Reclaim the School Board: Elect Defenders of Public Ed

School board majority hangs in the balance in 2020 elections.

UTLA has endorsed a powerful team to take back the LAUSD School Board from privatization forces in 2020. All four of our endorsed candidates walked the picket lines with educators, parents, and students during our historic strike to defend public education.

**Jackie Goldberg** is a longtime teacher and legislator committed to championing public education and holding the charter industry accountable.

**Patricia Castellanos** is an LAUSD parent and founding member of the Reclaim Our Schools LA coalition, which helped organize communities to support our strike.

**George McKenna** is an advocate for underserved students and for increased funding for schools and special education.

**Scott Schmerelson** is a longtime LAUSD educator who knows how important it is to invest in school staff and protect the board from undue corporate charter industry influence.

The school board election is March 3, with mail ballots dropping February 3. With four out of seven board seats up for election, our future hangs in the balance. None of the seats currently held by people bankrolled by privatizer money are on the ballot this round, which means we must win all four seats to have the team we need. We need allies on the board to build on our contract wins and:

- **Send more resources to our schools to lower class size and hire more nurses, librarians, counselors, psychologists, and social workers.**
- **Protect public education from privatization and policies that would rate schools as failing and then hand them over to charters.**
- **Safeguard our healthcare, which is up for negotiation in 2020 and subject to school board approval.**

**Take action for our team**

**Are you in one of the voting districts?** Chapter chairs have rosters that indicate if you are registered to vote in one of the four board districts on the ballot. Check the roster and then sign the UTLA School Board petition and commit to supporting our candidates.

**Now is the time to join PACE:** Billionaires can’t teach our kids — and they shouldn’t be able to buy our elections.

Build our political power for the March 2020 primary elections by signing up for UTLA’s Political Action Council of Educators at www.utla.net/pace.

**Gear up for our field campaign:** We’ll be reaching out to voters one on one in the coming months. Talk to colleagues about joining together for precinct walks and phone banks.

More on endorsements on page 5.
Our strike shifted the narrative: Now, we win more

From organizing for the School Board to considering Bernie Sanders

By Alex Caputo-Pearl

UTLA President

We keep seeing the positive impacts of our strike. Take a moment and feel pride in your days in the rain on the picket line. In my chapter leader advisory votes special education teacher, UTLA chapter chair, and an LAUSD Teacher of the Year. She teaches at Van Gogh School, one of those closest to the Saddleridge fire. Lisa and others across the San Fernando Valley were incensed by LAUSD’s flat-footedness in responding to the fire. Schools should have been closed and should have remained closed until they were rigorously cleaned and the air quality improved. LAUSD needs a plan, developed with stakeholders, for fire safety in the future.

Lisa, her co-workers, and parents, working with UTLA staff, used structures they built in the strike to organize a protest at Van Gogh. Using cluster connections strengthened during the strike, educators and parents from eight surrounding schools attended the vibrant action on less than 24-hour notice. It was packed with media. Read more on the protest in the box on page 3. Olivia Cortes, vice chair at Frost Middle School, said, “It made me so proud to be at Van Gogh in solidarity with so many other schools.” Randall Pollack, chapter chair at Frost, said, “Simply put, our students saw democracy in action today.”

During the action, the crowd applauded LAUSD School Board Member Scott Schmerelson, who criticized LAUSD’s poor judgement during the fire. Bonds with Schmerelson had been deepened during the strike, as he pushed LAUSD to settle. Everyone is ready to work for his re-election in March 2020.

All LAUSD secondary counselors to be hired as a result of the strike. Education and human services providers and special education teachers are on the UTLA/LAUSD Task Force demanding information to prepare for reopened bargaining.

The LA School Board finally started collecting over-allocation fees from under-enrolled co-located charter schools—they owe more than $6 million from not using space they were given.

The LA School Board is set to kill Nick Melvoin’s school rating system.

What Bernie Sanders started with his endorsement of the Schools and Communities First state funding measure has taken off: candidates Pete Buttigieg, Julian Castro, Kamala Harris, and Elizabeth Warren have now endorsed it. One-time allies in the Chicago Teachers Union, who inspired the country with their 2012 strike, are on strike again, referencing our class size, staffing, and Common Good Strike wins as inspirational.

We continue to fight on all fronts. We have initiated the grievance process won during the strike because LAUSD has not met its obligation for hiring nurses this year. Our members are at the bargaining table through rights we won during the strike, negotiating on LAUSD’s pilot inclusion model. We have our three contract reopeners for January 2020: salary, including bilingual differential; special education, including health and human services staffing; and class size. There’s a detailed look, issue by issue, on how we’re enforcing the contract on pages 6 and 7.

Time to lead nationally: Considering Bernie Sanders

Donald Trump supports privatizing schools, is undermining unions, and is attacking the communities of our students. We must defeat him in 2020.

The Democratic Party will not beat Trump if it continues to attack its own base. By supporting underfunding of schools and unregulated growth of charters, Democratic Party leadership has attacked its own base of people of color and working-class people. By supporting underfunding of schools, is undermining unions, and is attacking the communities of our students. We must defeat him in 2020.

If even if we defeat Trump, the Democratic Party will not address the most important issues in education without radically changing its approach. Bill Clinton perhaps more to start charter-ization than any other president. Barack Obama doubled down on that with support for charters, standardized testing, competition for scarce funds through Race to the Top, and more. Because of our strike, we are asked across the country whom we are supporting for US president. We have an opportunity and responsibility to push the Democratic Party so that it can beat Donald Trump, and have good education policy.

The UTLA Board of Directors and House of Representatives voted overwhelmingly—35-1 and 134-6—to say that Bernie Sanders is the candidate we should consider endorsing. Bernie’s robustly anti-union, Democratic Party leadership has undermined the pay, job security, and working conditions of educators, a job dominated by unionized women. Another attack on its base.

Our strike’s bounce effect

Far beyond the above, our strike continues to bounce, with profound positive impacts. Consider the following from the last month:

• Governor Newsom signed Assembly bills 1505 and 1507, the first major efforts to regulate charter authorization in decades.

• LAUSD has complied with our first ever class-size caps in the vast majority of classrooms, with our Class Size Task Force working with the few schools that need assistance.

• There are fewer Prop. 39 charter co-locations than any time in the past six years.

• More than 80% of schools reporting on the UTLA Chapter Power Survey stated their Local Leadership/Governance Councils are functioning.

• LAUSD has exceeded the number of secondary counselors to be hired as a result of the strike.

• Health and human services providers and special education teachers are on the UTLA/LAUSD Task Force demanding information to prepare for reopened bargaining.

• The LA School Board finally started collecting over-allocation fees from under-enrolled co-located charter schools— they owe more than $6 million from not using space they were given.

• The LA School Board is set to kill Nick Melvoin’s school rating system.

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Winning the school board elections is key

To continue our momentum, we need to win all four seats in the school board elections of March 2020. We have endorsed a set of candidates earlier than we ever have before. George McKenna in Board District 1 and Scott Schmerelson in Board District 3 have been powerful voices against privatization and in support of investment in classrooms and respect for educators. Jackie Goldberg, in five short months since her election to Board District 5, has powerfully shifted the balance of power on the board.

We have endorsed Patricia Castellanos in Board District 7. This seat is being vacated by Richard Vladovic because of term limits. It’s an open seat, it will play an outsized role in forming the balance of power on the board. Paty has been a friend and leader in labor/community movements in LA for 20 years, having worked for SCOPE and LAVEE, and having walked the picket lines with us. She is a parent of a LAUSD student in San Pedro, and grew up in Carson—both critical battlegrounds in District 7. She was a student at Caskill Elementary, the school that captured the city’s imagination in its victorious struggle to keep GANAS charter from opening. Paty co-founded Reclaim Our Schools LA, the community coalition that organized nightly protests at Monica Garcia, Austin Beutner, and billionaires’ houses during the strike.

This crucial campaign has begun. Read more on the cover and contact your chapter chair to see which board district you live in, and sign your commitment to vote for our candidates if you live in 1, 3, 5, or 7. Talk to your chapter chair about volunteering.

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

October 18, 2019

President’s perspective
Parents and educators demand protocol for fire emergencies

LAUSD must answer for lack of leadership during Saddleridge fire.

Wearing air-filter masks and chanting for safer schools, parents and teachers from Valley schools rallied outside Van Gogh Elementary on October 15 to protest LAUSD’s handling of last week’s Saddleridge fire, including being slow to close Valley schools on Friday and reopening impacted schools too soon on Monday.

After the school district sent a memo on Monday claiming that all impacted sites had been deep-cleaned and were safe, Van Gogh staff and students arrived to find ash-covered desks and smoky classrooms. Special education teacher Lisa Bennett was one of several educators who moved classes outside to protect themselves and their students from stinging eyes and burning lungs. Many other LAUSD schools close to the fire zone reported similar stories. “The stench inside and in the neighborhood was atrocious,” said Bennett. “Someone should have made an executive decision before doors opened and said we need to shut this down, end of story. It’s our health we’re talking about and the health of our students and their young lungs.”

Parents and educators are demanding that the district work with school and community stakeholders to develop a protocol for fires and other natural disasters. Surrounding school districts, private schools, charter schools, and colleges, including CSU Northridge, were all appropriately closed on Friday when the fast-moving fire triggered mandatory evacuations and road closures. Starting at 5 a.m. on Friday morning, UTLA leadership urged LAUSD to close all schools in the Valley. “Our district failed us and failed our kids,” Frost Middle School chapter chair Randall Pollack said at the Van Gogh protest. “We need to get together and get true leadership in times of crisis because, guess what? This is going to happen again. I hope what we’re doing today will start a conversation that should have been started a long time ago.”

Backed by Valley educators and parents and UTLA President Alex Caputo-Pearl (left), Van Gogh teacher Lisa Bennett blasts the district for opening schools on Monday to less-than-healthy conditions.

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The strength of his K-12 plan makes him the top pick for educators.

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Updates on contract implementation at the school and district level.

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Strike wins have tangible impact.

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Twitter: @utlanow
YouTube: youtube.com/UTLAnow
UTLA engages members in possible Bernie Sanders endorsement

Engaging the power we built through our strike, UTLA is moving forward with a unique member engagement process to consider an endorsement of Senator Bernie Sanders for US President in the Democratic Party primary. In considering Sanders, we join educators across the country who have made “teacher” the top profession of donors to his campaign because of his compelling platform for education and labor.

WHY EDUCATORS ARE TOP DONORS TO SANDERS CAMPAIGN

Sanders is taking on the privatization movement
Public education and unions have faced bipartisan attacks for 30 years, and Bernie Sanders is the first major candidate for president in decades to take a tough stance against privatization and the billionaires who fund it. His Thurgood Marshall Plan for Education will place a moratorium on charter expansion and ban for-profit charters, and his Workplace Democracy Plan will create the conditions for working people to build power through unions and challenge economic inequality.

Sanders is the only major candidate with a progressive plan for K-12 public education
His plan aligns with Our New Deal for Public Schools and would:
• triple Title I federal funding;
• increase new teacher pay to a minimum starting salary of $60,000 nationwide (with adjustments for cost of living and other factors);
• fund IDEA (special education) at 50%, above the current 18% level;
• target federal funding for sustainable Community Schools; and more.

Sanders has the electability to win
As the electorate becomes more diverse, defeating Donald Trump will require a candidate who can motivate a wider coalition of voters. With some of the highest polling points among independents, Sanders is second only to Biden with African-American voters.

Sanders’ Medicare for All plan will help public employees
LAUSD spends over $1.1 billion a year on employee healthcare, and it is the No. 1 issue that LAUSD goes after in negotiations every few years. Sanders’ Medicare for All plan would change that dynamic and simplify negotiations. Under Medicare for All, our coverage will stay the same or get better, and comprehensive plan includes a requirement that any savings that an employer achieves under the new healthcare system be redirected to employees in the form of wage increases.

TIMELINE: MEMBER ENGAGEMENT PROCESS

September 11: UTLA Board of Directors votes 35 to 1 to begin exploring an endorsement process for Senator Bernie Sanders.

September 18: UTLA House of Representatives votes 135 to 46 to confirm the process to explore endorsing Sanders.

October 2: Chapter leaders discuss endorsement at the UTLA Area meetings.

October 3-November 12: UTLA chapters discuss the merits of the potential endorsement.

November 13: An up-or-down advisory vote on a Sanders endorsement held during the UTLA Area meetings. All members are welcome to participate in this vote.

After November 13: The UTLA House of Representatives considers the advisory vote in a separate meeting and makes the final decision on the endorsement.

This is the most open and democratic process that UTLA has ever engaged in for an endorsement. In our constitution, the right to endorse candidates resides with the House of Representatives, often with recommendations from PACE and the UTLA Board. This current process is far broader as it involves chapter leaders engaging with members from every chapter in LA.

No PACE money will be donated to any US Presidential campaign. This endorsement is meant to support the candidate who best reflects our issues and has the best chance to win. Most of the major candidates have sparse or no education platforms, and our endorsement could influence the other candidates to develop a strong K-12 public education platform.

Paid for by Political Action Council of Educators (United Teachers-Los Angeles), (213) 487-5560. Not authorized by any candidate or candidate’s committee.
The historic Schools and Communities First measure has a wider path to victory now that it has been refilled with stronger language. The improved language expands protections for small businesses, ensures the funding is distributed more equitably (including an increase for high-poverty school districts such as LAUSD), and strengthens zoning language to ensure large corporations cannot avoid property reassessment.

Beginning next month, UTLA will join our coalition partners in gathering signatures to get the revised measure on the November 2020 ballot. The original version easily qualified, blowing past the $85,000 signatures required with 860,000 submitted. It is the first commercial property tax reform ever to gain enough signatures to qualify for the ballot.

**Schools “treading water” since recession**

The Schools and Communities First measure will reclaim $11 billion annually for schools and local communities by reforming California’s controversial Proposition 13 and taxing commercial property at fair market value, closing a loophole that has allowed multinational corporations to reap fortunes while refusing to put in their fair share.

When Prop. 13 passed, commercial owners and homeowners contributed about equal shares of property tax. But now, because residential homes do not change hands and are reassessed far more often than large commercial properties, residential owners pay almost three-quarters of state property taxes.

