponent after June 5. Ernest Kettenring, a 30-year teacher in math and social studies in LAUSD’s Division of Adult and Career Education (DACE), has announced his retirement. Ernest departs a career that has touched the lives not only of students but also hundreds of teachers for whom he was a tireless champion for improved working conditions and fair benefits.

Raised in Chino, Ernest’s early path bore little semblance to what would lead to director of adult education for UTLA. Music degrees at CSUs Fullerton and San Bernardino paved the way, in 1976, to Cape Town, South Africa, where he did graduate studies at a British university and played French horn in the South Africa Symphony Orchestra, a stint that lasted four years.

Ernest’s return to the United States was preceded by his traversing up the African continent in a converted army truck. “One bath in five months,” Ernest remarked, recalling a pocketful of experiences like hunting with the Pygmies in the Congo, sightseeing the mountain gorillas in Rwanda, and being hospitalized with malaria in Cameroon. After a full scholarship to the University of New Hampshire for an M.A. in history, he studied Swahili in a doctoral program at UCLA, winning a Fulbright Scholarship for a year’s study in East Africa, and an incidentally distinction as the first-ever teacher of Swahili.

Ernest became active in UTLA in 1992 at the urging of fellow teacher and UTLA leader Julie Carson. Ernest made a speech about increasing adult education teacher tenure hours from 20 to 30 per week. Not only what he said, notes Carson, but how he said it—calmly and enthusiastically—was to become the hallmark of his leadership style. His steadfast research, superlative organizational skills—and in the words of Robert Sucher, an ESL teacher at Abram Friedman Occupation Center (AFOC), “an encyclopedic mind” —earned him respect if not admiration from friend and adversary.

Ernest stood up for adult education teachers at an estimated 200 grievance
Stack the numbers in your favor

Knowing your numbers—like your blood pressure, cholesterol, and BMI—can help you take control of your health. If your numbers need improvement, making simple lifestyle changes can make a difference.

Going in for a checkup is one of the best ways to stay in the know about your health. You’ll learn your numbers, and get valuable information to help you take action and start looking and feeling your best.

Make an appointment with your doctor to see what areas you may need to work on, and how best to prevent conditions like heart disease and diabetes.

Visit kp.org/betterresults for information about routine screenings that can help protect your health.

Stay motivated
Try these ideas for keeping your numbers in check:

Walk it off. Walking is a great way to shed pounds and lower your BMI.

Eat it raw. Rinse fresh broccoli and break off the florets to serve raw with dip or hummus for a heart-healthy snack.

Breathe. Take it easy, it’s good for the heart (and the spirit too).
The search for the meaning of “educator”  
Stories of the countless “other duties NOT assigned” performed by UTLA members.

By Colleen Schwab  
UTLA Secondary Vice President

Being a teacher is more than mastering Common Core (or whatever learning modality is in vogue at the moment), preparing lessons, correcting papers, or administering tests. It is even beyond the scope of educating and inspiring. Teachers must also be advocates and spokespersons for advancing ideas and ideals while protecting against the attacks of those who choose to fund MiSiS over addressing the critical needs of students and educators.

Let’s take a look at the social studies educator who spent hours applying for an award from the Van Nuys Airport’s educational foundation for one of his students. He wanted to recognize her and at the same time build self-esteem and encourage her to continue to do well in spite of obstacles. The educator attended the award ceremony for the student (she was performing in a music program elsewhere) and with honor accepted the recognition she received. The next day the student’s success was announced at the school, bringing great pride to the teacher and joy to the student.

How about the counselor who realized the student could not afford clothing for the school prom? Quickly, the counselor rallied the UTLA members on site to collect funds to enable the student to attend the prom in a new dress! Then there is the teacher who sold donuts with colleagues to support a student who was in need of a kidney transplant and was undergoing dialysis three times a week. Her treatment required the student to take a bus with her mother and younger brother from the Valley to Children’s Hospital, which took two-plus hours each way. The funds the school staff raised provided Access transportation to the hospital (no more bus!), which greatly helped the family.

And let’s look at our educators who see students struggling with their sexuality and reach out to help. One LGBT educator at a high school recognized a suicidal student and gave countless hours of support, resulting in that student returning to school and graduating with top honors.

Our reduction in force (RIF) educators, from SRLDP to adult education, also do the work of “other duties NOT assigned” that surely cannot be measured but are inherent in the meaning of “educator.” I have been to graduation ceremonies at adult education schools in the Valley. You can feel and see the connection the educators have with the students, who are now graduating with high school diplomas or from training for careers (most recently, students graduated from receiving the first training on the road to becoming registered nurses).

Our psychiatric social workers, speech pathologists, audiologists, and attendance counselors—frankly, all the educators who make up UTLA—perform these “not assigned” duties because we are educators: a profession quite unlike all others. These are stories that the public needs to hear. We need to define what an educator is and does. It is time to stop the downgrading of our profession and work together to redefine our profession! In fact, the educator reporter, Annie Gilbertson, whom I mentioned earlier would like to interview educators in this regard, so please send me the stories of your “other duties NOT assigned.” Let’s get the word out!

We must not forget our reassigned/housed teachers. They too have their stories. I remember talking to an educator one evening two years ago. He had just won the top grade award for his school. The next day he was housed and was not told why for almost two years. While there is more work to do in support of our housed UTLA members, we have made strides in the unprecedented language in the new contract agreement. Teachers who find themselves being reassigned are encouraged to call their UTLA Area Representative and attend the Unjustly Housed Teacher Committee meetings. Dates and times are on our website. There is also a box with housed teacher information in the UNITED TEACHER.

Standing up for special ed  
Our special ed educators who are attempting to correct what they believe is the wrong path for some of their students are yet another example of performing “other duties NOT assigned.” You may be aware that the District is looking to close special education centers that service some of our most needy students. While we all want students to have the many positives and benefits of our schools and the tireless efforts of our educators, I will even applaud a principal who called me, off the record, to discuss how to save his music program because he believes the arts are “good for kids.” Yes, indeed, Mr. Principal, you have our support!

We must continue to fill positions with our contract pool teachers and start hiring back off the reduction in force (RIF) list. Please let me know of any open positions that need to be filled appropriately by credentialed teachers in that subject field. It is vital to get our educators back in the classroom and off this RIF list.

During the next few weeks, please do contact me with stories and events about your school that evidence the meaning of “educator.” Let’s let Los Angeles know that the “Angels” in this city are watching over our children and exist in our public schools.

Colleen can be reached at csc hwab@utla.net.

Stories of the countless “other duties NOT assigned” performed by UTLA members.
SUMMER SPECIAL

$70 PER SALARY POINT!
*Until 7/10/2015

- Equipping Students with the Mindset of an Achiever: $120 $70
  Now enrolled: 132  Salary Points: 1

- 21st Century Technology Skills: $180 $140
  Now enrolled: 546  Salary Points: 2

- Microsoft PowerPoint for the Classroom: $120 $70
  Now enrolled: 370  Salary Points: 1

- Microsoft Word for the Classroom: $120 $70
  Now enrolled: 323  Salary Points: 1

- Microsoft Excel for the Classroom: $180 $140
  Now enrolled: 354  Salary Points: 2

- Technology for Math Enrichment: $240 $210
  Now enrolled: 286  Salary Points: 3

- Apple Keynote: $120 $70
  Now enrolled: 166  Salary Points: 1

- ELD Standards: $240 $210
  Now enrolled: 100  Salary Points: 3

- The iPad Enabled Classroom: $120 $70
  Now enrolled: 390  Salary Points: 1

- Gmail and Google Tools: $120 $70
  Now enrolled: 335  Salary Points: 1

Recommended for new customers:

Learn a scientifically proven way to rescue students from negative self-thinking to perform higher in academics.

Our most popular class -- teach your students the skills to stay competitive in a technological world.

Go To: QUIKITECH.com

Online • Self-paced • Up to 1 full year!
Questions? Call 424-256-9789
Advocacy in action

Honoring our activists, joining community fights, and marching on May Day.

What advocacy looks like at the local, state, and national level

By Cecily Myart-Cruz
UTLA/NEA Vice President

In every aspect of UTLA/NEA, advocacy is paramount to ensuring the Schools Los Angeles Students Deserve. Here is a report on recent actions.

Local: UTLA/NEA Who Awards
UTLA/NEA held our annual “We Honor Ours” (WHO) Awards on April 27 at the Embassy Suites in Downey. The WHO awards are given annually to UTLA/NEA members who have displayed exemplary dedication and have given outstanding service to UTLA and its membership. These dedicated award winners can be found working in the background on a variety of issues to uplift the membership, and this year’s candidates were no exception to this rule. The awards ceremony featured outgoing CTA President Dean Vogel, who said, “I’m impressed by all of this year’s winners, because although I know many of them, hearing why they were selected was inspirational.”

