

2017



CFT
Communications Awards

AWARD WINNERS

Prepared April 7, 2017

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California Federation
of Teachers

AFT, AFL-CIO

A Union of Professionals





Monroe Elementary teacher Marie Tang thanks the educators, parents, and students who gathered at a recent school board meeting, where Chinese Bilingual teachers spoke before the board, urging them to provide appropriate pay, training, and support for the extra assessments and report cards they require of all bilingual teachers.

Chinese Bilingual Teachers Speak Out at the BoE

Call for adequate pay, support, and training to do the extra work required of them

On Tuesday, February 9th over 30 teachers, parents, and students from across the SFUSD gathered at the Board of Education to speak out in support of Chinese bilingual teachers and the students they serve. The teachers who testified before the Board spoke of their dedication to bilingual education in the SFUSD. They asked only for the support, training, and pay that will allow them to do their very best for their students. Their specific con-

cern was the additional work required of them because they must conduct assessments and write report cards in both English and Chinese.

The speak out at the Board of Education follows an organizing drive by Chinese bilingual teachers, who gathered over 150 signatures from rank-and-file educators asking for UESF leadership to address their concerns.

Monroe Elementary teacher Marie Tang, who helped organize the peti-

tion drive, was one of the teachers who spoke out at the Board, requesting their attention to their concerns.

"Because we love our work and the job we do, 150 teachers from Cantonese immersion, Mandarin immersion, and biliteracy pathways have organized and signed this petition to tell you that we do not feel that we are getting the compensation and support that we need," said

Continued on page 4

Bilingual Teachers Speak Out at the Board of Ed

Continued from page 1

Marie at the meeting, where she also invited the Board commissioners to celebrate the Lunar New Year at her school.

In recognition of the extra work being done by the bilingual teachers, which they conservatively estimate at 21 hours per year, UESF Senior Staff Rep Eric Hall has filed a grievance requesting per diem pay for the extra hours. The initial grievance hearing was held on February 12th, and a response from the district is due no later than March 1st. To support the grievance, Chinese biliteracy teachers have kept work logs documenting the extra work they must do, including the taking of personal days.

UESF Executive Vice-President Susan Solomon, who represented the teachers at the grievance hearing, points out that the extra work involved in these assessments and report cards is true for other bilingual and biliteracy teachers as well (including Spanish), and therefore they are also covered by the grievance.

"Our next step is to reach out to the other bilingual teachers and to encourage them also to document the extra hours they do in work logs," says Susan, who along with UESF Secretary Lisa Guzmán, also spoke in support of the teachers at the Board meeting. "When the district provides its response to the grievance, we will then work with bilingual teachers district-wide on next steps, including figuring out what additional support and training should be provided."

If you would like to document the extra hours you work as a bilingual teacher, go to www.uesf.org/work-log. Links to a Facebook photo album of the speak out, and to the video of the presentation are also available on the UESF website.

Addressing Concerns Highlighted in the UESF Listening Tour

The great organizing job being done by Chinese bilingual teachers is a key step in addressing one of

Bilingual education is important to my family because it helps my children retain their home language so that they can communicate and keep the connection with the many loved ones in my family. Please support the teachers and pay them what they need so that they can continue to do a good job for my children.

Bonnie Wong
Monroe ES parent

the major issues identified during the UESF fall listening tour. With over 60 schools taking part, concerns around four main themes emerged: The affordability crisis, Safe and Supportive Schools, Special Education, and workload.

To see how UESF members are addressing issues surrounding Safe and Supportive Schools, see page 6 in this edition of the *SF Educator*. Details about our work addressing the affordability crisis can be found on page 3 and 5.

Finally, UESF SPED Committee leaders have also put together a Special Education solutions document, which has been distributed at the most recent Assembly and emailed to UBC leaders for discussion at each school site. According to Susan Solomon, the goal of the discussions is to gather more input from rank-and-file educators on how they would like to see the program improved. Already the district is addressing many of the issues identified in the document.



Over 30 teachers, parents, and students from school sites across the district gathered at the School Board meeting to speak out on issues of workload, pay, training, and support for Chinese bilingual teachers. Speakers included Chinese Immersion School Building Rep Stephen Lau (bottom left), and Monroe Elementary parent Bonnie Wong and her daughter Apphia (bottom right).