The funding from SCF is desperately needed in a state that ranks 44th in per-pupil funding. Recent increases in school funding have only put schools back where they were before funding was drastically cut during the recession in 2008.

“Since the recession, we’ve been treading water,” says Aragon Elementary teacher Koren Cea. “SCF would generate an estimated $11 billion a year for schools and services. Imagine the arts and science programs we could fund and the nurses, counselors, and librarians we could hire. This is our shot at getting sustainable funding for all the resources we went on strike for.”

**Los Angeles critical to the win**

Corporate interests and anti-tax advocates have pledged to spend as much as $100 million to defeat SCF. As we saw with Measure EE last spring, business interests have no problem exploiting class and race divides to stoke fear in voters.

Our work in Los Angeles to connect with the community will play an outsized role in countering the corporate narrative and delivering the win. For SCF to pass, the measure will need large margins in the state’s major cities.

“The time is up for the corporations reaping fortunes while refusing to put in their fair share,” Baldwin Hills Elementary teacher Marie Germaine says. “This is our chance to make history and start a new legacy of investing in our future instead of starving schools and communities of needed resources.”

- **Take action:** UTLA will be rolling out petitions at the November 13 Area meeting. Talk to your chapter leadership about being part of this historic effort.

**The School Funding Imbalance**

<table>
<thead>
<tr>
<th>Residents pay our fair share</th>
<th>Corporations do not</th>
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<tbody>
<tr>
<td>72%</td>
<td>28%</td>
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</table>

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**On strike: Chicago educators fight for the future**

The educators who transformed the union landscape with their vibrant strike in 2012 are back on the picket lines.

When CTU struck in 2012, it was the first teachers’ strike in a quarter-century. With the public siding decisively with the teachers, expectations were raised across the country that workers could fight, strike, and win. Since then we’ve seen strikes in places like West Virginia, Oklahoma, Arizona, Oakland—and our own historic strike in LA in 2019.

UTLA’s student-centered strike demands are reflected in CTU’s proposals, which emphasize lower class sizes, more nurses and guidance counselors, and more social services in a school district that primarily serves students of color. Chicago teachers are also pressing Common Good proposals and demanding that the school district take a stand on larger issues that affect the community, including curbing charter school expansion, supporting campaigns for affordable housing policies, and protecting immigrant students. UTLA educators won a number of our Common Good demands during our strike, including support for immigrant families, a program to end disruptive “random” student searches, and expansion of green space on campuses.

Chicago Public Schools has the money for CTU’s demands: The district is collecting more than a billion dollars a year in additional revenue, yet CPS’ current $7.7 billion budget is sending less into classrooms this year than last year.

“In the richest country in the world, if students aren’t getting what they need, the issue is not a lack of money but a lack of political will,” UTLA President Alex Caputo-Pearl said. “If elected leaders are not capable of leading on reinvestment, then teachers, parents, and students will continue taking to the streets to defend the essential civic institution of public education. We stand with Chicago educators in their righteous fight.”

- **Latest info:** Check UTLA’s social media feeds for developments and ways you can support our sisters and brothers in Chicago.
Enforcing the contract to make our victories real
Strategic contract implementation at the school and district level.

Our strike resulted in significant advancements on virtually all of our contract demands, forcing the district into a massive reallocation of funding toward the needs of our schools. Some of those victories, like the 6% retroactive pay increase with no healthcare cuts, have already been implemented, while others will either be implemented in 2019-2020 or phased in over the next two school years. Some of these victories will require the hiring of more staff, some will require school site administrators to more effectively allocate resources, and others will require both chapter level and district-wide monitoring of progress. What is clear is that it will take all of us to hold the district accountable for fulfilling our contract.

Chapter Power Checklist: The Checklist is a new tool to track how contract implementation and chapter building is happening across LAUSD. Preliminary results from the first round of the Chapter Power Checklist show that the vast majority of schools are in compliance with the new class-size caps, and 81% of chapters reported having Local School Leadership Councils, which is crucial to exerting our school site power. Chapter leaders are completing another round of the Chapter Power Checklist this month. Data is incredibly important for our next steps.

Contract enforcement & current bargaining: Look for UPDATE in the chart below for the latest information and check the regularly updated bargaining page at utla.net.

<table>
<thead>
<tr>
<th>Issue</th>
<th>What We Won</th>
<th>Chapter Enforcement</th>
<th>Districtwide Enforcement</th>
<th>UPDATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurses</td>
<td>Nurse in every school, 5 days per week, by 2020-21</td>
<td>Chapter Chair reports number of days per week with a nurse</td>
<td>Ensure 150 hires for 2019-2020 and an additional 150 hires for 2020-2021</td>
<td>District has not met its hiring obligation and we have initiated the grievance process.</td>
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<tr>
<td>Teacher Librarians</td>
<td>Teacher librarian in every secondary school, 5 days a week, by 2020-21</td>
<td>Chapter Chair reports number of days per week with a teacher librarian and ensures compliance with BOE resolution maintaining Library Aide positions</td>
<td>Ensure 41 hires for 2019-2020 and an additional 41 hires for 2020-2021</td>
<td>UTLA is still confirming that district has met hiring obligation of 41 new teacher librarians.</td>
</tr>
<tr>
<td>Counselors</td>
<td>Student-counselor ratio of 500-1 at every secondary school by 2019-2020</td>
<td>Chapter Chair tracks and reports student-counselor ratio at school</td>
<td>Ensure hiring of at least 17 secondary counselors for district to meet student-counselor ratio</td>
<td>Hiring obligation of 17 secondary counselors has been exceeded.</td>
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<td>Class Size</td>
<td>Enforceable caps and averages through the elimination of Section 1.5 and a yearly reduction in caps, building toward full realization of the class size cap numbers in the full contract by 2021-2022</td>
<td>At Norm Day, Chapter Chair tracks and reports the total number of class size and caseload violations</td>
<td>Ensure greater class size reductions at 75 elementary schools and 15 middle schools, identified by the district as “high need”</td>
<td>Nearly all classes and schools are in compliance with class-size agreement. UTLA working with handful of schools that have struggled the most with meeting the terms of the agreement.</td>
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<td>Special Education</td>
<td>Class size and caseload reductions, tighter language for enforcing caseload and class size caps, two release days to complete federally mandated assessments for all Special Education teachers, and requirement that LAUSD provide caseload and class size reports</td>
<td>At Norm Day, Chapter Chair tracks and reports the total number of class size and caseload violations</td>
<td>UTLA has the right to bargain any changes to service delivery models, and has started bargaining with LAUSD over the effects of their “increased inclusion” program which is being piloted at 50 schools in 2019-2020</td>
<td>In bargaining over LAUSD’s Pilot Inclusion Program, agreement reached that improves working conditions for educators at pilot sites. Read more at utla.net.</td>
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<td>Community Schools</td>
<td>Funding for 20 community schools in 2019-20 and 10 more in 2020-21, with each participating school receiving $150,000 for the first year and $250,000 for the second year</td>
<td>For participating schools, ensure appropriate funding is received by the school from the district, ensure the hiring of a community schools coordinator (must be a bargaining unit member), and ensure the existence and appropriate participation of a LSLC</td>
<td>Community Schools Steering Committee and Local Options Oversight Committee to oversee implementation, with UTLA representatives on each body reporting back to UTLA members</td>
<td>20 Community Schools chosen. 10 coordinators in place. 10 more to be chosen. Training being developed.</td>
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<td>Co-Location</td>
<td>Timely notification of schools being targeted for co-location and an increased role for UTLA representation at co-located schools</td>
<td>Ensure Chapter Chair is invited to all “walk throughs” prior to co-location, elect a co-location coordinator, ensure the coordinator participates in the development of a shared use agreement, and ensure coordinator placement on the school safety committee</td>
<td>Ensure LAUSD provides UTLA with lists of potential co-locations, for the following school year, by December 1 and February 1 of each year</td>
<td>13 co-location coordinators chosen; working on identifying more. Training coming in the spring. Number of co-located schools has been reduced to 53.</td>
</tr>
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<td>Early Childhood Educator Rights</td>
<td>An 8-hour work day for Early Educators, inclusive of a 30-minute duty-free lunch</td>
<td>Chapter Chair confirms district compliance by tracking work schedules of all Early Education members at beginning of each school year</td>
<td>Ensure LAUSD is following new contract</td>
<td>No violations of new rights, including 30-minute duty-free lunch, have been reported.</td>
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<tr>
<td>Transfers</td>
<td>A requirement that district policy be followed at schools converting from a traditional program to a magnet school, including a majority vote by the staff, and that all teachers assigned to the school be notified at least one year in advance of the conversion</td>
<td>Chapter Chair confirms school compliance with district policy related to magnet conversions</td>
<td>Ensure LAUSD denies magnet conversions for schools in which the process followed is inconsistent with district policy</td>
<td>UTLA has not been notified yet of any new magnet conversions for 2020-21.</td>
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<td>UTLA rights</td>
<td>Increased representation for itinerants (more chapter chairs and the right to speak at district or local district meetings) and the right for chapter chairs to sign off that they were able to review the school budget before it was submitted to the district</td>
<td>Itinerant chapter chairs enforce increased representation rights. School-based chapter chairs enforce right to sign off on review of school budgets</td>
<td>Ensure LAUSD is following new contract</td>
<td>Official representation for itinerant groups (psychologists, PSSWs, etc.) has increased dramatically, with multiple chapter chairs and UTLA in place.</td>
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<td>Itinerant Workspace</td>
<td>A workspace shall be provided for all itinerant educators and HHS professionals to protect student privacy and ensure professional working conditions</td>
<td>Chapter Chair confirms that appropriate space has been allocated for itinerants assigned to school, and facilitates involvement of LSLC if dispute arises over appropriate workspace</td>
<td>Ensure LAUSD provides an appeal process at the local district level to resolve disputes that can’t be resolved through the LSLC</td>
<td>UTLA following up on a handful of complaints and will initiate grievance process to ensure compliance.</td>
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<td>HHS &amp; Special Education Itinerant Caseload/Workload</td>
<td>Creation of a Workload/Caseload Committee for HHS/SPED itinerants to explore methods for improving their working conditions and to achieve more equitable and manageable workloads &amp; caseloads</td>
<td>Chapter-level enforcement will follow development of citywide policy</td>
<td>The Committee is ongoing, will include 5 UTLA appointees and 5 LAUSD appointees, and will meet at least quarterly starting in the Fall of 2019</td>
<td>UTLA using task force to gather info on caseloads, metrics, and assignment decisions; next meeting with district is 10/24.</td>
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<td>Green Space</td>
<td>Creation of a Green Space Task Force, with LAUSD, UTLA, and LA City participation, to develop plan for increasing green space on school campuses, including the removal of bungalows</td>
<td>Chapter-level enforcement will follow development of citywide policy</td>
<td>The Task Force will create a plan to increase green space, including the removal of bungalows, by December 1, 2019</td>
<td>UTLA, City of LA, and district developing formula for selecting schools; district to provide report on schools with empty bungalows.</td>
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My strike story: Shuttered library reopens

Something happened at my school last month that showed the impact of the teachers’ strike. Thanks to the new positions for school nurses, counselors, and teacher librarians won in the contract, I was hired as the new teacher librarian at Byrd Middle School in Sun Valley. Soon after the school year started, a student came into the library to return some books. She told me she was leaving Byrd to attend a local charter school. I wished her the best and went about my day. Then a few days later she returned to the library to retrieve the books she had returned.

“What happened?” I asked. “Was the new school not a good fit?” She responded with the following: “It was terrible. They didn’t have books… they didn’t even have a library!” Byrd’s library had been closed for years. It was the strike that reopened it, and students are noticing the expanded resources and services at their local LAUSD schools — so much so that at least some of them are choosing to stay with LAUSD instead of going to a charter. That’s the kind of tangible impact the strike is having. Let’s keep working together for more progress for our students and our profession.

—Jason Kinsella
Byrd Middle School

Wins on overtesting under threat

Administrators pressure teachers to ignore their professional judgement.

By Ebony L. Batiste
Brentwood Science Magnet

If you are feeling the impacts of overtesting at your school site, you are not alone. With initial assessments, diagnostic tests, benchmark assessments, DIBELS, TCR, IABs, ELPA, LAS, and ICAs, it’s no wonder teachers are feeling pressured by the amount of assessments and the hours required to administer them. Overtesting takes away from valuable instructional time, assuming teachers don’t have the ability to accurately evaluate and measure student achievement, and leaves many teachers wondering, “If I’m always assessing, when will I ever teach?”

It leads to posts like this one on Facebook from teacher Lupemar Torres: “Feeling overwhelmed with all the online trainings, testing, protocols, surveys, and demands. I need another adult to teach my class while I do all the paperwork.”

Teachers are being “voluntold” to administer high-stakes assessments for the purpose of collecting data that school administrators typically use for accountability more so than to measure student achievement or drive instruction.

Recently, many teachers were given a testing schedule or calendar that lists the dates and times that the Interim Assessment Blocks (IABs) from the Smarter Balanced Assessment Consortium (SBAC) should be administered. There are several concerns many teachers are raising.

First, a big concern is that administrators are demanding that teachers administer up to three times as many IAB assessments than the district is requiring. Per the LAUSD MEM-67003, the district has mandated four IABs to be administered each year: two in the fall and two in the spring.

Second, many administrators are not informing teachers that any IABs over the four mandated assessments are simply recommendations or just highly suggested. The testing schedules may say “school wide assessments” or “grade level selection,” implying that every teacher is on board with the assessment plan when, in most cases, the staff nor the Local School Leadership Council has even agreed to the testing calendar. Don’t let administrators sell you on the idea that a document is mandatory just because it was passed out during a Tuesday staff development meeting. Additional assessments should not be a top-down decision.

Another way administrators manipulate Memo 67003 is by pressuring entire grade levels to agree to more assessments over the four mandated assessments, then stating it was a grade-level decision. By agreeing to administer the additional tests as a grade level, you are essentially waiving your rights to test how you see fit. For example, if a teacher wants to test whole group instead of individually, select IABs that match the pacing guide, or change the day or time the assessment is given, the teacher will be at the mercy of the administrator. You have created a narrative that your grade level made an agreement that you must now adhere to. In addition, teachers may be made to feel as though they are anti-testing, “I don’t give assessments” said no teacher.