One of the highlights of the evening for me was awarding the State WHO Award to CTA Board of Director David Goldberg. I first met David when I was a 16-year-old who had just graduated high school from LACES and was attending camp for the first time. He was our charismatic camp counselor—a really good listener, thoughtful, and a true advocate for the camp students.

Fast forward ten years, when that same camp counselor, now a teacher, reintroduced himself to me in my first years in the classroom and almost immediately asked me to get involved in leadership roles at UTLA.

With his mentorship, he has helped me develop over the years. He consistently identifies and engages new members, has always connected the local to the state, organizes talks between locals, and truly advocates on behalf of the members. He is a bridge builder.

Two weeks ago, CTA State Council held elections for the offices of CTA president, vice president, and secretary/treasurer. I urged folks at State Council to vote for a secretary/treasurer who signified change, collective action, and advocacy, and David was elected. It was an honor at the WHO awards to introduce my camp counselor, mentor, advocate, and friend—and new CTA secretary/treasurer—David Goldberg.

I want to congratulate every awardee on a wonderful accomplishment, and I challenge all UTLA members to get more involved in UTLA, CTA, and NEA. Let’s start identifying new leaders at your school site and in the area as well. They may very well be 2016 WHO Award winners.

Read more about the WHO winners on page 7.

State: Advocacy in Sacramento

I wrote last month in the UT about traveling to Sacramento to advocate on behalf of ethnic studies and charter school accountability legislation for UTLA and CTA. Since that story ran, I have traveled back to Sacramento two times to advocate with CTA. This month, CTA brought more than 50 educators, including two of the 2015 CTA Teachers of the Year, to the capital over a two-day span to talk with legislators. We were able to defeat four bad bills in Sacramento: AB 734 would have expanded the parent trigger laws, AB 1044 would divisive parent trigger laws, AB 1044 would
have removed seniority from being considered when laying off employees, and AB 1248 would have unnecessarily extended the teacher probationary period and taken away due process rights for some teachers. Please see the CTA Educator at cta.org for up-to-date news on legislation.

National: May Day

All over the nation, International Worker’s Day is observed on May 1. It is a celebration of laborers and the working classes that is promoted by the international labor movement. President Alex Caputo-Pearl and I joined Union Del Barrio and hundreds of educators, students, parents, and community members in MacArthur Park to march for workers, immigrants, and communities of color. Where UTLA members and staff joined the Vice President Juan Ramirez and I were (see her report above), UTLA Elementary joined UTLA activists at MacArthur Park through the neighborhood.

Just a few days before May 1, UTLA Retired member Rosemary Lee, UTLA Strategic Research Director Grace Regullano, and I joined faith leaders, sisters, and colleagues in labor and community, environmental, and social justice movements in their 15-day solidarity fast calling on L.A. officials to lift the hourly wage to nothing less than $15.

Wearing symbolic orange rebozos, the “Women Fast for 15” participants did more than talk about wealth inequality—they took action. With more than 80,000 full-time workers earning poverty wages, the cost to taxpayers increases and families struggle. Our children, our students, our schools deserve more, so we stood on the streets and in front of the City Council meeting that day to call on elected officials not to wait to move working families out of poverty.

The Schools L.A. Students Deserve is about the families we serve and the communities our schools are in. It is not enough to just deliver the Common Core standards to our students—we also have an obligation to make the world a place that our students can succeed in. As union members, we must use the power of our united voice to advocate in every arena for support and resources for our students, schools, and communities.

Using the power of our united voice

By Betty Forrester
UTLA/AFT Vice President

On May Day, while Alex and Cecily joined UTLA activists at MacArthur Park (see her report above), UTLA Elementary Vice President Juan Ramirez and I were under the Dragon’s Gate in Chinatown, where UTLA members and staff joined the L.A. County Federation of Labor unions and community organizations on International Workers Day. We marched under a 30-foot by 70-foot American flag and raised demands for a $15-an-hour wage for all, no more DACA/DAPA immigration reform delays, and justice for all communities of color. The march ended at a resource fair in Grand Park. Not too far away, UTLA Treasurer Arlene Inouye and UTLA Secretary Dan Barnhart proudly and loudly joined East Area activists on May 1 in Boyle Heights, where students and community members marched from Mariachi Plaza through the neighborhood.

UTLA activist Rosemary Lee and UTLA/AFT Vice President Betty Forrester take part in the “Fast for $15” rally in April calling for the City of Los Angeles to raise the minimum wage to $15.

Just a few days before May 1, UTLA Retired member Rosemary Lee, UTLA Strategic Research Director Grace Regullano, and I joined faith leaders, sisters, and colleagues in labor and community, environmental, and social justice movements in their 15-day solidarity fast calling on L.A. officials to lift the hourly wage to nothing less than $15.

Wearing symbolic orange rebozos, the “Women Fast for 15” participants did more than talk about wealth inequality—they took action. With more than 80,000 full-time workers earning poverty wages, the cost to taxpayers increases and families struggle. Our children, our students, our schools deserve more, so we stood on the streets and in front of the City Council meeting that day to call on elected officials not to wait to move working families out of poverty.

The Schools L.A. Students Deserve is about the families we serve and the communities our schools are in. It is not enough to just deliver the Common Core standards to our students—we also have an obligation to make the world a place that our students can succeed in. As union members, we must use the power of our united voice to advocate in every arena for support and resources for our students, schools, and communities.

Using the power of our united voice

By Betty Forrester
UTLA/AFT Vice President

On May Day, while Alex and Cecily joined UTLA activists at MacArthur Park (see her report above), UTLA Elementary Vice President Juan Ramirez and I were under the Dragon’s Gate in Chinatown, where UTLA members and staff joined the L.A. County Federation of Labor unions and community organizations on International Workers Day. We marched under a 30-foot by 70-foot American flag and raised demands for a $15-an-hour wage for all, no more DACA/DAPA immigration reform delays, and justice for all communities of color. The march ended at a resource fair in Grand Park. Not too far away, UTLA Treasurer Arlene Inouye and UTLA Secretary Dan Barnhart proudly and loudly joined East Area activists on May 1 in Boyle Heights, where students and community members marched from Mariachi Plaza through the neighborhood.

Just a few days before May 1, UTLA Retired member Rosemary Lee, UTLA Strategic Research Director Grace Regullano, and I joined faith leaders, sisters, and colleagues in labor and community, environmental, and social justice movements in their 15-day solidarity fast calling on L.A. officials to lift the hourly wage to nothing less than $15.

Wearing symbolic orange rebozos, the “Women Fast for 15” participants did more than talk about wealth inequality—they took action. With more than 80,000 full-time workers earning poverty wages, the cost to taxpayers increases and families struggle. Our children, our students, our schools deserve more, so we stood on the streets and in front of the City Council meeting that day to call on elected officials not to wait to move working families out of poverty.

The Schools L.A. Students Deserve is about the families we serve and the communities our schools are in. It is not enough to just deliver the Common Core standards to our students—we also have an obligation to make the world a place that our students can succeed in. As union members, we must use the power of our united voice to advocate in every arena for support and resources for our students, schools, and communities.

Using the power of our united voice

By Betty Forrester
UTLA/AFT Vice President

On May Day, while Alex and Cecily joined UTLA activists at MacArthur Park (see her report above), UTLA Elementary Vice President Juan Ramirez and I were under the Dragon’s Gate in Chinatown, where UTLA members and staff joined the L.A. County Federation of Labor unions and community organizations on International Workers Day. We marched under a 30-foot by 70-foot American flag and raised demands for a $15-an-hour wage for all, no more DACA/DAPA immigration reform delays, and justice for all communities of color. The march ended at a resource fair in Grand Park. Not too far away, UTLA Treasurer Arlene Inouye and UTLA Secretary Dan Barnhart proudly and loudly joined East Area activists on May 1 in Boyle Heights, where students and community members marched from Mariachi Plaza through the neighborhood.

May Day in Boyle Heights: UTLA officers Arlene Inouye (above) and Dan Barnhart joined the community march that began at Mariachi Plaza in East L.A.
UTLA budget challenges

Financial sustainability for 2015-16 and beyond.

By Arlene Inouye
UTLA Treasurer

As the school year comes to a close, we, the officers, staff, and elected leaders, hope that you will have a refreshing and rejuvenating summer. We have had an active year of organizing, also reflected in our spending this past year. Halfway through the year (last February and March), the UTLA Board of Directors and House of Representatives overwhelmingly passed a proposed budget for the upcoming fiscal year, from September 1, 2015, to August 31, 2016. The budget had been worked on since January and was adopted in March, before all of the expenses for the 2014-15 year were fully known. This process coincides with our independent certified audit conducted every year. We received an unqualified opinion (the highest opinion available) from certified public accountants Vasquez and Company, LLP, for the 2013 and 2014 fiscal years, meaning that we have followed all generally accepted accounting principles and the financial statements were presented fairly, in all material respects.

However, it is important to note that in 2011, 2013, and 2014, we passed deficit budgets, meaning that our expenses were to exceed income. Yet when the actual expenses came in, we actually operated in a deficit for the following years: 2006, 2007, 2008, 2010, 2012, 2013, and 2014. As you know, UTLA has seen a decrease of approximately 10,000 members since 2007, while we have faced rising operational costs, including increased costs for member representational services, communications, staff health care and other insurance, organizational expenses, and technology.

Over the past three years we had a budget deficit, with lost income of more than $2.5 million. We have attempted to make cuts proportional to that amount and maintain our basic functions. However, with dropping membership levels and rising costs, we have had an operating deficit for seven budget cycles, due primarily to a dues structure that does not provide enough revenue to cover our annual general operating costs.

- The 2015-2016 budget projects an operating deficit of approximately $1.5 million, which is roughly $425,000 more than the $1.1 million operating deficit approved with last year’s budget. The deficit will be offset by the additional dues revenue from the salary increases in the approved tentative agreement, which will support the organizing expenses that we have incurred over the past year.

- The second installment of the Strike Readiness Fund in the 2015-16 budget will be moved over into the operating account to provide funds for specific categories, such as mobilization, computers, printing, and communications, as the ongoing organizing plans are implemented. As reported last January, the House of Representatives approved by a 96% yes vote the transfer of $3 million from the strike fund to the general fund for strike readiness. As of April, $1 million has been transferred and $332,873 has been spent.

- Most of the increased deficit spending is for structural budgetary items, such as increased costs for staff retiree health benefits and long-needed hardware and software upgrades.

- Our state and national affiliates have contributed 80% of the costs for five new staff positions as part of the UTLA/CFT/ AFT/CTA/NEA Partnership Agreement effective until 2017.

The 2015-16 budget we passed is a conservative spending plan, but costs will likely be higher than our income, even with the addition of the increased dues. The cost-cutting has reached an end point, and we are paying the price for years of neglect of our database system and infrastructure. Members also want increased organizing and services such as legal support.

The budget that was proposed and passed is necessary for UTLA to carry out the priorities of our members. It also brightly highlights the fact that our current dues structure, in which UTLA members pay the lowest dues for membership of any local teachers’ union in the state of California, is unsustainable.

UTLA is at an important crossroads. While the issue of financial sustainability is not new to UTLA, the issue has been accelerated by ongoing trends and events. UTLA was founded in February 1970, when competing unions were brought together under a low dues structure, based on 1.5% of a beginning teacher’s salary. It is a formula that does not account for changes in the educational landscape, such as the expansion of charter schools and the privatization of public education, loss of income through dropping membership, the continuing impact of Proposition 13 on education funding, and the updated dues structure of our state and national affiliates. Furthermore, in the coming year, all public sector unions are anticipating a serious threat to our existence with Supreme Court cases that challenge the collection of agency fees from nonmembers who benefit from union activity. This attack directly impacts UTLA, and we will have a proactive and comprehensive fight back.

This is the right time to address UTLA’s financial sustainability problem, and we are well positioned to take action. Over the past months a broad Financial Sustainability Taskforce has been brought together that includes members from the eight areas of the city; past UTLA leaders, the Budget Committee, and state and national affiliate partners to work on solutions for a financially and organizationally strong UTLA. Together we are laying out an organizing plan that will benefit UTLA not only in the next year, but for years to come. For our members and for the Schools L.A. Students Deserve, UTLA must be a strong, functioning, and thriving union. We look forward to working together with you to meet the challenges for the coming year.

Contact UTLA Treasurer Arlene Inouye at ainouye@utla.net.
ACQUIRE NEW SKILLS AS A CREDENTIALED TEACHER. Founded on a commitment to social justice, inclusiveness, and leadership, our Master and Certificate programs are designed for working professionals aspiring to become leaders in their profession. Our graduate programs provide educators at every level of their career with the training and insight they need to make a difference in the education of youth in diverse communities. Courses are offered on weekends and evenings to accommodate the demanding schedules of credentialed and veteran educators.

EDUCATION PROGRAMS:
- MS in Education: Instructional Leadership Program
- MS in Education: Individually Designed Program
- Certificate: Instructional Leadership
- Certificate: Inclusive and Responsive Teaching*

*Can only be completed concurrently with the Instructional Leadership or Individually Designed programs

Office of Graduate Admission
10 Chester Place, Los Angeles, CA 90007
Tel 213.477.2800 • gradprograms@msmu.edu

www.msmu.edu/utla
Parents and educators protest the plan to severely cut the program in 2015-16.

By Juan Ramirez
UTLA Elementary Vice President

Everyone, from educators to the highest-ranking politician, seems to agree that early education is crucial to building a solid foundation for student success—yet LAUSD is threatening to make cuts to SRLDP, the School Readiness Language Development Program, while also cutting other essential programs, such as adult ed and health and human services.

SRLDP is one of several programs developed in 1979 as part of a court order to help support minority children. SRLDP, the School Readiness Language Development Program, while also cutting other essential programs, such as adult ed and health and human services.

SRLDP focused on three areas: improving teacher quality, increasing parent engagement, and providing opportunities for preschool education. The main objective of SRLDP is to provide prekindergarten opportunities for students and prepare them for their future role as successful learners in LAUSD. As it was originally designed, SRLDP is a comprehensive program that improves not only the abilities of students, but also that of their teachers and parents. Ebrahim Maddahian, Ph.D. of the LAUSD Program Evaluation and Research Branch, concluded in a 1998 report that “SRLDP is a comprehensive, systematic and organized way of improving student achievement . . . . It is recommended that this program model not be expanded only to PHBAO (Predominantly Hispanic, Black, Asian and Other Non-Anglo) schools but to all schools in the District.”

Although the benefits of SRLDP were documented, the budget cuts that occurred in the 2012-13 school year required SRLDP teachers to absorb the additional responsibilities of teaching parents as well as the students. While parent engagement to this day is listed in the mission statement as a high priority and current goal of LAUSD, additional program cuts in the 2013-14 and 2014-15 school years have left no formal time for parents to partake in parent education classes to improve their ability to assist their children. Now LAUSD wants to make even more cuts to this important program.

On March 10, 2015, the Board of Education approved a “fiscal stabilization plan” that would make a 45% reduction in the School Readiness Language Development Program for 2015-16. Under the LAUSD plan, which UTLA is fighting, for the 2015-16 school year, only 171 elementary schools will retain the ability to continue the program. The process for identifying the 171 sites was to rank the schools by LCAP School Needs Index (unduplicated count of free/reduced lunch, English language learners, and foster youth). The top 171 schools were selected to retain the program to meet the needs of the largest possible number of at-risk four-year-olds.

Many of the parent volunteers at schools started their involvement in an SRLDP classroom. Parents understand the importance of being part of their children’s education and are usually the ones who join school committees. I had the opportunity to have my own children in an SRLDP program some time ago, and I witnessed how the parent component helped parents prioritize education of their children. My children all went on to college, and one is now a high school teacher. In this time when we see how difficult life has gotten for many youngsters, I wonder why we don’t spend more money and effort helping youngsters when it matters—when they are small children.

UTLA and our members will continue voicing our concerns and those of parents and children, as we did on May 12 at the rally at the School Board. We should be expanding—not diminishing—SRLDP.
Tips for Teachers
TO BETTER THEIR CAREERS

Ask students to create and share their cultural histories with their classmates.

See course: Building Cultural Competency to Improve Instruction and Student Achievement - LA (2 Salary Points)

About our courses: Earn your Salary Points and Multicultural Credit requirements with our expertly-crafted, classroom-applicable online courses Pre-approved by the LAUSD, take them anywhere, anytime for up to 6 months.

Shop courses at: advancementcourses.com/lausd

---

tip no. 77

---

tip no. 1

---

ENTER THE ADVANCEMENT SWEEPSTAKES

We’ve teamed up with Scholastic to offer you a sweepstakes with prizes that will help advance your career and better your life.

Enter at scholastic.com/advancementcourses by May 31st**

---

6 WINNERS

$10,000 Cash  
+ 3 Free Courses  
(3 Winners)

$2,500 Cash  
+ 2 Free Courses  
(3 Winners)

13” MacBook Air  
+ 1 Free Course  
(3 Winners)

---

PLUS SAVE 15% ON ALL COURSES JUST FOR ENTERING*

---

*Restricts not valid on prior purchases and cannot be combined with other discounts. **NO PURCHASE NECESARY. PURCHASE WILL NOT IMPROVE CHANCES OF WINNING. Sweepstakes open only to teachers who are legal residents of one of the Fifty (50) United States or the District of Columbia and who are 18 years or older. Sweepstakes begins April 17, 2023 at 12:00 a.m. ET and ends May 31, 2023 at 11:59 p.m. ET. Void where prohibited by law. Official rules at scholastic.com/advancementcourses.
United Teacher • for the latest news: www.utla.net May 15, 2015

2015 Leadership Conference
“Organizing for Power” for the Schools L.A. Students Deserve.

The Leadership Conference is the one time of the year when all of the UTLA chapter leaders are brought together at one place and time to:
• celebrate what we have accomplished together over the past year;
• hear about the direction and key priorities for the coming year;
• network with, meet for the first time, or reestablish connections with colleagues and leaders from throughout the city;
• unite around the organizing plan for power in 2015-16;
• hear from inspirational and dynamic speakers, affiliate leaders, and elected officials who have supported UTLA;
• hone your skills and expand your knowledge in more than 20 workshops presented during two sessions around “Organizing for Power;” and
• get ready to organize and continue the fight for the Schools L.A. Students Deserve!