### Issue

<table>
<thead>
<tr>
<th>Issue</th>
<th>What We Won</th>
<th>Chapter Enforcement</th>
<th>Districtwide Enforcement</th>
<th>UPDATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Testing</td>
<td>Creation of educator, parent, administrator task force to compile inventory of all district assessments, including their value, cost, and impact on instructional time, and to make recommendations for reducing assessments by 50% at each grade level</td>
<td>Chapter-level enforcement will follow development of citywide policy</td>
<td>Joint Committee of 4 UTLA appointees, 4 LAUSD appointees, and 4 parents to meet 5 times during the 2019-2020 school year, with a goal to make recommendations on reductions by Spring of 2020</td>
<td>Testing work group met 10/3. UTLA requested data from district on number of tests, time spent, etc. Goal is to be done with testing reduction recommendations by March to shape LAUSD’s annual memo on testing.</td>
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<tr>
<td>Ethnic Studies</td>
<td>Creation of educator and administrator task force to review programs and propose resources for Ethnic Studies, including PD, curriculum, and materials</td>
<td>Chapter-level enforcement will follow development of citywide policy</td>
<td>LAUSD – UTLA Ethnic Studies Task Force to be formed and ongoing, including 4 UTLA appointees, and meet at least twice per year, with a goal of starting by Fall of 2019</td>
<td>Getting data to shape approach to task force. Info requested on current offerings, PD, and existing resources.</td>
</tr>
<tr>
<td>Pay Equity</td>
<td>Creation of task force to examine equity issues regarding the salary schedules of Adult Education, Early Education, and ROC/ROP teachers</td>
<td>Chapter-level enforcement will follow development of citywide policy</td>
<td>Pay Equity Task Force to be formed, with 4 UTLA appointees and 4 LAUSD appointees, and make recommendations by October 31, 2019, after meeting at least three times</td>
<td>Task force has met once; next meetings are 10/14 and 10/28. Report to go to UTLA bargaining team by Thanksgiving for potential inclusion in salary reopeners in 2020.</td>
</tr>
<tr>
<td>Immigrant Student Support</td>
<td>LAUSD shall provide at least 1 attorney and necessary support staff to work with local organizations and provide support to immigrant students, families, and employees, create a district hotline for immigration issues, and work with UTLA and LA City to identify additional community resources to support this effort</td>
<td>Chapter-level enforcement will follow development of citywide policy</td>
<td>LAUSD and UTLA will meet regularly to ensure collaboration, identify concerns, and discuss options for expanding support, with LAUSD committed to provide the necessary resources through July 1, 2021</td>
<td>UTLA is in contact with allies, such as CHRLA and the National Immigration Law Center, that are willing to help.</td>
</tr>
<tr>
<td>Random Searches</td>
<td>Creation of pilot program for schools to be exempt from the LAUSD random searches program, with 14 schools to participate in 2019-2020 and an additional 14 schools to participate in 2020-2021</td>
<td>Chapter Chairs at schools not participating in this effort in 2019-2020 should work with their LSLC to apply for participation in 2020-2021</td>
<td>BIE passed a motion on June 18, 2019, calling on the superintendent to create an alternative school safety plan and end the random searches program by the end of the 2019-2020 school year</td>
<td>20 pilot schools chosen and plan submitted to district with application.</td>
</tr>
<tr>
<td>Adult Education</td>
<td>Creation of DACE Assignment Task Force to develop a pilot matrix program for implementation at 4 schools in 2019-2020 and to provide recommendations for negotiating new assignment language for 2020-2021</td>
<td>Chapter-level enforcement will follow development of citywide policy</td>
<td>With 5 UTLA appointees and 5 LAUSD appointees, the Task Force met in the Spring of 2019, with the parties agreeing to drop pilot program for 2019-2020 and fully implement city-wide DACE matrix for 2020-2021</td>
<td>Citywide DACE matrix program will be fully implemented in 2020-2021.</td>
</tr>
<tr>
<td>Substitutes</td>
<td>Improved rights for substitute members regarding the continuity rate, extended rate, and procedures for assignment, arrival, cancellation, and participation in professional development</td>
<td>Chapter Chairs will be provided with an informational flyer, outlining contractual rights, to provide to substitute members assigned to their school</td>
<td>Ensure LAUSD follows new contract</td>
<td>Flyer with 15 new substitute teachers’ rights distributed at UTLA Area meetings and available online.</td>
</tr>
</tbody>
</table>
Students’ stories: The power of mental health support
Psychiatric social workers work with struggling youth to turn things around.

By Cheryl Kono (PSW & UTLA Vice Chair, Harbor/South Area)

Psychiatric social workers are honored to listen to our students’ stories and make a positive impact on their lives. Our students’ voices give us a true picture of what’s underlying their attitudes, behaviors, and engagement in school. So many students face personal, family, school, and/or community challenges that impact their mental well-being, but they often suffer in silence. These students may feel alone and struggle to talk to who can maintain confidentiality, while providing the unconditional acceptance, hope, and support they need to help them to be successful in school and in life. This is where psychiatric social workers come in.

Mental health services are important at the universal, selected, and intensive levels in order to reach students at every developmental stage. Hearing from the students themselves can give us a true sense of why PSWs are needed every day, at every school site, from kindergarten to 12th grade, across LAUSD.

“I didn’t want to get off my couch”
At the beginning of the school year, I was okay, but not feeling happy. Until the middle of the year, that’s when I was down on my luck. I didn’t really want to get off my couch. I didn’t really want to talk to my family about it, since I thought I would be a burden to them. Then, I started therapy with the PSW, talking about it and opening up about it. It was stress-relieving and I found that I wasn’t alone. There were others with my problems. Since I had therapy, I started to work more with my emotions. Once I did, my life was much more relaxed and I’m able to speak more proudly.

—Delci

“I tried to make friends, but kids are mean”

When I first entered high school, I, like many other students, dealt with depression from a big change and a sense of isolationism. I tried to make friends, but kids are mean and often too-faced. I found myself in a place where I constantly felt like I had nowhere to turn, like I was trapped in a big school with no place to talk to. Seeing a PSW weekly and opening up made the world look a little brighter. I found myself coming out of a ditch. I kept working with my PSW, who helped me become the happy and healthy person I am today. Without my school’s PSW and resource connections, I don’t know where I’d be or how miserable I’d feel. In ninth grade, my grades were dropping, but now I’m an excellent student, varsity athlete, club president, and a leader. I wouldn’t have been able to do any of that without the support I got from my PSW.

—Joshua

Mental Health Awareness Clubs create culture of peer support
LAUSD is home to a number of Mental Health Awareness Clubs—student-led groups dedicated to mental health conversations. The clubs give students a platform to share their voices and raise awareness. The goal is to empower students to educate one another, and their communities, and to create a culture of peer support within their schools.

Joshua co-founded the MHA Club at his school with psychiatric social worker Cheryl Kono.

“I get to work with my peers and my school’s PSW to create activities and events to bring the issue of mental health stigma to light,” Joshua says. “Those who need help shouldn’t have to hide from their peers in fear of being judged and should be given the resources they need. The more our club does to battle mental health stigma and educate others, the more people we can help. Not only is our club an important resource on our campus for others, but I know it will always be a group of people I can rely on when I need help.”

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Passings

F. Elliott Ryder 1930-2019
On August 16, 2019, F. Elliott Ryder, longtime LAUSD elementary school teacher, passed away. She was born on January 12, 1930, to Marion and John Ryder of the Bronx, New York. After graduating from the University of Michigan, she entered into the field of education and later obtained her master’s in education from Columbia University. For several years during the early 1950s, Elliott worked in postwar France providing English instruction at US Army posts. Back in the US, Elliott initially taught in San Diego and then moved north to Los Angeles to teach early elementary grades at Norwood Street School.

Elliott was a founding member of UTLA and the chapter chair at Norwood for more than two decades. She also served on the House of Representatives and was a delegate to AFT conventions. On numerous occasions, Elliott challenged district mandates and helped shape policies to further teacher and student rights.

After retirement, Elliott offered counseling as a lay chaplain to inmates at the Women’s Central Jail in Lynwood. Elliott was a frequent donor to, and participant in, many beneficial social, environmental, and women’s groups, as well as her Episcopal Church, All Saints in Pasadena.

Remembrances in her name can be sent to either Planned Parenthood of L.A. (development@pp-la.org) or Friends Outside, Los Angeles County (friendsoutsidela.org).

Adriana Vensel died September 12, 2019, after a courageous battle with breast cancer. She was under the compassionate care of her family and hospice staff.

Adriana is survived by her husband, Keith Vensel; sons Justin, Matthew, and Elijah; her mother, Gina Steiglitz; and siblings Alexander, Jose, Patricia, and Steven. A memorial service in celebration of her life was held on September 20, 2019 in West Los Angeles.
Healthy mind, body, and spirit

Mental and emotional wellness are important parts of your overall health. Being good to your mind is just as important as being good to your body – and that means living a healthy lifestyle, paying attention to how you feel, and doing simple things to take care of the whole you.

Stick to a sleep schedule
Lack of sleep affects your mood, mental sharpness, and ability to handle stress. It’s also linked to mental health conditions like depression and anxiety. To create a healthy routine, go to bed and wake up at the same time every day – even on weekends.

Move your body, lift your mood
Exercise can release tension, tame stress, and improve your sense of well-being. Plus, it can relieve some symptoms of depression and anxiety as effectively as certain medications – all with no side effects.

Find your words
Speak up if you’re struggling. The people in your life are there for a reason, so be honest with your loved ones if you’re having a rough time. They can’t help unless they know you need their support.

LOOKING FOR MORE HEALTHY INSPIRATION?
Visit findyourwords.org and follow us @kpthrive.
Advocacy paves way to greater understanding and support.

By Janette Durán-Aguirre
Transformative Social Justice Counselor/Educator

This month I am giving my column to a rock star I saw emerge during the strike. In fact, Janette was and is someone who goes the extra mile all the time for her students. As the only Deaf Education secondary counselor in the school district, she’s a rarity.

Every day during the strike when I was on the stage, I would look to my left and see the #DeafEd section in red ponchos chant-signing in the crowd. On the third day at the West Area regional rally, Janette came up to me and through interpretation she asked me to do the UTLA #DeafEd Strike Chant for the crowd. It was a game changer for the Deaf Education folks, and it changed our collective action to a more inclusive one. We incorporated the #DeafEd Strike Chant and asked the entire membership to do it as well. I have never felt more alive and inspired by a group. They are US, we are THEM!

—Cecily Myart-Cruz
UTLA/NEA Vice President

One of the highlights of my summer was attending the National Education Association’s Representative Assembly (NEA RA) in Houston, Texas, as a first-time delegate. NEA has more than 3 million members, of whom 10,000 were in attendance at the RA. Out of those members, 1,000 are California Teachers Association (CTA) members and 100 are UTLA members. What an enriching five-day experience it was for me! I witnessed the largest democratic delegation in the world—all passionate educators fearlessly utilizing their power of transnational voices, fighting for racial and gender equality, speaking out against inequities, and making changes to NEA’s educational policies so that the union is well represented to meet the needs of our students.

I am forever grateful to UTLA and CTA for embracing me with open arms and accommodating all requests to ensure I had full access and felt included. Why and what accommodations, you may wonder? I am a Deaf Counselor/Educator from Marlton School, the only day school for the Deaf in LAUSD serving students in preschool through 12th grade. Throughout the entire NEA RA experience, I had a wonderful team of American Sign Language interpreters with me to provide communication and facilitate information access. Having this, I was able to meet so many UTLA/CTA/NEA delegates and form new relationships.

Over the course of the NEA RA conference, I was approached by national-wide delegates who have attended the NEA RA for years who let me know that they never had a Deaf delegate before. I found that hard to believe, considering that the NEA has been around for almost 128 years and has had close to 100 representative assemblies. Many of the delegates welcomed me and acknowledged my presence; several of them signed a few and a few were interpreters working in the field of education. After discussing details of their experience in their NEA RA, I made the decision that I would push for more educators in the field of Deaf Education (#DeafEd) to attend future NEA Representative Assemblies and implement a #DeafEd Caucus. With this discovery, I realized how much work we have to do to make #DeafEd visible across both the state and the nation.

What is #DeafEd? Deaf Education has been around the United States for 200 years. Deaf Education is a broad and diverse professional field that centers on the education of students with various hearing levels who are Deaf, DeafBlind, DeafDeafened, Hard of Hearing or Late-Deafened and that addresses their differences and individual needs.

Educators of the Deaf become experts in language acquisition and the unique learning and communication needs of their students. Within Deaf Education there are individually planned, adapted/modified teaching pedagogies, adaptive/modified materials, accessible equitable settings, and other #DeafEd interventions and strategies developed to help students attain a higher level of self-sufficiency and success in their schools. The U.S. Department of Education reported that there are 350,000 Deaf-identified students in K-12 schools. There are 17,000 Deaf-identified students in the state of California from ages 3-22 and currently 2,100 Deaf-identified students throughout LAUSD.

Deaf students have the same potential for academic and professional success as hearing students, if they are given equal access to information and opportunities. They can reach their full potential and have the right to expect that their needs and human, linguistic, and educational rights are respected and supported at all times. Within Deaf programs across the U.S., non-Deaf educators with limited sign language fluency, minimal educational background, training, and experience in Deaf education lack cultural and linguistic competency necessary to provide adequate instruction and leadership. This unjustly deprives intersectional Deaf student experiences of culturally and linguistically appropriate curriculum and instruction that includes and highlights people who reflect a range of differences.

When it comes to the education of Deaf students, there is a lack of accessible and equitable education for all of them across all grade levels. Deaf people navigate society differently than hearing people, and it is essential that our Deaf students incorporate the skills, knowledge, and tools in education to be successful. For this to happen successfully, educators working with Deaf students must have the necessary background, knowledge, and experience to appropriately serve this population.

Deaf students everywhere are marginalized on a daily basis. Educational programs for them are in an unfortunate state where there is a lack of support and educational rights of these students. Many students enter school with no language and without additional support and resources. They have limited access to language and literacy acquisition, harming their social, emotional, and educational potential. The majority of these students have IEPs that in theory are supposed to be supporting them; however, there is no long-term support. The lack of ACCESS to an equal opportunity to receive an education is not there. There is also a lack of specialized, equipped, trained people to meet the needs of these students. Advocacy for Deaf Education to address current Deaf students’ needs around quality education and appropriate language acquisition for Deaf students needs to be expanded and visible.

The NEA RA made me realize that we need to bring our constant awareness and advocacy of these issues to national platforms and not just within our school administration and districts. It doesn’t surprise me that the stigma continues to exist that Deaf students need to be “fixed” and they continue to be viewed as less important than their hearing peers. Given the history of how students of color have been marginalized in school districts across many generations, with schools and administrations neglecting students’ multiple social experiences, my hope is that educators can recognize that this reality is intensified with our Deaf students, given their multiple intersections. Deaf students and the Deaf community do not view themselves in deficit ways but rather with pride and honor. Part of that awareness is to educate the general population that Deaf individuals are rooted in their community, which is rich in heritage, language, culture, and relationships.

I left the NEA RA fired up. I look forward to returning with a list of possible new business items I want to bring to the next NEA RA 2020 in Atlanta, Georgia, related to awareness and addressing #DeafEd issues. The only difference for next time is I won’t be coming alone; I am encouraging all my #DeafEd colleagues to come on board. With that, I am committed to bringing in more awareness about #DeafEd and I invite you to join me in solidarity to prevent our younger generations from experiencing similar injustices and strive to bring transformative change to an equitable system ensuring our Deaf students are elevated and receive the education they very much deserve.

A special thank you to Laura Carls, Cecily Myart-Cruz, Erika Jones, and David Goldberg for your continued support and for believing that I have a place throughout this experience. Thank you, UTLA, CTA, & NEA, for embracing my presence. A special shoutout to my #DeafEd (heart) family, you know who you are.
NTA Life is a supplemental health and life insurance company serving the teaching community. Since our inception, we have been dedicated to protecting the communities we serve, which is why we offer benefits to members of many state and local associations.
Inclusion is acceptance

The practice can be incredible for students—but it takes planning and collaboration to work.

Despite inclusion being the absolute right thing to do for all students, the rollout has been less than righteous.

By Gloria Martinez
UTLA Elementary Vice President

Inclusion has been a hot topic over the past few years within LAUSD, but unfortunately the district is decades behind in advancing inclusion for our students with special needs. Despite inclusion being the absolute right thing to do for all students, the rollout has been less than righteous.

The inclusion of all students is a civil rights issue. Not only is it mandated under the Individuals with Disabilities Education Act (IDEA) but research shows that inclusivity creates a better learning environment for all students involved. Research also states that for inclusion to be most effective, educators need small class sizes and small caseloads with co-teaching practices, planning time for all educators involved in inclusion, and a whole-school approach toward inclusion. Based on your concerns it was obvious that the latter part of the equation was missing. And despite not having the necessary provisions needed to make inclusion succeed at your school sites, many of you have shared wonderful stories of success. As a special education teacher myself, I applaud all teachers who continue to foster nourishing learning environments. Over and over again the sentiment I hear is that inclusion is not easy, it takes work, and the district has been of little to no help—but that there has been tremendous growth for all students involved both emotionally and academically and, yes, this is the absolute right thing to do for our students.

For decades students with special needs have been marginalized. Many of us—whether we were students at the time or teaching—can recall a time when the farthest bungalows on campus housed our special education population. It is no wonder that there can be a stigma when parents hear their child needs an IEP or when a young child learns they will be removed out of their class and placed in a “special” class. Worst of all is perpetuating this prejudice by creating artificial barriers between students with special needs and the rest of their peers.

It is because all students are capable of learning and all students are deserving of a quality public education that we found it absolutely necessary to engage with the district on this issue. Over the past few months we have been in conversations with the district around inclusion. We expressed our concerns around the implementation at schools and asked common-sense questions to help clear up misconceptions. These conversations led to our bargaining on the impacts and effects of the district’s Inclusion Pilot Program. I encourage all educators to read about our demands, which are posted at utla.net under Current Bargaining. Your bargaining team is comprised of both special education and general education rank-and-file members at various schools implementing inclusion. They have been staunch advocates and relentless at the table. This bargaining will help shape our reopener bargaining come January 2020, when Article XXII, Special Education, is one of three areas of the contract that will be reopened.

Special education is a complex subject that has been ignored for far too long—38 years, to be exact. That’s how long it has been since special education issues had been negotiated with LAUSD before this year. Thanks to our strike wins, special education now has its own article of the contract, creating a pathway for more improvements. Although the road to more rights for our special education educators and students will be arduous, it is critical that we all embrace this righteous fight together.
Substitute Educators Day
Thank a substitute on Friday, November 22
From the Bargaining Table

Making our contract real
Settling the strike was the beginning of a multiyear process.

By Arlene Inouye
UTLA Secretary

UTLA sisters and brothers, our collective bargaining agreement is a living document that better the lives of our students and ourselves. When we began negotiating our three-year agreement in 2017, we embarked on a process that involved listening to hundreds of members, prioritizing issues, and coming up with a comprehensive negotiations package that touches the lives of every member, but also includes critical issues for students, parents, and community along with addressing the prioritization of public education.

As the pressure was mounting on the district to end the strike after seven days of public support and 60,000 people on the streets, LAUSD agreed to demands that at first appeared impossible for us to achieve. There can be no underestimation of the power of the collective; of the power of striking educators, parents, students, labor, and community, who made the contract possible.

But we knew that the agreement we reached on paper was just the beginning of the process. We need to enforce what we won by ensuring that we have a chapter-level and district-level enforcement. To help track enforcement and chapter building, we have a new tool, the Chapter Power Checklist. This checklist allows sites to, for example, track the staffing increases (nurses, librarians, counselors), actual class numbers, and meetings with parents so that we can work together on these issues. While we have heard of many exciting post-strike developments—such as early education teachers celebrating because they now have a duty-free lunch, or new teacher librarians who say that the contract opened up their dream of being a librarian—we know that we can’t leave our contract unenforced. We made critical gains in a very comprehensive and complicated contract, and we want to reinforce what our contract means.

Our bargaining team is back to work—369 chapter leaders reported to us the progress of contract enforcement. Your support in tracking the progress makes it real and allows us to reinforce what our members sacrificed last January.

Included in the 2019-22 LAUSD-UTLA contract agreement are three reopeners (on salary plus two articles each) that LAUSD and LAUSD can bring to the table for negotiations in January 2020. The UTLA Board of Directors has considered all of the input during the negotiations process and the broad goals of UTLA in determining that the reopeners will be special education and class size, in addition to wages. These articles of the contract are defined broadly. Article XIV on salary includes differentials and other salary adjustments. Article XVII on Special Education includes mental health professionals and comprehensively addresses all of special education. Now that Section 1.5 of Article XVIII has been dismantled and we have caps on class sizes for the first time, we can bring class sizes down further and make more improvements. Reopeners are our chance to build on our gains from the 2017-2019 bargaining cycle. Our bargaining team is back to work—unified, focused, and ready to go. We thank Elgin Scott from the Harbor Area for his service and dedication and welcome Jennifer McAfee as a member of our reopening bargaining team. The three taskforces that were negotiated in the contract to support negotiations have begun meeting and serve as an important resource: Pay Equity Taskforce, Itinerant Workload/Caseload Taskforce, and Class Size Taskforce.

The process continues, so watch for updates, work with your CAT teams, provide data for the Chapter Power Checklist, hold parent meetings, and stay connected. We are on a multiyear journey. If we are persistent, focused, and take action, we will continue to make progress and better the lives of our students and ourselves.

The UTLA Bargaining Team is Daniel Barnhart (UTLA Secondary VP), Victoria Casas (Beachy ES), Tomás Flores (West Vernon ES), Jeff Good (co-chair, UTLA Exec Director), Arlene Inouye (co-chair, UTLA Secretary), Erika Jones (CTA Director), Matthew Kogan (Evans CAS), Gloria Martinez (UTLA Elementary VP), Cynthia Matthews (McKinley ES), Jennifer McAfee (Dodson MS), Javier Romo (Mulholland MS), Adrian Tamayo (Lorena St. ES), and Julie Van Winkle (LOC Liaison).

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October 18, 2019

Be UTLA’s voice at the AFT Convention in July 2020

UTLA/AFT members will elect delegates at the January 30 General Membership Meeting (UTLA building, 6 p.m.) to represent the union at the National Convention of the American Federation of Teachers in Houston, July 27 to 30.

At the convention, AFT members from around the country will gather to debate and vote on important resolutions and constitutional amendments.

The biennial AFT convention is the most important policy-making body of the national federation.

All UTLA members are eligible to be elected delegates to this event; delegates who fulfill their official obligations will receive a stipend to cover a portion of their expenses. Interested members can fill out the coupon below to nominate themselves.

The coupon must be returned by January 20.

2020 AFT Convention self-nomination form

Name ________________________________
Employee No. __________________________
Home address __________________________
City/Zip ______________________________
Email ________________________________
School ________________________________
Phone # to contact you __________________

I hereby declare that I am a fully paid member of UTLA. I wish to nominate myself as a delegate to the 2020 AFT Convention to be held in Houston from July 27 to 30.

Signature ______________________________

This form must be returned by January 20 to UTLA/AFT Vice President Juan Ramirez at 3303 Wilshire Blvd., 10th floor, Los Angeles, CA 90010 during regular business hours (9 a.m. – 5 p.m.) or by mail. Nominations will not be taken from the floor or by fax/email. Elections will be held at the general membership meeting on Thursday, January 30 at 6 p.m. at UTLA.

Apply for the Pathways Project today!

The National Education Association has launched the application for the Leaders of Color Pathways Project. Through Pathways, NEA is focusing on members who identify as Hispanic, Latinx, Chicano, Native, Indigenous, American Indian, Black, Asian, Pacific/Islander, Native Alaskan, and or Native Hawaiian.

The Pathways project will serve to develop, test, and model strategies to build structural pathways for emerging leaders from historically marginalized racial, ethnic, and cultural communities to access leadership training opportunities.

Pathways is open to emerging leaders, as well as veteran leaders who are interested in serving as peer coaches, but space is limited. To learn more and to apply, visit www.nea.org/pathways.

Deadline for Application
November 1, 2019
www.nea.org/pathways
UTLA members to elect officers and board in 2020

Self-nomination period begins now.

In early 2020 UTLA members will be electing the UTLA citywide officers and members of the UTLA Board of Directors, which includes directors who serve a UTLA Area and directors who represent a special category of members. The complete list of offices is below. Together, the officers and board work with UTLA staff to carry out the mandates of the UTLA House of Representatives and help oversee the operation of the union. Elected members will serve a three-year term, from July 2020 to June 2023.

To ensure a ballot reaches you when you vote begins in 2020, make sure that UTLA has your current contact information. If you’ve moved, go online and update your information at www.utla.net/members/update-your-information.

Citywide officers
- President
- NEA Vice President
- AFT Vice President
- Elementary Vice President
- Secondary Vice President
- Treasurer
- Secretary

Board of Directors
- Citywide President elects 3 NEA directors and 1 AFT director
- North Area
- South Area
- East Area
- Central Area
- Valley East Area
- Valley West Area
- Harbor Area

UTLA 2019-2020 Election Timeline

August 2: Email blast sent notifying members that there will be an election and Early Declaration Options.

August 16: Election announcement, timeline, Election Manual, Itinerant Assignment Declaration form, and Candidate Declaration form and notice of Early Declaration Option published in the UNITED TEACHER. All info also at utlaelections.org. Candidates will be sent a chair chapter contact list after confirming eligibility.

October 16: Election announcement, timeline, Election Manual, Declaration of Candidacy form, and the Itinerant Assignment Declaration form republished in the UNITED TEACHER.

November 7: Deadline to file a Declaration of Candidacy form (time-stamped by 5 p.m.) and the deadline for candidates to file Itinerant Assignment Declaration Form (time-stamped by 5 p.m.). Orientation mandatory meeting with drawing of ballot positions at 6 p.m.

December 2: Deadline for the candidate flyer that will posted on the UTLA website (digital submission preferred) and printed flyers for the Chapter Chair mailing (time-stamped by 5 p.m.). Candidates deliver the appropriate number of flyers to the 10th floor reception area by December 2, 5 p.m.

December 20: Packets of candidate flyers will be mailed to Chair Chairs.

January 8: Citywide Officer Candidates Q and A 10 a.m. Will be accessible online. Send questions to info@utlaelections.org.

January 13: Deadline for photos and candidate statements to be published in the Special Election Edition of the UNITED TEACHER and ballot insert.

January 24: Special Election Issue of UNITED TEACHER published.

February 3: Ballots will be mailed to membership (ballots include voter PIN and instructions for online voting option). Contact Tara Thomas if you don’t receive a ballot at utlareplacementballot@utla.net.

February 14: Deadline to call for a replacement ballot.

February 28: Ballots will be picked up by Elections Committee from post office at 8 am. First round ballots counted. Deadline for filing Financial Disclosure Statements (time-stamped by 5 p.m.).

March 20: Second round of ballots mailed to membership.

March 27: First round ballot results published in UNITED TEACHER.

March 30: Deadline to call for replacement ballots (second round).

April 16: Ballots picked up by Elections Committee from post office at 8 a.m. Second round ballots counted. Results posted online. Deadline for filing Financial Disclosure Statements (time-stamped by 5 p.m.).

May 1: Third round ballots mailed to membership.

May 8: Second round ballot results published in the UNITED TEACHER.

May 15: Deadline to call for replacement ballots.

May 28: Ballots picked up by Elections Committee from post office at 8 am. Third round ballots counted. Deadline for filing Financial Disclosure Statements (time-stamped by 5 p.m.).

August: Results of third round balloting and Candidates’ Financial Disclosure Summary published in the UNITED TEACHER.

Early Declaration Option: This year, candidates have the option to declare their candidacy early and get quicker access to contact information for chair chapters and area chairs in your UTLA area (or citywide if running for officer position). Info can be used to contact chapter chairs and ask to speak with the members at that site.

Board of Directors: Special category
- Mault and Occupational Education
- Bilingual Education
- Early Childhood Education
- Health and Human Services
- Special Education
- Substitute Teachers

The rules for the election and all forms are also available on the 2020 UTLA Elections section at utlaelections.org.