Organizing the movement for the Schools L.A. Students Deserve will continue at the 2015 Leadership Conference. We will build from the gains made possible by the ongoing, site-based, and all-member organizing actions that took place throughout the year. From the school-site picketing and sticker-up day for health care, to the regional rallies, Stand at Grand, faculty and lifetime health benefits, which will be under renegotiation in 2017. We will also fight against the attacks on our pension, seniority, and whom we are as public educators, having been demonized as “greedy and selfish.” We do this together with a broad-based coalition of our labor, parent, and community partners to expose the true intent of the corporate and Wall Street agenda and find long-term solutions such as the redistribution of state and federal resources.

This Leadership Conference in 2015 will help UTLA to leverage our power and tip the scales to our advantage as we further organize, organize, organize. If you are a chapter leader, it is critical that you attend the Leadership Conference. We are also extending the invitation to other UTLA leaders as space permits on a first-come, first-serve basis (see www.utla.net/2015leadershipconference and note the deadline to RSVP and submit registration is June 19). It is imperative that school teams be represented along with representatives from our special categories. This was the first year that we have instituted CPALs (chapter parent action liaisons) and CPCs (chapter political coordinators) as organizing partners—this conference is for you too! Plans are under way as we finalize the speakers, workshops, and general sessions to fully prepare us for the next steps in the Schools L.A. Students Deserve.

We will present an organizing plan that will address our budget, structural, and capacity limitations while also strengthening UTLA internally and externally to maximize our potential for the fight ahead. We are UTLA, the second-largest local union in the nation, and we know that what happens in Los Angeles reverberates across the nation. Let’s continue the movement—July 31 to August 2—as we organize for power in 2015-16!

—Arlene Inouye & Cecily Myart-Cruz

Invitations to the Leadership Conference will be mailed to school leaders after receiving the chapter chair election form. Deadline to register is June 19. More info is posted at www.utla.net/2015leadershipconference.

UTLA CALENDAR

Friday, May 15
UNITED TEACHER Publishes

Saturday, May 16
UTLA Retirement Dinner

Tuesday, May 19
LAUSD School Board Elections

Wednesday, May 20
PACE Meeting
Elementary, Secondary, African-American Education, and Capably Disabled Committee Meetings

Friday, May 22
UTLA-Retired General Assembly Meeting

Monday, May 25
Memorial Day
UTLA Offices Closed

Wednesday, May 27
Board of Directors Meeting

Wednesday, June 3
House of Reps Meeting
Substitute Committee General Meeting

Thursday, June 4
Last day of Instruction

Friday, June 5
Pupil-Free Day

June 5–7
CTA State Council (Westin Bonaventure)

Sunday, June 21
Father’s Day

Rate cuts, not cut-rate.

We’ve Reduced Our Rates for California Educators.

California Casualty is now offering LOWER RATES and BIGGER DISCOUNTS on bundled Auto & Home Insurance policies. You are eligible to take advantage of these unprecedented, members-only savings... even if you’ve quoted with us before. With our new lower rates, exclusive benefits and superior service, we are able to provide a value and peace of mind that are second to none.

Exclusive Member Benefits | Payment Skip Options | Vehicle Vandalism Deductible Waived*

For a free coverage comparison, call 1-866-680-5139 or visit www.CalCas.com/UTLA

CA Lic#0B41343 *Coverages described are subject to availability and eligibility. ©2014 California Casualty

Anything on your mind?

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

Send letters by email to UTnewspaper@utla.net or by fax to (213) 487-3319.
Want to earn a credential or advance your career? We can help.

UCLA Extension offers CTC-approved Intern & Clear Credential Programs in:
• Multiple Subjects (elementary school grades K-6)
• Single Subject in Math, Science, English, Social Science, and Spanish (middle/high school grades 6-12)
• Education Specialist (special education grades K-12)

Advance your career through an added authorization or certificate:
• Autism Spectrum Disorders
• Positive Behavior Support for Teachers
• CLAD through CTEL
• Adding authorizations to existing credentials:
  – Multiple Subject Elementary Methods Course
  – Single Subject Secondary Methods Courses in PE, English, Social Science, Math, and Science

Benefits Include:
• Convenient online courses – perfect for both local & international students
• Enroll any quarter
• Competitive tuition
• Entry-level programs available
• Financial aid & WIB scholarships available on selected programs
• Courses taught by professional experts in the field
• Designed for working individuals
• Practical classroom applications & strategies

To learn more about our many credentials & certificates, visit: uclaextension.edu/UTLAcredential or contact us at credentials@uclaextension.edu or (310) 825-4191.
**Special category chapter chair election results**

Nominations reopened for unfilled positions

The following members have been elected chapter chairs for the following special categories:

- **Adapted P.E.**
  - Chair: Steve Barba

- **Educational Audiologists**
  - Chair: Mallorie Evans

- **Occupational and Physical Therapy**
  - Chair: Hanna Morita

- **Psychiatric Social Workers**
  - Chair: Rosalyn Williams
  - Co-chair: Laura Rubalcava

- **Pupil Services & Attendance Counselor**
  - Chair: Norlon Davis
  - Co-chair: Mary Yuk-Tour

- **School Nurses**
  - Chair: Donna Horowitz
  - Co-chair: Linda Shields

- **School Psychologists**
  - Chair: Julie Schoenfeld

- **Substitutes**
  - Central Calling Area:
    - Central 1: Audrey Linden
    - Central 2: Eddie Smith
    - Central 3: Al D’sa
  - North Calling Area:
    - North 1: Greg Russell (co-chair)
    - North 3: Karen Morgan
    - North 4: Linda Everhart
  - South Calling Area:
    - South 1: Janis Lukstein (chair), Sharon Yee (co-chair)
    - South 2: Francisco Martinez
    - South 3: Richard Grasso (co-chair)

- **Traveling Art, Dance, & Music Teachers**
  - Chair: Ginger Rose Fox
  - Co-chair: Michael Blasi

- **Visually Handicapped**
  - Chair: Vince Fazzi

Nominations have been reopened for the following unfilled special category positions:

- **Central 1, 2, and 3 (co-chairs), North 1 (chair), North 2 (chair and co-chair), North 3 and 4 (co-chair), South 2 (co-chair), South 3 (chair)**
- **Speech & Language**
- **Vocational Education**

---

**UTLA support for housed teachers**

Many teachers continue to be the victims of former superintendent John Deasy’s “teacher jail” system. Caught off guard and often falsely accused, they languish and suffer alone, under house arrest and unsure of what to do. Don’t be a victim of unfair job actions and false charges. UTLA offers support, guidance, and assistance to all rehoused teachers through the Unjustly Housed Teachers Committee. The committee meets monthly at the UTLA building. The next meetings are May 19 and June 2 from 4 to 6 p.m. in Room 904.

Please see UTLA Chapter Chair Elections and Duties at www.utla.net for further information regarding qualifications for this office, duties of the chapter chair, term of office, etc. Groups of 80 or more members may elect a co-chair to assist the chair as needed.
hearing School Board meetings, Article XXX meetings, and on numerous lobbying trips to Sacramento. "His dedication in responding to teachers is second-to-none," adds Sucher.

Ernest considers one of his proudest moments to be winning a teacher $20,000 in back wages. His watch included wrangling with DACE over holiday and illness pay, retiree benefits, and furloughs. In all, he estimates a half-million dollars from the District were returned to teachers. He further provoked the wrath of DACE higher-ups with a spectrum of legal challenges, from misappropriation of funds to Ed Code infractions.

Representing teachers at RIF hearings engages Ernest presently and calls into question how it will be for him to "let go" in retirement. "He’s given so much of himself, so freely,” says Carson, alluding to an anticipated void in his life. Ernest’s answer, in part, may be in his plans to return for a while to East Africa. The other void is filling the shoes he leaves.

LAUSD students were among the more than 3,000 students from across the state who participated in the 2015 Cal-HOSA State Leadership Conference in March in Sacramento. This leadership conference brings California’s Health Occupation Students of America together for three days of competitive events; leadership, skills and knowledge workshops; and idea exchanging.

The Academy of Medical Arts, an LAUSD pilot school, won the Most Entusiastic Chapter award and took first place in the talent show. The students were joined at the competition by their advisors, Terri Ann Sullivan and Sallie Tuitasi, and teachers Matthew Burger, Rebecca Frank, Joel Truitt, and Merri Weir, along with principal Doug Meza.

Sixteen members of the AMA Junior Upcoming Medical Professionals (JUMP) chapter competed in the JUMP conference under the direction of their Caroldale Learning Community teacher, Tricia Brummer, and principal Hoff Brooks. The JUMP students were supported by a team of 10 AMA students who worked with them alongside the AMA advisors all year on Wednesdays after school. In the Health Career Display competition, three teams of Caroldale students were finalists, and Eudin Del Torre won a Bronze Medal in Medical Math in the JUMP category. AMA students also fared well in competition. Freshman Hanna Chan won the silver medal in Healthy Lifestyles, sophomores Victoria Medina and Isabella Martinez won the bronze medal in Health Career Display, and seniors Eden Joy Tuplano, Angela Martinez, Jean David, and Leila Riego won the silver medal in Public Health. Thirty-six AMA students were finalists, or top ten, in their individual or group competitions in Public Service Announcement, Medical Photography, Medical Reading, Public Health, and Health Career Display.

Now the finalists and medal winners will begin work on preparing for the 2015 HOSA future health professionals National Leadership Conference in Anaheim in June. HOSA is a leadership and training organization for students preparing for careers in the health care profession. The mission of HOSA is to promote career opportunities in health care and enhance the delivery of compassionate, quality health care to help students meet the needs of the health care community.

To submit an item: Send details to Milestones, UNITED TEACHER, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010 or utnnews@utla.net. Material must arrive at least three weeks before publication date, and please include a daytime phone number. Photos welcomed. We reserve the right to edit text for length and clarity.

Gardena High School teacher Lakisha Clark was presented with the Outstanding Teacher Award at the Gardena Moneta Lodge and Sunnyside Lodge’s 2015 Public School Award Night in Gardena on April 24.

Downtown Magnets High School English teacher Brian Jacobs has been chosen for a number of prestigious fellowships and grants in 2015. Over the summer he will be teaching in China as a grant recipient of the SABEH Sino-American Bridge for Education & Health, studying climate change in Ecuador as an Earth Watch Institute fellow, and attending the 2015 Program for Teaching East Asia at the University of Colorado, Boulder.

A Graduate Degree in Education For Those Who Expect More

American Public University can help you elevate student success in your classroom setting. Our programs offer dynamic, collaborative approaches for educators that are affordable and 100% online. Learn from a nationally recognized leader in online education. APU offers 190+ career-relevant online degree and certificate programs including:

• Online Learning
• Special Education

Get started today at StudyatAPU.com/utla

We want you to make an informed decision about the university that’s right for you. For more about our graduation rates, the median debt of students who completed each program, and other important information, visit www.apus.edu/disclosure.
Practical Matters

Your health benefits in retirement.

By Judith C. Bruner
Compensation and Benefits Specialist

It may be that you have decided to retire this year. You think you’re all set? Before you have that party, be sure you’ve done what is necessary to carry your health benefits into retirement. Here is what you need to know.

Retirement benefit coverage: To have medical, dental, and vision coverage in retirement, you must:
1. receive a STRS retirement allowance;
2. have no lapse in coverage between your last day of work and the first day of retirement; and
3. meet the service requirements specified in the UTLA/LAUSD Collective Bargaining Agreement, Article XVI, Section 4.0.

For a retirement package, including the LAUSD resignation and benefits continuation forms, contact LAUSD Human Resources at (213) 241-5100. It is very important that you also contact LAUSD Benefits Administration at (213) 241-4262 at least three months in advance of the planned retirement date to confirm eligibility for retiree health benefits.

STRA award letter: When you receive your notification of STRS allowance or “award” letter, send a copy to the LAUSD Benefits Administration, P.O. Box 513307, Los Angeles, CA 90051-1307.

Life insurance: Your basic life insurance coverage terminates on the last day of the month in which you are employed. If you are enrolled in optional life insurance, you have a one-time opportunity to convert to an individual decreasing term policy. Contact ReliStar Life Insurance at (877) 236-6564 within 31 days of your retirement. Be aware that your coverage will equal only 50% of the coverage amount in force while you were actively employed. This amount decreases each year by 10% of your original coverage amount. The minimum coverage amount is never less than $5,000.

At age 65: When you and/or your spouse or covered domestic partner reach age 65, you/they must enroll and remain enrolled in those parts of Medicare for which you/they are eligible. This is a requirement of the collective bargaining agreement. If you participate in Kaiser, you are required to enroll in Senior Advantage and must have Medicare Parts A and B. Secure Horizons (through UnitedHealth Group) also requires both Medicare Parts A and B as does HealthNet HMO under the Seniority Plus program. All of these plans require that the participant fill out a Medicare Assignment Form to enroll. Anthem Blue Cross also requires Medicare A and B, but you are not required to assign your Medicare benefits to the plan. It is not a Medicare Advantage plan as are Kaiser Senior Advantage, Secure Horizons, and Seniority Plus.

If you do not qualify for premium-free Medicare Part A either through your own employment or that of your spouse, you may qualify for the CalSTRS Medicare Benefits Program. The CalSTRS Medicare Benefits Program may pay your Medicare Part A premium provided you meet certain qualifications. Contact CalSTRS at (800) 228-5453 or visit their website at www.calstrs.com for further information (click on “Members” under the top banner, scroll down to Medicare Premium Payment Program, and click).

There is a monthly cost to enroll in Medicare Part B. The enrollee must pay the fee; it is not paid by LAUSD. You can make arrangements to have Medicare B deducted from your CalSTRS retirement allowance. Contact CalSTRS for information on how to activate this deduction.

A retiree who moves out of the service area of their HMO plan can enroll in Anthem Blue Cross EPO.

Spouse and domestic partner coverage: LAUSD-paid health benefits are for the lifetime of the retired employee only. If you predecease your spouse, he or she will not be eligible to continue to receive District-paid health benefits. However, he or she may purchase COBRA continuation coverage through the District. Be aware that your family must notify LAUSD Benefits Administration of the death of a covered employee/retiree within 60 days or the surviving spouse will forfeit the right to elect COBRA continuation coverage. This is outlined in the Open Enrollment materials that go out each year.

If you have questions about your retiree health benefits or need further information, please call LAUSD Benefits Administration at (213) 241-4262.

Eligibility for retiree health benefits: For those hired:
• Prior to March 11, 1984, you must have five consecutive years of qualifying service immediately prior to retirement.
• On or after March 11, 1984, but before July 1, 1987, you must have ten consecutive years of qualifying service immediately prior to retirement.
• On or after July 1, 1987, but before June 1, 1992, you must have 15 consecutive years of qualifying service immediately prior to retirement, or 10 consecutive years plus 10 nonconsecutive years.
• On or after June 1, 1992, your age plus the number of consecutive years of service, when added together, must equal 80. If there has been a break in service, this must include at least 10 consecutive years immediately prior to retirement.
• On or after March 2007, your age plus the number of consecutive years of service must equal 85, with at least 25 consecutive years immediately prior to retirement.

This information is outlined in detail, including info on breaks in service, in Article XVI, Section 4.0 of the UTLA-LAUSD Collective Bargaining Agreement. There is a lot of info in the LAUSD Benefits and Enrollment Guide, and I recommend that you keep it for your records when it is issued.

Warning on FSAs for prospective retirees: If you have a flexible spending account (FSA), be aware that FSAs cease to receive funding when you retire. Reimbursements after retirement are issued only for services rendered while you were active. Claims for services rendered after retirement will not be processed. Retirees have 90 days after the date of retirement to submit claims for reimbursement for services rendered while on active status.
Human Resources Division

Peer Assistance and Review Program
Summer Workshop Schedule

All LAUSD teachers are invited to take ANY of our 6-hour workshops that cover a variety of topics:

- **ABCs of Student Engagement**
  - August 6
- **Building Strong Connections at Gardena HS**
  - July 16
- **Classroom Management**
  - August 5
- **Classroom Management Plus**
  - July 22
- **Common Core Standards-Based Lesson Design**
  - July 29
- **Highly Structured Inquiry-Based Learning in the Common Core**
  - July 14
- **Interactive Direct Instruction**
  - July 21
- **Interactive Student Notebooks grades 4-12**
  - August 4
- **Literacy Strategies in the Common Core**
  - July 28
- **Power of Presence**
  - July 31
- **Using Graphic Organizers to Support the Writing Process**
  - August 7
- **Writing Instructional Objectives Gardena HS**
  - August 3

*All workshops can be applied toward Salary Point Credit!*

*unless noted, all PAR classes are held at the Beaudry Building
333 S Beaudry Ave, LA, CA 90017

Sign Up Through Learning Zone @ lz.lausd.net

1. Enter your Single Sign-On
2. Click on the “Courses Tab”
3. Click on the “Class Offerings” link
4. Choose “Peer Assistance and Review” in the Programs box

LAUSD Human Resources Division

Credentialing and Added Authorization Programs (CAAP)

**TEACH while you earn a new Credential or Added Authorization!**

**Fully Accredited by the Commission on Teacher Credentialing (CTC)!**

**Programs**
- District Intern Program – Preliminary Single Subject (General Education) and Preliminary Education Specialist Program (Special Education)
  - Beginning July 2015
- Clear Education Specialist Induction Program (CESIP)
  - Beginning August 2015

**Added Authorizations**
- Autism Spectrum Disorder
  - Beginning August 2015
- Early Childhood Special Education
  - Beginning October 2015

Details
- **One - Two Year Duration**
- **Cohort Model with Like-Credentialled Instructional Facilitators**
- **Salary Point Credit Available**
- **Tuition Free for Qualified LAUSD Certificated Staff**

For more information, please email DistrictInternProgram@lausd.net, visit http://achieve.lausd.net/DistrictInternProgram, or call 213-241-5466.