2019-2020 ELECTIONS MANUAL

Updated 8/14/19

This Elections Manual constitutes the ongoing rules by which the elections described below are conducted. This Manual has been adopted by the UTLA Board of Directors and may only be modified by that Board in accordance with part XIII of this Manual. Except as provided in Article II and Article III of this Manual, the Board of Directors of UTLA has the obligation to determine when to hold those elections that are required by the UTLA Constitution. This Manual does not supersede or modify the UTLA Constitution in any way. This Manual provides rules to implement the constitutionally mandated elections to ensure that those elections are conducted in a way that is fair in accordance with rules that are known to all candidates and members.

I. Elections Covered

This Elections Manual is applicable to all UTLA elections for the offices of UTLA President, NEA Affiliate Vice President, AFT Affiliate Vice President, Elementary Vice President, Secondary Vice President, Secretary, Treasurer, and Board of Directors members representing UTLA Areas and Special Categories, and Area Chairpersons including filling vacancies, except for the Director representing UTLA-Retired.

II. Elections Committee

A. Composition, election and terms

1. The UTLA Elections Committee is a standing special committee of UTLA, elected by the House of Representatives in accordance with Article III section 4b of the UTLA Constitution.

2. The Committee shall have no fewer than 5 members and no more than 15 members

3. The House of Representatives shall elect Elections Committee members no later than the end of May of the calendar year in which the election process will begin.

4. Committee members will begin their term July 1st in the calendar year in which they are elected and, per the UTLA Constitution shall serve a term of three years. [PROVISO: To establish the staggered terms the members elected at the May 8, 2019 HOR meeting shall be assigned to one year, two year, and three year terms by the drawing of lots. (This Proviso shall be deleted from this document three years after its adoption)]. Members may be elected to serve consecutive terms.

5. Any vacancies, for any reason, may be filled by election at any meeting of the House of Representatives. The Chair or Co-Chairs of the Elections Committee shall be selected by the Committee during the first committee meeting of each school year.

6. Eligibility

1. No member of the UTLA may be elected to the Committee, provided that they have been a member for at least one year.

a. Article VI, section 1 of the Constitution shall not apply.

b. No Board or Member Member may serve on the Elections Committee.

a. Article III section 5, parts a, b, and c of the Constitution shall not apply.

2. Due to the sensitive nature of the committee’s work, all meetings of the committee shall be conducted in executive session, except when the committee declares otherwise.

3. The committee shall meet at the call of the chair or co-chairs.

4. Members of the Elections Committee shall conduct themselves in a non-partisan fashion; keeping in mind at all times the best interests of UTLA and shall at all times endeavor to ensure that UTLA elections are conducted in a manner that provides no unfair advantage to any candidate and encourages the full participation of the membership in the election process.

1. No member of the Elections Committee shall be a candidate for office in the election that they are supervising nor, shall they be the spouse, partner, parent, child, or sibling (full or half) to any candidate for office.

2. The Elections Committee members shall not endorse, discuss, or participate in any campaign or candidacy during or before the election.

3. After the Board of Directors has determined the dates and offices of those elections that are required by the UTLA Constitution, the Elections Committee shall establish all other dates for the conduct of the election, including the deadline for the filing of Declaration of Candidacy forms, the date of mailing of ballots, and the date by which ballots must be returned. The Elections Committee shall work with UTLA staff to ensure that notice of these dates is provided to the membership no later than 45 calendar days after the start of the school year in which elections are to take place.

4. The Elections Committee (and not the Board of Directors—including the Officers) shall have the authority to supervise the conduct of the election in a manner that is consistent with this Manual and the UTLA Constitution.

The authority of the Elections Committee shall include, but is not limited to, the following:

1. After the Board of Directors has determined the dates and offices of those elections that are required by the UTLA Constitution, the Elections Committee has the authority to determine all other dates and procedures pertaining to the election.

2. The Elections Committee has the authority to retain an election services company to print, mail and tabulate ballots in city-wide elections.

3. The authority to conduct an election for Board of Directors vacancies by printing, mailing and tabulating ballots by retaining an election services company only after the Board of Directors has declared a vacancy, when a written, mailed ballot is authorized.

4. The authority to review and resolve any challenges pertaining to the conduct of the election, including challenges regarding the intent of any ballot.

5. The authority to hear and decide any charges alleging violations of the UTLA Constitution or this Manual in the conduct of the election.

6. The authority to determine that an election must be rerun, in whole or in part, but only if the Committee has determined after a hearing (as provided below in section XIII) that a violation of the UTLA Constitution or of this Manual may have affected the outcome of the election.

7. The authority to adopt procedures during an election to remedy unanticipated problems that arise during the election, provided that such remedies will be adopted only if there are no material disputed facts regarding that problem and the fairness of the election might be compromised if a remedy were not adopted. Furthermore, such remedies may be adopted only if approved by a majority vote of the Elections Committee when a quorum is present.

8. The authority to determine voter eligibility, in accordance with section V of this Manual and the UTLA Constitution.

9. The authority to determine candidate eligibility.

10. The authority to present a report to the Board of Directors regarding elections that are being challenged.
**UTLA Officer and Board of Director Elections Declaration of Candidacy Form**

I, ________________________________,

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

do hereby declare my intention to run for the office of:

______________________________

(Name of office as listed in election rules)

Check one only. My UTLA Area is:

___North     ___South     ___East     ___West     ___Central

___Harbor     ___Valley East     ___Valley West

Board of Directors candidate only (check one) I do ___ do not ___ hereby also declare my intention to run for the office of Area Chairperson.

Permission is given for the Elections Committee to verify my membership and to determine that I meet the requirements to be a candidate for the office for which I have declared.

My employee number: ________________________________

Non-LAUSD email: ________________________________

Home address: ________________________________

(Street and Number)

City/state: __________________________ Zip code: __________________________

My home phone: ________________________________

Cell phone: ________________________________

My school/site: ________________________________

School phone: ________________________________

Permission is granted for UTLA to give contact information to members and media when requested. Check those methods that are acceptable to give out:

___School Site    ___Home Phone    ___Cell Phone    ___Non-LAUSD email

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

Signature: ________________________________

Date: ________________________________

Complete and return to: Tara Thomas-UTLA Elections Committee

3303 Wilshire Blvd., 10th floor
Los Angeles, CA 90010
Phone: 1-213-637-5165
or email Tara Thomas: tthomas@utla.net

Deadline for underline of this form is November 7, 2019, Time-stamped by 5:00 pm. This form may be emailed as an attachment, hand-delivered or mailed. Faxes will not be accepted.

Received by: ________________________________

Date: ________________________________ Time: ________________________________

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**UTLA Chapter Chair and Area Director Contact List Agreement of Use**

United Teachers Los Angeles
2020 Internal Elections

I, ________________________________,

candidate for the office of

______________________________

do hereby declare that I will use the UTLA constituency chapter chair contact information for the sole purpose of contacting members to solicit their votes in connection with the election. I will only disclose this information to members who are participating in my campaign.

I will assure that anyone working to assist me in my campaign is aware that this information must only be used in connection with the election.

Signature of Candidate

______________________________

Date Signed

Complete and return to: Tara Thomas-UTLA Elections Committee

3303 Wilshire Blvd., 10th floor
Los Angeles, CA 90010
Phone: 1-213-637-5165
or email Tara Thomas: tthomas@utla.net

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**Itinerant Assignments Declaration Form**

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**Who should fill out the Itinerants Assignments Declaration form?**

All UTLA members who work at more than one site should fill out the Itinerants Assignments Declaration form so that UTLA knows where you work and can send you the correct ballot. If you don’t fill out the form, your ballot will only have candidates for citywide offices (and the candidates for a special category director if you qualify to vote in a special category).

In addition, the form is required for candidates who are itinerants and are running for an Area director position.

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**UTLA Officer and Board of Director Elections Declaration of Candidacy Form**

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**UTLA Chapter Chair and Area Director Contact List Agreement of Use**

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United Teachers Los Angeles
2020 Internal Elections

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In addition, the form is required for candidates who are itinerants and are running for an Area director position.
ELECTIONS MANUAL (continued from page 16)

or are in abeyance, so that candidates who have been elected may be asked at any time to present their report to the Board of Directors when elections have been completed so that candidates who have been elected can be certified and take the oath of office.

III. Time of Elections for UTLA Officers and members of the Board of Directors

A. Election ballots of any regular election shall be counted before the end of the Fall Semester, in consultation with the election service company and UTLA staff, shall set the exact date.

B. No later than 45 calendar days after the start of the school year in which elections are to take place, the Elections Committee shall establish all dates for the conduct of the election, including the deadline for the filing of a Declaration of Candidacy forms, the date of mailing of ballots, and the date by which ballots must be returned. The Elections Committee shall work with UTLA staff to ensure that notice of these dates is provided to the membership.

C. The Elections Committee shall set the date of Run-off or Election ballots that is, elections conducted after a determination by the Elections Committee or the UTLA Board of Directors that the rules of the applicable rules have invalidated an election.

D. The Elections Committee shall verify candidate eligibility by a majority (5 or more) of declarations of candidacies. Candidates shall have five (5) business days to appeal the decision of the Elections Committee to the UTLA Board of Directors, or contest their eligibility.

Elections Committee

1. For NEA Board of Directors Area election the third (3) candidates receiving the highest number of votes shall be declared elected. 

2. For AFT Board of Directors and special category Board of Directors, the candidate receiving the highest number of votes shall be declared elected.

3. In the event that there is only one candidate in the special category Board of Directors, they shall be declared elected by acclamation.

Contested elections

1. For NEA Board of Directors Area election the third (3) candidates receiving the highest number of votes shall be declared elected. 

2. UTLA will establish a contract with a third party vendor provide one all-chapter mailing of flyers.

3. Campaign materials distributed by the candidate, in a designated area, accessible to members. UTLA website one “flyer” no larger than 8-1/2 by 11 inches in size. Candidate shall include the following statement: “The in - formation herein represents the views and opinions of the candidate and does not necessarily represent or endorse other candidates.”

C. Candidate materials distributed by the candidate, or by anyone else, shall not have printed upon them, the UTLA, CTA/NEA, CFT/MAF, or AFT-CDO logo. Except this requirement a candidate may submit a photograph, stickers, buttons, pictures, t-shirts, hats and other materials worn by individuals, which appear in photographs.

D. Distribution of campaign literature by UTLA candidates shall be limited to the UTLA website one “flyer” no larger than 8-1/2 by 11 inches equivalent to one side of a letter size page, in PDF form per candidate, in a designated area accessible to members.

E. All candidate materials provided to the UTLA website are “flyer” in format. The photograph must only be of the candidate and it shall not be stored more than one (1) working day after the date of the election. 

F. Special Election Supplement of the United Teacher - Election Supplement

1. UTLA shall publish an Election Supplement of the United Teacher.

2. The Election Supplement, NEA Affiliate Vice President, AFT Affliliate Vice President, NEA Executive Vice President, Secondary Vice President, Secretary, Treas - urer, and/or Directors may submit a statement for the Election Supplement which shall be published indicating each candidate and the position they are seeking, provided that the following conditions are met: candidates must either submit their statement from the email address on file from their Declaration of Candidacy form, sign the paper statement they submit or provide an electronic signature.

G. Each statement will be printed in black and must fit in the space allocated. Candidates statements may be submitted via email, US Mail or delivered in person following the directions on the UTLA Election Website. The candidate is responsible for editing their statement.

VII. Campaign Materials

A. All candidates have the right to distribute campaign materials to UTLA members at any location (including school sites and school mailboxes), subject to the restrictions contained in this Manual. Any campaign materials distributed in a manner determined by the Chairperson of the Elections Committee, shall also be mailed to all voters with their ballot.

B. Candidates’ names shall be listed on the ballot in a random order determined by drawing lots. If a run-off or special election the order of names of candidates shall be changed not.

VIII. Ballots

A. When an independent elections services company is contracted, it shall be responsible for the printing, mailing and receipt of ballots, and the candidate is subject to supervision by the UTLA Election Committee.

B. Candidates’ names shall be listed on the ballot in a random order determined by drawing lots. If a run-off or special election the order of names of candidates shall be changed not.

IX. Procedures pertaining to the mailing of ballots

A. Election Company will mail out ballots to eligible voters at the home address UTLA has on file.

B. Re-mails and/or spoiled ballots.

1. The Election Company may request a replacement ballot for any reason. Replacement ballots will be avail - able from the elections services company only. Requests for replacement ballots are to be made in a manner established by the Elections Committee. Replacements for any reason will be sent in an entire package. Replacement envelopes will be a different color. Replacements for replacement ballots for the last day of the election that will help voters learn about candidates and encourage engagement in the election process.

2. UTLA will establish a contract with a third party vendor for the purpose of providing communications for candi - dates. Various constituency lists will be provided to the vendor by the UTLA to use for unmarked or replacement ballots. Lists that are returned to a location other than the assigned P.O. Box will not be opened.

3. Returned envelopes that contain a voted ballot without a secrecy envelope will be counted. If a member has a ballot that contains an electronic ballot, the paper ballot will be counted.

3. Unless otherwise provided by these Rules or by deter - mining of the Elections Committee, all ballots will be counted where the intent of the voter can be ascertained.

Any issues regarding the intent of the voter shall be resolved by the Elections Committee.

b. Ballots returned to a location other than assigned P.O. Box will not be opened.

c. If a member wishes to have a photograph as part of their statement, they must provide a glossy print photograph or an electronic copy (jpg.) of a member who have been elected may be asked at any time to present their report to the Board of Directors when elections have been completed so that candidates who have been elected can be certified and take the oath of office.

V. Voter eligibility

A. In order to be eligible to vote in any round (i.e. in the first round, run-off or for any) an election, voters must be active members of UTLA one month prior to distribution of the ballots in the round (i.e. first round, second round run-off, or ballot). 

B. Members not assigned to a single work site a majority of the time or whose center does not accurately reflect the membership or the UTLA Area. A majority of the time the actual work site they work the most. The notification must be received by UTLA Membership at least one month prior to the mailing of the ballots.

B. Prior to the opening of nominations, UTLA will provide in the United Teacher and on the UTLA Website a full explanation directed to members of their rights and obligations in this regard.

C. Candidates, upon publication of the election rules in the United Teacher or on the UTLA website, there will be com - munication to certificated employees who are eligible to join UTLA notifying them of how to confirm and/or correct their member status, including special category and UTLA Area. Changes must be submitted at least one month prior to the first mailing of the election ballots.

VI. Candidate eligibility

A. Membership in good standing.

1. Any person who has been an active member in good standing for at least twenty-four months immediately prior to the date of the Declaration of Intent to Run form shall be eligible to run for office.

2. Each candidate for Area Director and NEA and AFT Vice President must identify whether running for an A. In order to be eligible to vote in any round (i.e. in the first round, run-off or for any) an election, voters must be active members of UTLA one month prior to distribution of the ballots in the round (i.e. first round, second round run-off, or ballot). 

B. Members not assigned to a single work site a majority of the time or whose center does not accurately reflect the membership or the UTLA Area. A majority of the time the actual work site they work the most. The notification must be received by UTLA Membership at least one month prior to the mailing of the ballots.

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B. Members not assigned to a single work site a majority of the time or whose center does not accurately reflect the membership or the UTLA Area. A majority of the time the actual work site they work the most. The notification must be received by UTLA Membership at least one month prior to the mailing of the ballots.

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VI. Candidate eligibility

A. Membership in good standing.

1. Any person who has been an active member in good standing for at least twenty-four months immediately prior to the date of the Declaration of Intent to Run form shall be eligible to run for office.

2. Each candidate for Area Director and NEA and AFT Vice President must identify whether running for an
I. Ballot Tabulation
1. After accuracy certification, the elections services company will tabulate the ballots. The tabulation process involves four steps:
   a. Scanning the ballot
   b. Reading the ballot image
   c. Reviewing and tallying any other ballots in question, including write in ballots
   d. Tabulation of results
2. Following the completion of the post-count accuracy and logic testing, the official results including the ballot inventory will be given to the Elections Committee which shall certify the results. The elections services company will certify as to performance in accordance with the foregoing procedures and as to the accuracy of the tabulated results, it being understood that the elections services company cannot certify the eligibility of any candidate or member to whom ballots were issued.

J. Campaigning at work sites
A. Only candidates may file challenges, and only to the office in which they are running.
B. In the event that any candidate claims that any violation of any provision of this Manual or of the Constitution has taken place in connection with an election in which that person is a candidate, that candidate may request a hearing by the Elections Committee by filing a written challenge, using the form approved by the Election Committee. The report shall detail all expenditures, income and sources of income for a specific balloting in the election. report shall be due on or before 5:00 p.m. the day upon which the ballots are counted.

XI. Elections of Area Chairs
A. If all candidates for the office of Area Chair who have filed a declaration form have been elected by acclamation, then the Area Chair election will be held in the first round of balloting. In the event that all four (4) Directors in an area are elected on the first, citywide ballot, the Area Chairperson election for that area shall be conducted in the second round of balloting, if contested. In the event there is a run off for a Board of Directors seat, any election for Area Chair shall be conducted in a third round of balloting.

B. Area Chairpersons shall be elected from among the four (4) Board of Directors members, newly elected to each area. The candidates for Area Chairperson in each area shall be those newly elected Board of Directors members who have also filed as candidates for Area Chairperson. In the event that no newly elected Board of Directors members have filed as a candidate for Area Chairperson, all four (4) newly elected Board of Directors members shall appear on the ballot for the office of Area Chairperson and shall be candidates for that office. If only one of four elected persons files, that person shall be declared the winner without balloting.

XII. Campaign Rules
A. Only candidates may file challenges, and only to the office in which they are running.
B. In the event that any candidate claims that any violation of any provision of this Manual or of the Constitution has taken place in connection with an election in which that person is a candidate, that candidate may request a hearing by the Elections Committee by filing a written challenge, using the form approved by the Election Committee. The report shall detail all expenditures, income and sources of income for a specific balloting in the election. report shall be due on or before 5:00 p.m. the day upon which the ballots are counted.

C. Each candidate must sign the following affirmation “I affirm that all of the information provided by me in this form is correct to the best of my knowledge.” Financial reports pertaining to subsequent balloting shall be on file on or before 5:00 p.m. the day upon which the ballots are counted. The financial statements of candidates and committees shall be printed in summary form in the next United Teacher issue after their due date, with a notice that originals are on file for inspection. A candidate who has not filed a financial report shall not be permitted to assume the office to which that candidate has been elected unless and until the report is filed.
filed, the Elections Committee shall set a time and place for a fact-finding hearing. That fact-finding hearing shall take place no more than 30 working days following the final election results. The fact-finding hearing shall not take place until after all run-off elections for the position for which the challenge has been filed.

D. The challenger shall submit to the Elections Committee, prior to, or at, the fact-finding hearing, the details of the alleged violation(s) and demonstrate how the alleged violation(s) would have changed the outcome of the election.

E. At least a majority of the Elections Committee must attend each day of the fact-finding hearing and only those members who attend each day of the fact-finding hearing may participate in the decision of the Elections Committee.

F. The Elections Committee shall function in a manner similar to a committee of a legislative body and therefore shall be entitled to consider all facts and witnesses that the Committee, in its discretion believes would inform it of those facts relevant to a decision, including facts and circumstances that it becomes aware of outside of the fact-finding hearing itself.

G. The Elections Committee shall declare the election for any particular position void and shall direct and set procedures for the conduct of a rerun election if there has been a violation that may have affected the outcome of that election. If the Elections Committee finds by clear and convincing evidence that (a) a candidate had knowingly received financial support from a vendor or any other person or entity that the candidate knew stood to benefit financially from their relationship with UTLA or (b) knowingly accepted the endorsement of, or support from, any local, state or national affiliate organization, the Elections Committee shall disqualify the candidate and there shall be a rerun election among all other candidates for that position. If there is only one remaining candidate for that position, that candidate shall be declared elected without a runoff election. Any determination of disqualification may be appealed to arbitration in accordance with subparagraph I of this section.

H. In any rerun/run-off election ordered by the Elections Committee after a challenge, the election rules of this Manual shall be applicable.

I. As soon as a decision by the Committee is made with regard to a challenge, the Elections Committee shall post immediately the results of their decision. The Committee shall provide that notice by Certified Mail and by any other reasonable means that the Committee believes will ensure that the members are aware of the results of the decision.

J. A candidate who has filed a claim of an election violation with the Elections Committee may withdraw that claim at any time before a decision by the Elections Committee. K. Arbitration

1. If a candidate is dissatisfied with the decision of the Elections Committee, the candidate may appeal that decision to arbitration by filing notice of appeal with the Elections Committee.

2. That notice of appeal must be received at the UTLA offices no later than 10 working days after the date the Elections Committee decision is delivered to the member who has filed the charges and must be accompanied with a non-refundable deposit of $2,000 by cashier’s check or money order for those candidates who were seeking citywide office positions, and a non-refundable deposit of $1,000 by cashiers’ check or order money for those candidates who were seeking Board of Directors seat positions.

3. If the decision is not hand delivered to the member who has filed the charges, it shall be presumed that the decision was received 3 days after the decision is mailed by registered or certified mail to the member.

4. The Elections Committee shall immediately request a list of names of neutral labor arbitrators in the Southern California area from the American Arbitration Association (“AAA”).

5. The Elections Committee shall determine a neutral method of striking names from the list of arbitrators provided by AAA. An arbitrator shall not be considered eligible unless that arbitrator is available to hear the challenge within three months from the date that the list of arbitrators was provided by the AAA.

6. The candidate filing the challenge must accept one or more of the arbitrator’s available dates unless a mutually acceptable date is otherwise agreed to by the arbitrator, the candidate, the Election Committee. If no date is accepted by the candidate filing the challenge, then the challenge shall be considered void and moot.

7. If the decision was made by an arbitrator, the Elections Committee has the discretion to determine that those arbitrations should be consolidated into one arbitration hearing and attempt to obtain the agreement of the candidates to such consolidation.

8. Where the Elections Committee determines that the arbitration involves a challenge to a policy, decision or action of the Elections Committee itself, the Elections Committee may participate in the arbitration as a full party.

9. Otherwise, the Elections Committee shall participate in the arbitration only to the extent necessary to ensure that UTLA interests are protected and, in such case, the full parties shall be the candidates involved in the challenge.

10. If the arbitrator upholds the challenge of a candidate in part, the decision provided by the candidate shall be returned to the candidate. The arbitrator shall determine whether such a refund is applicable.

11. A candidate who has appealed a decision of the Elections Committee to arbitration may withdraw that appeal at any time before the decision of the Arbitrator.

12. As soon as a decision by the Arbitrator is received by the Elections Committee, the Elections Committee shall immediately inform all affected candidates of the decision. The Committee shall provide that notice by Certified Mail and by any other reasonable means that the Committee believes will ensure that the member has actual notice of the decision.

13. Presumption of validity: Elections challenged by a member are presumed valid pending the decision of the Elections Committee or arbitrator. Until such time as either the Elections Committee or an arbitrator finds that the results of an election are not valid, those who have been elected shall take office and shall have the full authority of that office while any challenges are being considered.

XIII. Changes to the Election Manual

A. Amendments to this Manual may be made by a 2/3 vote of the Board of Directors at any time except between the date of the Declaration of Candidacy forms are made available for the city-wide elections and the date of the announcement of the final election results, exclusive of challenges. During that period, any amendments made to this Manual shall not take effect until after the completion of the election.

JUMP-START YOUR UNION ACTIVISM: BE OUR VOICE AT THE STATE AND NATIONAL LEVEL

Every year UTLA members amplify the concerns of our schools and communities by serving as delegates for our state and national affiliates. These positions are open to any current UTLA member and can be a powerful way to get more deeply involved in our union, flex your advocacy muscles on a broader level, and make a difference in education policy at the state and national level.

UTLA elections: How online voting will work

All eligible UTLA members will have the option to either vote by paper ballot or vote online for the UTLA officer and board elections. There are no coupons or other requirements. Paper ballots, mailed to your home, will include a unique PIN number and instructions on how to vote online. If you chose to vote online, do not mail in the paper ballot. If anyone has difficulty voting online, they should email info@utlaelections.org. The same options were offered in the last election cycle, and many members voted online.

Make sure UTLA has your address: Update your info online at www.utla.net/members/update-your-information.

Appendix: Special Director Qualifications

All candidates must meet the same requirements as the voters however candidates must also meet the two-year membership requirement.

1. Health and Human Services Director: Must be serving in a position that requires a service credential or professional license (PT, OT, etc.). They may also hold a teaching credential, but their current position cannot be a teaching position.

2. Substitute Teachers Director: Must be serving as a substitute teacher ETK-12.

3. Adult Education Director: Must be serving in an adult education teaching position.

4. Early Childhood Education Director: Must be serving under a children’s center permit.

5. Special Education Director: Must be serving in a position that requires a Special Education teaching credential. (Note: It is not required that LAUSD has grouped many service providers into the LAUSD “Special Education” Department).

6. Bilingual Education Director: Must be serving in a teaching position and hold the BCLAD or equivalent bilingual certification. Candidates do not have to be currently teaching in a bilingual classroom or in a position that requires a bilingual authorization.

Constitution

Section 1 - Composition: 6 The Board of Directors shall consist of:

d. One (1) director elected by Auxiliary Services. (School nurses; pupil services and attendance counselors; secondary counselors; librarians; school psychologists; and speech, language and hearing specialists.) (amended June 2, 1976).

e. One (1) director elected by the substitute teachers.

f. One (1) director elected by the Adult Education Division teachers.

g. One (1) director elected by the children’s center teachers (added February 19, 1975).

h. One (1) director elected by the special education teachers (added December 5, 1979).

i. To eliminate the Director elected by year round school teachers as of July 1, 2014 or earlier if the position becomes vacant. (added February 22, 1884) (amended March 6, 2013).

j. One (1) director elected by bilingual education teachers. Any member holding a Bilingual Certificate of Competency (BCC or BCLAD or equivalent). (added December 4, 1985) (amended December 4, 1985).

As the elections get closer, timelines and self-nomination forms will be posted online at www.utla.net/resources.
Bilingual education issues
A New Deal for language learners.

In 2016 almost three-quarters of California voters triggered a “new deal” for students. After a generation of repression under Prop. 227, which in effect outlawed bilingual education, all students now can access learning in two languages. This means that all students can choose language programs that lead to outcomes of increased cognitive development, higher academic achievement, greater access to college and careers, a connection to their own heritage, and accelerated socio-cultural awareness, all of which are supported by research. This major development dovetails with action by the LAUSD Board of Education, which passed a resolution in 2015 establishing “a commitment to biliteracy for all by 2032,” and the state’s Global 2030 initiative (created under then-Superintendent Tom Torlakson and now supported by Superintendent Tony Thurmond), making dual-language instruction an attainable goal for all California students.

Now comes UTLA’s New Deal for Public Education, which echoes the language resolutions of the district and the state:

Nurture the Whole Child: Our platform recognizes the affirming benefits of learning in one’s own language and the benefits of being literate in more than one language. We, UTLA, recognize the need for an “increased investment in multilingual education.”

Respect Educators: “Pay educators like professionals” is a critical element of UTLA’s New Deal. Dual-language educators bring resources to the classroom that nurture the whole child. The district should recognize this and honor the need for all DL instructors, both target language and ELA partners, to receive a differential in recognition of their additional course work, special expertise, and the additional classroom work inherent in DL instruction.

Respect Students and Parents: Language rights are human rights. UTLA’s New Deal advocates respecting movements for social justice, such as ethnic studies, multilingual education, and increasing parent and student decision-making, which happens by exponentially increasing the number of dual-language classrooms and the parents’ right to choose them for their children.

Fight Privatization: By expanding the number of dual-language schools and increasing the number of dual-language teachers, we offer appealing options to parents who might be drawn to the charter school industry.

All this takes teachers, and teachers have the right to be compensated for the work. LAUSD is actively recruiting BL/CAD teachers. There are almost 4,000 BCC/BCLAD teachers, but less than 1,000 are in positions that require the authorization to teach in programs that require it. It is incumbent upon LAUSD to reach into their coffers and prioritize programs and teachers who serve our students and pay them appropriately. Three years ago, 40 schools had dual-language programs. We will open this year with 182 (Spanish, Korean, Mandarin, Armenian, Arabic, and French). But to meet LAUSD’s promised resolution, we need to increase by 60 schools per year.