UCLA Extension

Applied Behavior Analysis Certificate

Offered Entirely Online!

**This career-building certificate features:**
- Courses taught by professional experts in the field
- Practical classroom applications and strategies
- The convenience of online-learning anytime, from anywhere

The Behavior Analyst Certificate Board, Inc.® has approved our course sequence as meeting the coursework requirements for eligibility to take the Board Certified Behavior Analyst Examination®.

Learn more. Visit uclaextension.edu/ABA or call (310) 825-4581.
Two Special Category seats open on UTLA Board

Elections to fill Adult Ed and Early Childhood Ed vacancies will be held in June.

There are two open seats on the UTLA Board of Directors representing Adult Education and 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 adult education site for the Adult Education seat or an Early Childhood Education center for the ECE. 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 be held in June, with ballots mailed to eligible Early Childhood Education and Adult Education members, along with information on an online voting option.

Timeline for ECE and Adult Education Board of Directors special election

May 15: Nomination forms and timeline in the UNITED TEACHER.

June 1: Deadline to submit nomination forms (due by 5 p.m.), Orientation and ballot order meeting to follow. Candidate statement and photos also due by 5 p.m.

June 8: Ballots mailed to eligible Early Childhood Education and Adult Education members. Online voting option opens.

June 17: Deadline (by 5 p.m.) to request a replacement ballot from Tara Thomas (213-637-5165).

June 25: Online voting closes at 5 p.m. Deadline for ballots to be received.

June 26: Ballots counted and results announced on www.utla.net. Financial disclosure forms due to Tara Thomas at UTLA by 5 p.m.

July 17: Ballot results and financial disclosure forms published in the UNITED TEACHER.

NOTE: Candidates can submit statements and photos to go with the ballot. They are due June 1 at 5 p.m. Go to www.utla.net/bod-vacancy-elections-2015 for more info or email 2015elections@earthlink.net.

Special Adult Education Board election

There is a vacancy on the Board of Directors for a representative for Adult 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 form 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 Area Board of Directors candidates shall be principally employed at any site in the Special Category in which they are seeking election.

Should you wish to run for the seat, please fill out the coupon below and return it by Monday, June 1, 2015, at 5 p.m. to Tara Thomas, UTLA Elections Committee, 3303 Wilshire Blvd., 12th floor, Los Angeles, CA 90010. The current UTLA Election Rules apply to this election. Candidate statements and photos are due June 1 at 5 p.m. No faxes or emails for nomination form or statement.

Declaration of Intent

[Signature]

Date

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 form 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 Area 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 and return it by Monday, June 1, 2015, at 5 p.m. to Tara Thomas, UTLA Elections Committee, 3303 Wilshire Blvd., 12th floor, Los Angeles, CA 90010. The current UTLA Election Rules apply to this election. Candidate statements and photos are due June 1 at 5 p.m. No faxes or emails for nomination form or statement.

Declaration of Intent

[Signature]

Date
The Support Network LAUSD UTLA

Are you interested in National Board Certification for 2015-16?

- Monday, May 11, 2015, 3:30 pm - 8:00 pm
- Tuesday, May 12, 2015, 3:30 pm - 8:00 pm
- Thursday, May 14, 2015, 3:30 pm - 8:00 pm
- Saturday, May 16, 2015, 7:30 am - 12:00 noon
- Monday, June 8, 2015, 3:30 pm - 8:00 pm
- Tuesday, June 9, 2015, 3:30 pm - 8:00 pm
- Thursday, June 11, 2015, 3:30 pm - 8:00 pm
- Saturday, June 13, 2015, 7:30 am - 12:00 noon

United Teachers Los Angeles
3303 Wilshire Blvd., Los Angeles, CA 90010
(Validated parking in rear of building, off Berendo Street)

Please sign up by going to www.thesupportnetwork.net and filling out the online survey or by registering through The Learning Zone. You will receive an instant confirmation once you’ve submitted the survey. Signing up by phone will not be accepted. Walk-ins and latecomers will not be admitted. RSVP will only be accepted up to 48 hours prior to an orientation. 75 participants is the maximum for each orientation.

Please encourage your colleagues to attend a meeting.

TO BE ELIGIBLE FOR THE SUPPORT NETWORK, CANDIDATES MUST ATTEND AN ENTIRE ORIENTATION MEETING.

All information is tentative and subject to change.

You do not need to join TSN to pursue NBPTS certification. Salary points can be earned for The Support Network program.

NBPTS info: www.nbpts.org or call 1-800-22-TEACH
TSN info: www.thesupportnetwork.net or call 213-251-1444

Growing Great Schools One Teacher at a Time

impact sara’s future.

Transform the lives of children with a Master of Arts in Education from Pepperdine.

Graduate Campuses in
West Los Angeles • Encino
Irvine • Westlake Village

PEPPERDINE UNIVERSITY
Graduate School of Education and Psychology
To start your transformation, get in touch today.
310.568.2366 or 866.503.5467
gsep-recruitment@pepperdine.edu
gsep.pepperdine.edu
WHO AWARDS

(continued from page 7)

John Lincoln
John Lincoln first starting teaching as a substitute teacher, then got hired at Le Conte Middle School, where he worked as a sixth-grade teacher for 17 years. The past three years have been spent at Southeast Middle School in the South Area. He has been active in his area, becoming a cluster leader and now the area’s political coordinator. For the past five years he has gone to the NEA Representative Assembly, and he is always seen helping pro-union and pro-public education candidates for School Board and state-level office.

Rodney Lusain
Rodney Lusain is a 20-year veteran teacher of history at Los Angeles High School and has been a vital organizer within the Schools L.A. Students Deserve grassroots coalition. He is an astute member of the UTLA Board of Directors whose intellect is outshone only by that of his daughter, who has been seen at meetings on a blanket with daddy. Rodney has been a tireless soldier in the war against charter co-location and reconstitutions and a sounding voice for equity and civil rights in education.

Karen Lutz
Karen Lutz is a veteran special education teacher of more than 20 years at Del Amo Elementary, where she was successful in getting rid of a bully principal. Her campus is located amidst various toxic industries, and Karen organized her school and community via town hall meetings and a shrewd media campaign against these businesses, which culminated in the AQMD CalFire, Department of Toxic Substances Control, Office of Environmental Health and Safety, and the city of Carson identifying all of the toxic pollutants around her school for a three-mile radius. She is a vital member of the Harbor Area family. She has been a steering committee member for as long as anyone can remember and a Grievance Review Committee member and has served on numerous hiring committees. She is always there when UTLA needs her: organizing, phone banking, as well as patrolling as a frighteningly ruthless security person at demonstrations.

Gloria Martinez
A National Board Certified teacher, Gloria Martinez has been teaching for 14 years, nine of those years as a special education teacher. Her entire teaching career has been at Rowan Avenue Elementary, where her connections to the community helped her organize a fight against colocation at the school. Gloria is a UTLA Board of Directors member for the East Area and a member of the UTLA Raza Education committee, and she also serves on the UTLA Organizing Team. She is a representative to the NEA Representative Assembly and previously served on CTA State Council. As an NEA/CTA member, she attended the NEA His-panic Issues Conference and the CTA Good Teaching Conference this year.

Maria Miranda
Maria Miranda is an outstanding teacher and an amazing organizer. She has worked endlessly to ensure a teacher voice and parent involvement in all decision making at Miramonte Elementary. Her fierce determination was evident and needed when the entire Miramonte staff was removed from their school site without justification. She fought to have teachers returned and continue serving the community they had grown to love. Maria joined the UTLA South Area steering committee, where she became an essential member for organization and change. She accepted the challenge and became a UTLA Board member for the South Area. Maria currently works with some of our neediest schools, connecting parents and teachers to improve school sites. She is also a valuable member of the UTLA Raza Education committee and serves on the Executive PAC committee. We know that her dedication and strength is immediate and that she is an integral part of South Area. UTLA is lucky to have an emergent leader like her in the horizon.