Is the district prepared to do its part to get teachers in the programs that students deserve? Several school board members, their allies, and UTLA already agree with this notion. Let’s continue to exert pressure on the district to move in this direction. At the recent UTLA House of Representatives meeting, a motion to bring the issue of bilingual differentials to bargaining was overwhelmingly passed. Our members are on the right side of history.

Let’s continue this discussion at the Bilingual Ed Committee meeting on October 30 at 4 pm at the UTLA building (Room 828).

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

—Tomás Flores
Chair, UTLA Bilingual Education Committee
tomas.flores@utla.net

Enter to Win an Academic Award

Enter to Win an Academic Award

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

Ready to expand your reach to more than one classroom at a time?

Earn your Preliminary Administrative Credential with the USC School Leadership Academy

Applications for Cohort 9 (Spring, 2020) are now open.

bit.ly/USC-SLAC9
Save This Date!

UTLA African American Education Committee

Prepares
Forty-Seventh Annual Community Conference

Saturday, February 8, 2020
7:30 AM to 4:30 PM
UTLA Building
3303 Wilshire Blvd. Room 815
Los Angeles, CA 90010

400 Years
Since the First Enslaved Africans Arrived
Reparations are Overdue

Continental Breakfast and Lunch

Early Registration before January 25, 2020 $20.00
Register on Saturday, February 8, 2020 $25.00
Parents free!
Students free with ID!

For more information contact: UTLA Conference Secretary: Debbie Reid at UTLA (213) 368-6232

Sue Embrey 2019-2020 Community Activist Scholarship

Calling all LAUSD High School Seniors!

Tell us about projects you did to organize/change your school environment, system and empowerment for a theme to receive up to a $2000 scholarship. Scholarships will be awarded to current high school seniors only.

Entries must be submitted by 5 p.m. on Friday, April 3, 2020 to:

United Teachers Los Angeles
Asian-Pacific Committee
3303 Wilshire Blvd. 10th Floor
Los Angeles, CA 90010

To enter, we require the following:

1. Completed Sue Embrey Community Activist Scholarship Application Form
2. Chapter Chair Form (Submitted by Chapter Chair)
3. Parent Sponsor Form
4. 2 letters of recommendation from your Teacher, Director of Community Service Program, or High School Counselor. At least one should be a current UTLA member.
5. An essay, two-page essay: 300 words describing your accomplishment and 500 words describing the specific details of your project.
6. Include photos with captions or a video/DVD of your project.

If you have any questions, contact the committee chair, Anthony Lopez at afl4658@lausd.net

Early Registration before January 25, 2020 $20.00
Register on Saturday, February 8, 2020 $25.00
Parents free!

Sue Embrey, educator, author, activist, lived by her principles of non-violence, self-determination, through education, social justice for workers, teamwork, collaboration, and empowerment of the Asian-Pacific

Sue Embrey is most recognized for her work as Chair of the Japanese Americans during World War II. In 1969, she helped to organize the first Manzanar Pilgrimage and also co-founded the Manzanar Committee to gain recognition of Manzanar as a California State Historic Landmark and eventually a National Monument.

UTLA Headquarters
3303 Wilshire Blvd., Los Angeles

Saturday, April 25, 2020
Time: 6 AM – 9:30 pm

**There will be a $5 discount for those that pay in full by Dec 5th, 2019

OR

Always wanted to go but don’t need salary points?

Cost: $75 (Pilgrimage only, pre-trip session optional, but encouraged)

How to Enroll:
go to utla.org and pay “2020 Manzanar” or search, click “2020 Manzanar

For questions about registration or cancellations, call 818-662-4848.

Financial Literacy 101 Investment Workshop

Open to new and experienced educators

Approved for 5 hours of Professional Development

Investment Education

Retirement and Investment Basics

Mutual Funds, Annuities, Active vs. Passive Investments

LAUSD Sponsored 57(b) Plans Navigating 403(b) Plans

And so much more!

Saturday, December 7, 2019
UTLA Building, 2nd Floor
3303 Wilshire Blvd.
8 AM - 1 PM

Pre-Registration is required

Sue Embrey, educator, author, activist, lived by her principles of non-violence, self-determination, through education, social justice for workers, teamwork, collaboration, and empowerment of the Asian-Pacific

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Retirees’ corner

Report of the August 9 General Assembly Meeting.

By Susie Chow
UTLA-Retired Secretary

President’s Report: UTLA-Retired President John Perez spoke briefly about the improved changes in diversity, graduation rate, drop-out rate, English Language Learners, gender equity, and curriculum. He thanked everyone for their contributions during their careers in education.

He ended with a forecast of the 2020 political landscape for school board elections. School board elections will now be held in even-numbered years. Four board seats will be up during the March presidential primary. UTLA will be running a slate campaign for four endorsed candidates: Jackie Goldberg, George McKenna, Scott Schmerelson, and Paty Castellanos. Voting “precincts” will be changed to 1,000 voting “locations,” and there will be 11 days of early voting. Six board seats will be up during the March presidential primary and school board election. Four board seats will now be held in even-numbered years. Four board seats will be up during the March presidential primary and the fall general election, one seat for the fall general election, and two seats for the March presidential primary. A UTLA-Retired member of the school board will be elected at UTLA for a three-year term. By virtue of the UTLA Constitution, your president is a member of the UTLA Board of Directors. He or she is also a member of the UTLA House of Representatives, along with the other UTLA-Retired members that UTLA-R elects every two years, and together they ensure that your voice continues to be heard within UTLA. On this page you can find the timeline for the election as well as all the information you will need if you want to run for one of our four officer positions.

What’s at stake in 2020: The national election and school board election is critical for us as retirees. At the national level one critical issue is privatization. Ever since 1980 and President Reagan, there has been a counterattack against reforms like Social Security. Immigration and Customs Enforcement, the Affordable Care Act, and the Affordable Health Act, these reforms, which started with FDR and ended with Obama, made America a better place for seniors like us, our kids and grandkids, and people who have never had health insurance in their lives. But there are people, such as Donald Trump and Eli Broad, who want to privatize all public services so their wealthy friends can get rich off establishing private mail companies and privatizing schools. We can’t let that happen.

The Pew Research Center just published an article on how Americans view many government agencies. The most popular agency is the Post Office—90% of Americans view it and the services of our brothers and sisters who work to get us our mail every day favorably. Immigration and Customs Enforcement (ICE) is the least favorable government agency (54% unfavorable), with the Department of Education Rodriguez’ guest speaker, Cameron Barrett, gave information about a CARA disaster (wildfire, fire and earthquake) preparation for seniors.

Thank you to Emily Ettinger for organizing the plants for raffle and Thomas Junge and his committee of volunteers for the healthy brunch.

Note from the UTLA-R President

By John Perez
UTLA-Retired President

UTLA-Retired Officers to be elected March 20, 2020: Your UTLA-Retired officers—president, vice president, secretary, and treasurer—will be elected at the March 20, 2020, General Assembly meeting at UTLA for a three-year term (July 1, 2020–June 30, 2023). By virtue of the UTLA Constitution, your president is a member of the UTLA Board of Directors. He or she is also a member of the UTLA House of Representatives, along with the other UTLA-Retired members that UTLA-R elects every two years, and together they ensure that your voice continues to be heard within UTLA. On this page you can find the timeline for the election as well as all the information you will need if you want to run for one of our four officer positions.

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NOVEMBER 13 UTLA Area Meetings: See times and locations at utla.net.

NOVEMBER 20

Upcoming meetings

OCTOBER 30

The following committees 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 Committee, 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, Oceans Committees, Education Action and Dance, Professional Rights & Responsibilities, Pre-Retirement Issues, Salary & Finance, School/Community Relations, School Readiness Language Development Program, Secondary School Counselors, Special Education, Substitutes, Violence Prevention & School Safety, Women’s Education.

NOVEMBER 13 UTLA Area Meetings: See times and locations at utla.net.

NOVEMBER 20 Elementary Committee: 4 p.m., UTLA building.

Secondary Committee: 4 p.m., UTLA building.

African-American Education Committee: 4 p.m., UTLA building.

PACE Committee: 6:30 p.m., UTLA building.

Helplessly Retired Committee: 4 p.m., UTLA building.

Tech Committee: 4 p.m., UTLA building.

By Susie Chow
UTLA-Retired Secretary

Treasurer’s report: UTLA-Retired Treasurer Mike Dreebin reported that $30,587 of the initial allocation from UTLA of $55,900 is left in the budget. Reimbursements are being processed.

Health benefits report: Loretta Toggenburger reviewed a health benefits FAQ from the LAUSD Health Benefits Committee on immunizations.

Membership and PACE reports: UTLA-Retired Vice President Cecelia Boskin reported that UTLA-R has 553 UTLA-R PACE members. It’s important to join PACE through a monthly CalSTRS deduction contribution. However, annual checks, payable to PACE, can be mailed to Cecelia Boskin, 3547 Federal Ave., Los Angeles, CA 90066.

Legislative report: Mary Rose Ortega, our legislative reporter, spoke about bills in Congress related to Social Security. She also reported on priority bills sponsored by the California Alliance for Retired Americans (CARA). Bonnie Coleman, CARA Southern CA community action team organizer, gave information about a CARA fundraiser.

Guest speaker: Cameron Barrett, director of education for the community organization that the City of LA has provided information about safety and disaster (wildfire, fire and earthquake) preparation for seniors.

Thank you to Emily Ettinger for organizing the plants for raffle and Thomas Junge and his committee of volunteers for the healthy brunch.

UTLA-Retired election timeline

For UTLA-Retired President, Vice President, Secretary, and Treasurer

Term of office: 2020–2023

December 1, 2019: Election timeline, rules, Declaration of Intent forms, and election announcement published/posted on the UTLA.net website (https://www.utla.net/members/utla-retired-committee) and in an email message sent to all UTLA-Retired members in the UTLA-Retired Email Messenger mailing list as of this date.

Election forms will also be available by contacting Tara Thomas on the 12th floor at UTLA. The intent to run will remain available on utla.net until the filing deadline date. January 17, 2020: Declaration of Intent to Run forms for UTLA-R Officers must be submitted to Tara Thomas on the 12th floor at UTLA no later than 10 a.m. All candidates for office must have UTLA-R retired membership as of June 1, 2019.

January 30, 2020: Candidate statements and photos for President, Vice President, Secretary, and Treasurer for publication/posting on the UTLA website must be submitted to Tara Thomas at UTLA by 3:30 p.m. All candidate-submitted photos and statements will be used for posting in both the general election and run-off election (if needed).

February 20, 2020: Candidate statements and photos and election timeline published/posted on UTLA.net website and in an email message sent to UTLA-Retired members listed in the current mail list for the UTLA-Retired Email Messenger.

March 20, 2020: All candidates and Campaign Committees incurring expenses must document them and submit their Candidate Financial Disclosure Report to Tara Thomas on the 12th Floor at UTLA no later than 10 a.m. If no election campaign expenses are incurred, a signed report form stating that fact should be filed.

March 20, 2020: Voting by secret ballot will take place at the UTLA-R General Assembly meeting from 10 a.m. to 11:30 a.m. UTLA-R membership as of March 10, 2020, is required to be eligible to vote in this election.

May 15, 2020: All Candidates and Campaign Committees involved in run-off elections incurring expenses must submit their Candidate Financial Disclosure Report that covers the period of the run-off election campaign to Tara Thomas on the 12th Floor at UTLA no later than 10 a.m. If no election campaign expenses are incurred, a signed report form stating that fact should be filed.

May 15, 2020: Run-off election(s) (if needed) with voting by secret ballot will take place at the UTLA-R General Assembly meeting from 10 a.m. to 11:30 a.m. UTLA-R membership as of March 10, 2020, is required to be eligible to vote in this election.

UTLA meeting board

Upcoming meetings

OCTOBER 30

The following committees 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 Committee, 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, Oceans Committees, Education Action and Dance, Professional Rights & Responsibilities, Pre-Retirement Issues, Salary & Finance, School/Community Relations, School Readiness Language Development Program, Secondary School Counselors, Special Education, Substitutes, Violence Prevention & School Safety, Women’s Education.

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NOVEMBER 20

Elementary Committee: 4 p.m., UTLA building.

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African-American Education Committee: 4 p.m., UTLA building.

PACE Committee: 6:30 p.m., UTLA building.

Helplessly Retired Committee: 4 p.m., UTLA building.

Tech Committee: 4 p.m., UTLA building.
FORMAL INVITATION REQUEST FORM

Name ____________________________________________ Emp.#_____________
Address _________________________________________________________________________
City ___________________________________________ State________ Zip___________
Phone (          )_______________________________Retirement Date:______________ / __________
School/Retiring Site _______________________________________________________________
Email address (non-LAUSD)________________________________________________________

UTLA honors and respects the many years you have given to your profession and our students and invites you to celebrate at the 2020 Retirement Dinner Dance

Saturday, May 16, 2020
Luminarias

If you are retiring between July 1, 2019, and June 30, 2020, request a formal invitation online at www.utla.net/events/2020-retirement-dinner-dance or complete coupon below and mail before April 3, 2020, to UTLA, Attn: Rosa Beasley, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90020. For more information, contact Rosa Beasley at rbeasley@utla.net

STRS preretirement workshops
Free workshops are open to all CalSTRS members.

All UTLA members are encouraged to attend a preretirement workshop at least three times during their career in order to plan for retirement security: early in their career, again just prior to age 50, and one year prior to retirement. CalSTRS (the California State Teachers’ Retirement System) and the district are sponsoring a series of preretirement workshops for this school year. Information will be provided regarding the calculation of retirement allowance, LAUSD 457(b) supplemental savings plan, post-retirement information, and more. Time will be provided at the end of the workshop presentation for questions and answers. See reservation information below. The workshops are individual meetings (not a series).

Dates and locations
All workshops are from 4 to 5:30 p.m.

October 17, 2019 (Thursday)
Meyler Elementary (Auditorium)
1123 W. 223rd St
Torrance CA 90002

October 31, 2019 (Thursday)
Mountain View Elementary (Auditorium)
6410 Olcott St.
Tujunga, CA 91042

November 14, 2019 (Thursday)
Manhattan Elementary (Auditorium)
1850 West 96th Street
Los Angeles, CA 90047

November 21, 2019 (Thursday)
Poly SH (Cafetorium/Multipurpose Rm)
12431 Roscoe Boulevard
Sun Valley, CA 91352

December 5, 2019 (Thursday)
Kingsley Elementary (Auditorium)
6410 Olcott St.
Tujunga, CA 91042

January 16, 2020 (Thursday)
San Fernando Elementary (Auditorium)
1130 Mott St.
San Fernando CA 91340

How to register: CalSTRS is asking that you register for the workshop you wish to attend through their website: http://resources.calstrs.com/workshop_registration/index.aspx.