Brian Muller
Brian Muller has been a devoted member of, and leader in, UTLA. At the site level as a chapter chair, he has protected the rights of members and fought for the Schools L.A. Students Deserve before it became a slogan. At the area level, he has served as a dedicated steering committee member, as a reliable cluster leader, and as a thoughtful House member and PAC member. He has recently been appointed as an area political coordinator to advance the cause of public education through political means. Brian has also lent his insight at the state and national level by serving on the CTA State Council and NEA Representative Assembly. Through all of his service, Brian has been a passionate advocate for fairness and equity. He can always be counted on to follow through on anything he signs on to do, and he never turns down critical work. UTLA is stronger for his efforts.

Loren Scott
An eighth-grade science teacher at Cochran Middle School, Loren Scott has been very active in the union for the past six years. In fact, since then, you could barely go to a function that the West Area is part of and not see him there. He’s the guy who does whatever is needed. Whether it’s videotaping a conference, sitting at registration handing out name tags, being at a door handing out name tags, being at a door, working security, or stage managing a big production, Loren has done it for UTLA. The very definition of committed to the union, he even met his wife at a union event. His union resume is a mile long, with local, state, and national experience, but these days, he concentrates most of his time on politics. He currently serves on the CTA’s ABC, which is the CTA political action committee. He is UTLA’s PACE vice chair for political candidates, and he is the West Area political coordinator. In
some capacity, he has worked on every campaign UTLA has run since he was first elected to PACE.

**Debby Solis**

Debby Solis has been a special education teacher for nine years and has been at Arminta Street Elementary School for eight years. She is the chapter chair of her school, and she is on the steering committee and is a cluster leader for the Valley East Area. As a cluster leader, she is in charge of rearranging all the clusters in Valley East for the current school year and assigning them to cluster leaders. She is a member of the House of Representative and a part of the charter school organizing committee. Within CTA/NEA, she is a member of the elections committee; she is also a member of CTA State Council and very much involved in the Special Education Committee. She was elected to the UTLA/NEA Board of Directors and is a delegate for the Representative Assembly. Debby is passionate about making sure that everyone has an equal voice in education. She is a fighter and truly believes that we must be involved in order to bring about the positive changes needed.

**State “WHO” Award**

**David Goldberg**

A third-generation UTLA member, David Goldberg has been dedicated to supporting our members for nearly two decades. David became UTLA’s youngest elected leader when he became UTLA treasurer in 2005. As a CTA director, David has spent the last six years focused on building a better connection between CTA and UTLA. He has been an active member in CTA’s charter school workgroup and participated in the charter school blitz and the first CTA charter school summit. David participated in developing the long-term strategic plan. His organizing skills always come to great use. During the fights for Proposition 30 and against Proposition 32, David was often called on to speak for CTA. He even debated Molly Munger, the sponsor of a competing tax measure. And no one can forget his participation in CTA’s State of Emergency events—he was one of the leaders arrested at the capitol. Now he will continue leading the way as CTA’s secretary/treasurer-elect. For his dedicated service in fighting for public educators in California and bringing unity and strength to UTLA and CTA, UTLA/NEA is proud to present a State WHO award to David Goldberg.

**Community Gold “WHO” Award**

**Labor Community Strategy Center**

The recipient of the 2015 UTLA/NEA Community Gold Award is the Labor Community Strategy Center, a long-time advocate for the less powerful and ignored communities of our city. The center is a think tank/act tank that has been leading in community organizing and civil rights since 1989. Its campaigns, programs, and publications are rooted in working-class organizing skills always come to great use. The CRC has been an active member in CTA’s charter school workgroup and participated in the charter school blitz and the first CTA charter school summit. David participated in developing the long-term strategic plan. His organizing skills always come to great use. During the fights for Proposition 30 and against Proposition 32, David was often called on to speak for CTA. He even debated Molly Munger, the sponsor of a competing tax measure. And no one can forget his participation in CTA’s State of Emergency events—he was one of the leaders arrested at the capitol. Now he will continue leading the way as CTA’s secretary/treasurer-elect. For his dedicated service in fighting for public educators in California and bringing unity and strength to UTLA and CTA, UTLA/NEA is proud to present a State WHO award to David Goldberg.

**Deadline to submit resignations is June 1**

If you’re considering employment in another district, you must submit your resignation by June 30. If you have not submitted a voluntary resignation by that date, the District will hold you to your contract for the 2015-16 school year. Holding you to your contract means that should you still elect to leave LAUSD, the District will place you on a “termination leave” until June 30, 2016. This is considered “abandonment of the position,” and such employees cannot work for another school district while on termination leave without jeopardizing their credential.

The District may make exceptions to the above, based on extenuating circumstances. Requests must be submitted to the District in writing and will be evaluated on a case-by-case basis.

**First Financial Home Loans are Designed to Fit Your Budget!**

Whether you wish to purchase a new home or refinance to a lower rate, First Financial can help! We provide members with access to some of the best home financing options available.

- First Mortgages with No Points, No Fees!
- Purchase and Refinance Options
- Fixed Rates
- Home Equity Lines and Loans
- Wallet-Friendly Terms
- And More!

Get pre-approved for your home loan today!

Call: (800) 537-8491  Click: www.ffcu.org
Visit: Our Los Angeles location at 5115 Wilshire Boulevard (or your nearest branch)
Note from UTLA-R President

By John Perez
UTLA-Retired President

Health benefits renewed for two more years: The Health Benefits Committee (HBC) has successfully negotiated a new agreement that extends our current benefits for two more years (2016 and 2017). The agreement allows for a third year (2018) if certain conditions are met.

This is a victory for UTLA, the HBC, and you. The major source of funding for our health benefits will come from the Health Benefits Reserve in the LAUSD budget. The reserve totaled a bit more than $300 million in March 2015, and the reserve will not drop below $160 million, according to the agreement. Another source of funding will be an EGWP (Employer Group Waiver Plan) that allows employer plans to lower costs without lowering benefits. The cost to fund our plans will top $1 billion in 2016 and is estimated to grow to more than $1.162 billion in 2017. So even though our benefits are safe for another two years, the District has signaled that the things they have tried to negotiate into our health benefits plans over the years are still things they want. The District still wants to put a date certain into our contract at which time no new employees would be eligible for lifetime benefits. They want to have everyone pay a monthly charge to help pay for the premiums, and they want relief from the fact that the cost to insure retirees who are not yet 65 years old is HIGHER than the cost to insure active employees. Because of Medicare, the cost to insure retirees older than 65 is less than half what it costs to insure retirees under 65 and 30% less than it costs to insure our active colleagues. UTLA’s leadership believes that the negotiations for a new health benefits agreement that will start in 2017 may be very contentious.

The Republican plan to destroy Social Security: Everyone but the Republicans in Congress knows that Social Security and Medicare work; just ask any senior who is benefiting from these wonderful government programs. Just about every family in America has a parent or a grandparent who uses and depends on Social Security and Medicare. The claims that Social Security is going broke and that the retirement age needs to be raised, and benefits cut, is just that—claims! Study after study has shown that if the cap (currently about $118,000) on earnings subject to the Social Security tax were lifted, Social Security would be sound for just about forever.

If every student is entitled to equal access to the curriculum, how can that be accomplished if the teacher and the student do not speak the same language? Teach the student English, we say. But how will that equal access happen when the student is in the very early stages of English language proficiency, ELD 1 and 2? There are ways to assist students in this difficult period if they are not fortunate enough to have curriculum delivered in their own language.

If teachers are assigned correctly, the chances of students understanding what they are being taught will almost certainly increase.

If every student is entitled to equal access to the curriculum, how can that be accomplished if the teacher and the student do not speak the same language? Teach the student English, we say. But how will that equal access happen when the student is in the very early stages of English language proficiency, ELD 1 and 2? There are ways to assist students in this difficult period if they are not fortunate enough to have curriculum delivered in their own language.

Firstly it’s important to understand that more than 200,000 students in LAUSD are ELs, and 94% of them are Spanish speakers. All the other languages in combination make up the other 6%. So, while remedies should attempt to address all ELs, this is overwhelmingly a Spanish language issue.

When the matrix is created at a school, the administrator must make every effort to ensure that, as far as possible, all students have equal access, a philosophy grounded in the 14th amendment of the U.S. Constitution.

Was the matrix at your school prepared by fulfilling specific District requirements?

If there are any on site. This is to provide support, not instruction, in the student’s language.

Support may consist of translation or clarification in the primary language. If there are no BCLAD teachers, a CLAD teacher with A-level fluency should be assigned. If there are no teachers with any level of fluency, a bilingual paraprofessional would be a solution.

3. Classes are assigned by seniority within the category in which a teacher is qualified to teach.

If there are ELD 1 and 2 students who are neither newcomers nor in primary grades, teachers need to look for answers. Could the student have a disability? Is the disability language-based or, more broadly, learning-based? Higher-grade teachers with low ELD-level students must consider these possibilities.

If teachers are assigned correctly, the chances of students understanding what they are being taught will almost certainly increase and we will more likely meet the standard of equal access.