October 18, 2019

Advertise in United Teacher

and get your message hand delivered to

37,000 educators!

For more information, contact:
Cherri Senders, President
Senders Communications Group
(818) 884-8966, ext. 1104 | cherri@sendersgroup.com
Officer and board travel report

A motion passed by the UTLA House of Representatives calls for a report to be published in the UNITED TEACHER that lists all union-paid travel by UTLA officers and directors outside of Los Angeles County. Below are the travel expenses incurred from June 2018 to November 2018, with an explanation as to how the travel relates to UTLA business.

NEA-RA Convention in Minneapolis
The following officers and board attendees were reimbursed the standard $2,000 or less (higher amounts due to additional responsibilities): Lucia Arias, Alex Caputo-Pearl, Wendi Davis, Kelly Flores, Arlene Inouye, Georgia Flowers Lee, Ingrid Gunnell, Teri Harnik, Gloria Martinez, Cynthia Matthews, Jennifer McKee, Maria Miranda, Cecily Myart-Cruz ($3,135), Juan Ramirez ($2,547), Elgin Scott, Steve Seal, Adrian Tamayo, Yolanda Tamayo, and Stacie Webster.

Purpose: To join delegates from across the country in debating on motions and setting policy for the NEA, one of UTLA’s national affiliates.

Trinational Conference in Mexico City
Attended by Kelly Flores ($520.44)
Purpose: To advance the defense of public education with leaders from Canada, the US, and Mexico.

AFT Convention in Pittsburgh
The following officers and board attendees were reimbursed the standard $1,680 or less: Alex Caputo-Pearl, Ingrid Gunnell, Arlene Inouye, Matthew Kogan, Gloria Martinez, Cecily Myart-Cruz, Alex Orozco, Juan Ramirez, Adrian Tamayo, Yolanda Tamayo, Karen Ticer Leon, and Julie Van Winkle.

Purpose: To join delegates from across the country in setting policy for the AFT, one of UTLA’s national affiliates.

California Labor Fed in Costa Mesa
Attended by Ingrid Gunnell ($289).
Purpose: To represent UTLA at the California Labor Federation.

California Alliance for Community Schools meeting in San Jose
Attended by Alex Caputo-Pearl ($592) and L. Cynthia Matthews ($599).
Purpose: To represent UTLA on this critical coalition of local teacher unions and community groups.

SDEA Labor-Community Privatization Conference in San Diego
Attended by Daniel Barnhart ($88)
Purpose: To network with other unions on privatization issues impacting workers and public education.

National Council of Urban Education Associations Conferences in Minneapolis and Des Moines
Attended by Elgin Scott ($1,210 and $873)
Purpose: To set policy for urban councils for the year.

Alliance to Reclaim Our Schools meeting in Boston
Attended by Alex Caputo-Pearl ($1,338)
Purpose: To plan coordinated national actions to fight privatization.

AFT Meeting in DC
Attended by Alex Caputo-Pearl ($1,476)
Purpose: To coordinate strategy with AFT President Randi Weingarten.

National Teacher Movement meeting in Oakland
Attended by Arlene Inouye ($490).
Purpose: To share lessons from UTLA’s 2019 strike and strengthen the national teacher movement.

California Labor Fed Executive Council
Attended by Juan Ramirez ($199)
Purpose: To represent UTLA on the Labor Fed’s Executive Council.

Schools & Communities First Strategy Session in Oakland
Attended by Juan Ramirez ($266).
Purpose: To strategize passage of funding measure with community allies.

Statement of Ownership, Management and Circulation

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17. Publication of Statement of Ownership: Published.
18. Signature and Title of Editor, Publisher, Business Manager or Owner, Name and Title of Person Signing Form. Kim Turner, Editor, 9-26-19

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

October 18, 2019
How To Place Your UT Classified Ad
Job share & LAUSD employment ads are FREE

Print your ad from your computer or use a typewriter. Count the number of words in your ad. Area code and telephone number count as one word. Email and web address count as one word. Abbreviations and numbers are considered words and are charged individually. The classified ad rate is $1.50 per word for each time your ad runs (there is no charge for LAUSD job share/employment available ads). Multiply the number of words in your ad by $1.50. This is the cost for running your ad one time in UNITED TEACHER. If you're running your ad in more than one issue, multiply the one-time total by the number of issues you wish the ad to appear. We have a ten word minimum ($15.00). All ads are payable in advance by check or money order. Please provide your classified ad copy to Classifieds, UNITED TEACHER, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010.

CLASSIFIED AD COPY FOR UNITED TEACHER PUBLISHING

_____ March 27 (due date: March 9)  _____ May 8 (due date: April 20)

Name: ________________________________
Street Address: ________________________________
City: __________________ State: ______ ZIP: ______

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

__________________________________________________________________________

__________________________________________________________________________

Total number of words: _____ @ $1.50 = $______ per run date
Number of run dates ____ X $____ each run date = $______

No credits or refunds on canceled ads.

Mail with payment to UNITED TEACHER Classifieds, UTLA, 3303 Wilshire Blvd., 10th Floor, Los Angeles, CA 90010.

Ads may also be dropped off at this address.
**Educator Night at the Pacific Asia Museum**

K-12 educators are invited to a special evening at the Pacific Asia Museum on Thursday, November 14, featuring hands-on activities and gallery conversations. Explore the exhibition “Following the Box” and discover how artists respond to archival images to make personal connections and build intercultural understanding. Learn to use works of art to teach critical thinking and analysis skills and participate in a hands-on artmaking activity you can replicate in the classroom. Enjoy an evening with colleagues that will include a curriculum packet, light refreshments, a store discount, and complimentary parking. The event is free for K-12 teachers. Session runs from 4:30 p.m. to 7:30 p.m. at the USC Pacific Asia Museum (46 N. Los Robles Ave., Pasadena.) Space is limited, RSVP required. RSVP at http://bit.ly/2LiFhgy. For more info, contact valentina.quezada@pam.usc.edu.

**Salary point class on Southwestern Heritage in November**

Teachers/support staff of all subjects and levels are welcome to enroll in “Southwestern Heritage” for two units of salary point credit. The class will visit the Autry Museum of Western Heritage, the Will Rogers Residence, and the Southwestern Museum and learn about the cultural heritage of Southern California. We will also share and practice some of the most effective classroom strategies for engaging students. Part participants have said how much they enjoy visiting enriching sites with other teachers and getting to know fellow educators from various LAUSD schools. This class takes place on November 9, 16, and 23, and December 7 (all Saturdays). The cost is $175 prepaid, or $185 on the first day. To find out more information, please visit www.en4educat.com, call/text Larry Carstens 818-645-4259, or email en4ed@earthlink.net.

**Online salary point course on building healthy relationships**

“Creating a Conducive Environment through Building Healthy Relationships” is a three-salary-point course from California Equity. This course can lift classroom relationships to a higher plane by helping you build trust between you and your students. 4E4 courses are LAUSD-approved and research-based to provide actionable steps to promote equity and excellence in your classroom. All courses are 100% online and can be taken anywhere, with six months to complete coursework or up to one year if you enroll in three or more classes. Graduate credits also available. To find out more, visit www.educationequity.com.

**LA Plaza de Cultura y Artes is accepting School Group Reservations for Spring 2020**

LA Plaza de Cultura y Artes is a museum that celebrates the history, culture, and contributions of Mexican and Mexican Americans in Los Angeles. Education programs include guided school tours and art workshops and a garden and culinary program. LA Plaza provides the opportunity for schools and organizations that are Title I-funded to apply for a Bus Scholarship Award. If granted, LA Plaza will book and pay for bus transportation. To provide equal opportunity to all educators throughout Los Angeles County, priority will be given to educators applying to this opportunity for the first time. Transportation assistance is offered on a first-come, first-served basis as funds are limited. Reservations are due Monday, Wednesday, Thursday, and Friday from 10 a.m. to 12 p.m. For more information, contact education@lapca.org or visit the website www.lapca.org.

**Evenings for Educators at LACMA in December**

For more than 30 years LACMA’s Evenings for Educators program has provided K-12 teachers with opportunities to talk about, discover, and create works of art. In the 2019–20 season, programs will take place over eight Tuesdays, from October to April. As in previous years, there will be four themes, but this year each theme will be offered on two dates to create greater flexibility and enhance the intimacy of each program. Join us in December for “Nature in Art” to learn about artists who incorporate the natural world in their work. Artists often reveal the different ways humans relate to, and learn from, nature. We will consider indoor and outdoor artworks, ranging from photographs to large scale installations, that inspire curiosity and wonder about the natural world and our place in it. Teachers enjoy complimentary parking and dinner as well as a thematic curriculum packet containing discussions of individual artworks, image reproductions, and lesson plans. Two sessions: December 3 and December 10 (each from 4:30 p.m. to 8:30 p.m.). Tickets are $15 in advance and $20 when purchased the day of the event. For more information and to register, please visit https://www.lacma.org/education. If you have additional questions, please call 323-857-6093 or email educate@lacma.org.

**CSUN**

**MICHAE LD E.I S NER**

**COLLEGE OF EDUCATION**

**Advancement Opportunities: Want to Become a K-12 Administrator?**

The Department of Educational Leadership & Policy Studies, California State University, Northridge is pleased to announce the next cohorts of its program for the attainment of the Preliminary Administrative Services Credential (PASC) and Masters’ Degree in Educational Administration. The class will visit LA Plaza de Cultura y Artes in November to explore the exhibits and educational programs offered by the museum. The class will also visit the Autry Museum of Western Heritage, the Will Rogers Residence, and the Southwestern Museum to learn about the cultural heritage of Southern California. The class will practice classroom strategies for engaging students and build intercultural understanding. The curriculum packet includes light refreshments, a store discount, and complimentary parking. The event is free for K-12 teachers and runs from 4:30 p.m. to 7:30 p.m. at the USC Pacific Asia Museum (46 N. Los Robles Ave., Pasadena.) Space is limited, RSVP required. RSVP at http://bit.ly/2LiFhgy. For more info, contact valentina.quezada@pam.usc.edu.

**Please Join Us at One of Our Upcoming Informational Meetings:**

**SAN FERNANDO VALLEY**

- **LAUSD – LD Northwest Administrative Office** – A Wednesday Night Cohort
  - Info Meeting: 4:00 PM on Wednesday, October 16, 2019
  - Meeting Room: September 20th - Conference Room K, adjacent to front parking lot.
  - October 16th - Conference Room North, adjacent to north parking area.

**NORTH HOLLYWOOD**

- **James Madison Middle School** – A Saturday Night Cohort
  - Info Meeting: September 28th - Classroom 102, 600 S. McCadden Pl., Los Angeles, CA 90005
  - Meeting Room: Staff Lounge located near the front entrance of the school.

**LOS ANGELES**

- **John Burroughs Middle School** – A Thursday Night Cohort
  - Info Meeting: 4:00 PM on Thursday, October 17, 2019
  - Meeting Room: Classroom 126, turn into school driveway off 6th St., parking adjacent to room.

Please visit our website at http://www.csun.edu/education/iges. For additional information, please contact ricardo.sosapavon@csun.edu, or call the ELPS Office at CSUN (818) 677-2591.

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**Estate Planning**

Want to avoid probate? Wanting peace of mind? Don’t do it yourself. Let a fellow teacher be your lawyer. Sheila Bayne is a full-time teacher with LAUSD and has been an active member of the California Bar for over 30 years. Complete Estate Planning Package:

- Living Trust
- Living Will/Advance Health Care Directives
- Power of Attorney
- Trust Transfer Deeds
- Pour-over Will and supporting documents
- Personal consultation

Discount for UTLA Members:

- $750 (Joint trust for spouses: $1,095)
- Also: Probate
- Conservation

CONTACT THE LAW OFFICES OF SHEILA BAYNE

310-435-8710

www.sheilabaynev.com

9770 W. Third Street, L.A., CA 90048

$1095

For more information or to register, call 310-435-8710.

For more course and registration information visit www.virtualeduc.com/lausd.

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**Salary point class on autism & Asperger’s Disorder**

Virtual Education Software’s “Autism & Asperger’s Disorder” is designed to help educators achieve a better understanding of these disorders to provide intervention strategies to enhance communication and learning and to provide methods for teaching more conventional behaviors. The course provides information on characteristics of the disorder, learning styles associated with the disorder, communication weaknesses, and various intervention strategies that have proven to be successful when working with students with Autism Spectrum Disorder (ASD). The online course helps educators comprehend why individuals with ASD act the way they do, and what education personnel can do to elicit more appropriate behavior. Two salary points available for $160. For more course and registration information visit www.virtualeduc.com/lausd.

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

October 18, 2019
Get Rewarded for Giving Gifts.

Feel good about your holiday shopping this year—get rewards with every purchase using your VISA® Rewards credit card. You’ll earn one point for every $1 spent plus generous benefits.

To learn more, visit our website at ccu.com/creditcards, or call us at (800) 334-8788

VISA® REWARDS CARD
• No annual fee
• Earn 1 point for every $1 spent
• Generous rewards with cash back options
• 1,000 bonus points with your first purchase

VISA® PLATINUM CARD
• No annual fee
• Low credit union rates
• Great for everyday purchases and shopping
• Accepted anywhere that Visa® is accepted

1APR = Annual Percentage Rate. Offers subject to change. The introductory APR will apply to purchases and balance transfers made during the first six billing cycles commencing on the date of account opening, and will end upon the start of the seventh billing cycle. Beginning with the seventh billing cycle, the APR will vary based on The Wall Street Journal Prime Rate. Introductory and Post Promotional APR will be based on your creditworthiness. As of September 19, 2019, the post-promotional rate would have been 11.90%-18.00% APR for the Platinum card and 12.90%-18.00% APR for the Rewards card. No annual fee. The balance transfer fee is 2% and the minimum transfer is $500. There is a cash advance fee of 3% or $10, whichever is greater, and a Foreign Transaction fee of 1%. All credit cards subject to credit approval. Offers subject to change.