Bilingual Education Committee: There were some new attendees at the April Bilingual Ed Committee. We had a serious discussion about how to begin implementing our version of the “Minimum Education for All” initiative. With about 7,000 BCC/BCLAD teachers in the District, we are hoping that more of you will be excited about helping roll out this outreach. Please do come to the June 3 meeting at 4:30 p.m. in Room S28 of the UTLA building (3303 Wilshire Blvd., LA 90010).

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

UTLA bulletin board

Upcoming meetings

MAY 20
Elementary Committee: 4 p.m., UTLA building.
Secondary Committee: 4 p.m., UTLA building.

African-American Education Committee: 4 p.m., UTLA building.
Capably Disabled Teachers Committee: 4 p.m., UTLA building.
PACE Committee: 6:30 p.m., UTLA building.

MAY 22
UTLA-Retired General Assembly Meeting: UTLA building.

JUNE 2
Unjustly Housed Teachers Committee: 4 p.m., UTLA building.

JUNE 3
UTLA House of Representatives: 6 p.m., UTLA building.

The following committees also meet on the same day as the House of Representatives from 4:30 p.m. to 6 p.m. (unless noted) in the UTLA building: Arts Education Committee, Asian-Pacific Education, Bilingual Education Committee, Chicano/Latino Education, Gay & Lesbian Issues, Health & Human Services, Human Rights, Inner City, Instructional Coaches, Kindergarten Teachers, Library Professionals (4:45-6 p.m.), Middle Schools, Multi-Track/Year-Round Schools, Non-Classroom/Non-School Site, Options Committee, Physical Education Action and Dance, Professional Rights & Responsibilities, Pre-Retirement Issues, Senior Flexibility Council, Student Affairs, Teacher Relations, School Readiness Language Development Program, Secondary School Counselors, Special Education, Violence Prevention & School Safety, Women’s Education.

Substitute Committee General Meeting: UTLA building.

Perez can be reached at 323papabear6@att.net.
workshops run from 9 a.m. to 5 p.m. The "Valuing Difference" is July 11 and 12. The "Cultural Competency" is June 7 and 14, and societal impacts, and effective communica- tions. The salary point workshops cover experiences in Latin America to investigate and compare the distinct historical, cul- tural, and political contexts through which beliefs and expectations about gender have emerged in the region. Participants will gain an understanding of the role and experienc- es of women from the pre-conquest period through the 21st century and recognize how women have played an instrumental role in their societies. Interdisciplinary pre- sentations will explore concepts that have structured Latin American beliefs about gender as well as historical figures such as Frida Kahlo, So Juana Ines de la Cruz, and La Malinche. Sessions will also examine women’s social movements, the experi- ences of female guerrillas, and women’s soccer. Approved for two LAUSD salary points (multicultural). Registration: $125 (includes parking, breakfast, and course materials). Visit www.international.ucla.edu or (310) 825-4572. For K-12 teachers will examine women’s stories of female guerrillas, and women’s soccer. Approved for two LAUSD salary points (multicultural). Registration: $125 (includes parking, breakfast, and course materials). Visit www.international.ucla.edu or (310) 825-4572.

 Salary point workshop on women in Latin American History at UCLA

This five-day workshop (June 15 to 19) for K-12 teachers will examine women’s experiences in Latin America to investigate and compare the distinct historical, cultural, and political contexts through which beliefs and expectations about gender have emerged in the region. Participants will gain an understanding of the role and experiences of women from the pre-conquest period through the 21st century and recognize how women have played an instrumental role in their societies. Interdisciplinary presentations will explore concepts that have structured Latin American beliefs about gender as well as historical figures such as Frida Kahlo, Sor Juana Inés de la Cruz, and La Malinche. Sessions will also examine women’s social movements, the experiences of female guerrillas, and women’s soccer. Approved for two LAUSD salary points (multicultural). Registration: $125 (includes parking, breakfast, and course materials). Visit www.international.ucla.edu or (310) 825-4572.

Art Center offers 2015 Summer Institute In Design-Based Learning

Art Center College of Design is offering its 2015 Summer Institute on July 22 to 24 and 27 to 28. The Summer Institute for Teachers is an intensive five-day interactive workshop based on a methodology called Design-Based Learning. Design-Based Learning taps students’ natural creativity to develop higher-level thinking and enhance comprehension of the K-12 curriculum. The institute offers four salary credits, and this course is open to K-12 educators, principals, administrators, college instructors, and after-school program directors and staff. Scholarships available. For more information, please visit www.artcenter.edu/teachers or contact Paula Goodman, director of K-12 programs, at (626) 396-2347 or paula.goodman@artcenter.edu.

Salary point PD at the Skirball

“Teaching Through Storytelling” is a salary point PD for K-5 teachers at the Skirball Center. The session will run June 23 to June 25, from 8:30 a.m. to 3:30 p.m. Storytelling, has the power to enliven your classroom curriculum and to inspire students to develop creative modes of communication and collaboration. In this three-day workshop, participants will participate in hands-on, artist-led workshops; design interdisciplinary lessons that support language arts, social studies, math, and science curricula; receive early registration for Skirball 2015-2016 school tours; and more. One salary point available (details upon registration). Fee: $100 per person for all three days (includes light breakfast and program materials). Limited space; advance registration re- quired. To register: Skirball.org/teaching-through-storytelling. Questions? Email teacherprograms@skirball.org.

Los Angeles schools have a critical shortage of well-prepared special education teachers. Earn your Special Education Mild / Moderate teaching credential and make a difference in someone’s future.

Intern teachers start working as paid classroom employees while completing program requirements with extensive support from the university and school. Teachers certified in other credential areas may qualify for an accelerated program and reduced tuition.

Program Benefits:

• 100% online
• Accelerated program available
• Financial aid available
• Designed for the busy adult learner
• Instructors who are experts in the field

Visit uclaextension.edu/UTLASped or contact us at credentials@uclaextension.edu or (310) 206-8342.

UCLA Extension

Want to make a difference? Become a special education teacher.
Free LAUSD arts education workshop

Would you like to bring the arts into your classrooms? Would you like to incorporate more project-based learning to stimulate and engage your students? If so, LAUSD’s Arts Education Branch is offering a free four-day workshop this summer. You can receive one salary point if you attend all four days, and two points if you also complete homework. Each day you will learn foundational skills in a different art form: dance, music, theater, and visual arts. These skills will be presented in a clear, easy-to-replicate manner so you can repeat the activities in your classes. You will be participating and practicing the art forms, so this is not a dry lecture-based PD. In the afternoon, you will have the opportunity to participate in integrated lessons and collaborate with job-alike teachers to brainstorm and plan cross-curricular projects that use the art forms and address the Common Core state standards. The classes will be taught by LAUSD’s four arts advisors. All four instructors are classroom teachers who now work as instructional coaches, helping others to teach the arts. Each class contains many resources and tips. Additional arts integration strategies will be taught by LAUSD’s four arts advisors. All four instructors are classroom teachers who now work as instructional coaches, helping others to teach the arts. Each class contains many resources and tips.

Salary point class on SoCal architecture

Expand your knowledge of local architectural wonders by enrolling in “Vaunted Mansions: So Cal's Architectural Wonders of the Early 20th Century.” The class will visit the Gamble House, the Hollyhock House, and Greystone Mansion. This District-approved class is open to all K-12 teachers and is worth two salary points; it will also expose participants to resources that can supplement their teaching. Class will meet at Francis Polytechnic High, on August 15, 22, 29, and September 12, at 8 a.m. From Poly High, participants will commute to the three locations (one each class day, except for September 12). The course fee is $175 per unit, preregistered ($185 on the first day), which includes course materials and breakfast, site admissions, and docent-led tours. Enrollment is limited.

Salary point class: Classroom management through connection and compassion

Echo Parenting and Education is offering a two-day salary point workshop for K-12 teachers. Instructors will share a range of tools to support teachers in navigating classroom conflicts in ways that help children and youth to thrive and help maintain the quality of connection you really want with your students. Participants will walk away with critical information about behavior, the brain, and strategies to support students who have experienced trauma; communication and conflict resolution skills; and alternatives to classroom management systems based on punishment and rewards that don’t address the roots of behavior or create the quality of connection that you want with your students. Details and logistics: Classes will be held on Tuesday and Wednesday, July 28 and 29, from 9 a.m. to 5 p.m. at 1226 North Alvarado St., Los Angeles CA 90026. Cost of the class is $225 (limited partial scholarships available). One salary point available, with homework. For more information or to register, visit www.echoparenting.org or email glnaresh@echoparenting.org. Registration deadline is July 14.
The places you’ll go!

Get your Vacation Loan today

Rates as low as 7.99% APR*

Apply online, by phone, at a branch
(800) 334-8788 · californiacu.org

*APR = Annual Percentage Rate. Subject to change without notice. Rate as of 5/1/15. Your rate and term will be based on your credit history. Rate shown includes 0.25% discount for direct deposit of your paycheck into a CCU checking or savings account and 0.25% discount for automatic payment.