Best News Writing

FIRST

United Educators of San Francisco

Chinese Biliteracy Teachers Speak Out at the Board of Education

By Matthew Hardy, Communications Director

Judges' comments: Reveals intricacies of the topic in a clear and enticing manner. Well-written, focused article on a group of workers that we don't see throughout the union. Uses a small subgroup of the union to demonstrate solidarity for all.

SECOND

United Teachers Los Angeles

"From our classrooms to the community"

By Kim Turner, Communications Specialist

THIRD (TIE)

Coast Federation of Classified Employees

CFCE Members Show Solidarity at July Board of Trustees Meeting

By Nate Banditelli, Executive Director; Ann Nicholson, President; Connie Marten, Chief Negotiator

San Mateo Community College Federation of Teachers

CFT Convention Inspires Faculty to Work for Social Justice

By Katharine Harer, Co-Vice President and Strategic Campaign Initiative Organizer; Teeka James, Secretary

HONORABLE MENTION (TIE)

Los Angeles College Faculty Guild

Defining the Friedrichs Ruse

By Michael Messina, Writer

San José/Evergreen Federation of Teachers

American Federation of Teachers Turns 100

By Frank Espinoza, Sociology Faculty, Evergreen Valley College, and Council of Division Representative

Growing Activism in UESF Will Serve Us Well Next Year

By Lita Blanc
UESF President



It's been one year since I took office and it seems clear to me that UESF has moved decisively towards prioritizing membership empowerment and participation. Nothing speaks better to this than our major rally on May 10th, when those who came out demonstrated forcefully that educators are determined that our voices be heard!

We began the school year with our listening tour during which UESF officers and staff visited dozens of schools. It became obvious that our members wanted solutions to the following challenges: The affordability crisis, deterioration of working conditions and increased workload, the lack of resources for the implementation of Safe and Supportive Schools, and insufficient support for SFUSD's Special Education program.

In January, we began to take action. The UESF Special Education Committee presented a document to the district that detailed changes that our members believe are necessary. We circulated that document for discussion by UBCs. Additionally, Chinese bilingual teachers took a stand against working unpaid hours for the additional work required of them for the assessment and grading of their students.

What really spurred people into action was the non-payment of the contractual raise in January. After our grievance on

the raise was denied, we organized a colorful International Women's Day speak out at the Board of Education, where in addition to singing some powerful protest songs, we heard from two Chávez Elementary educators who were struggling to make ends meet. At that point, district officials began to consider ways of resolving the grievance.

However, the district did not make an acceptable offer until members at six schools and sixty-five speech pathologists began a work-to-rule campaign, letting the district know that they were serious about better pay and better working conditions.

The settlement of the January pay grievance was a big win for all our members, not just those teachers who had been directly affected. By moving the entire 16-17 raise to the summer of 2016 for all UESF members, certificated and classified will all get their full raise earlier than anticipated.

May 10th Rally Sets the Stage for Big Things to Come

Our May 10th rally for Stable, Safe, and Supportive Schools brought together 500 educators, parents, and labor and community allies. The mood was upbeat and determined. That so many came out six months before we sit down to revisit wages, and over a year before the contract is to expire, underlined the urgency of our message: SFUSD has to find the money to keep educators in San Francisco schools and to support our students in the classrooms.

Our broad theme for the rally, Stable, Safe, and Supportive Schools, showed that UESF members are not just fully commit-

ted to our own pocketbooks, but to the well-being of our students and that we are serious about fighting for full resources, wisely spent in the classrooms and in the schools. To listen to the members of the UESF Safe and Supportive Schools com-

I am, by nature, an optimist and am confident that we will turn our hopes into collective action. I invite each of you to look back on the last school year, reflect on what you accomplished, and begin to imagine what we can all do together in the coming school year.

mittee speak before the board was incredibly powerful. We challenged the district to fully support the resolution that seeks to disrupt the school-to-prison pipeline, but which has been at best implemented unevenly. But the committee members didn't just scold the district for inaction, they showed their leadership by offering specific and realistic policy changes the district could make right away.

In the fall, these victories will serve as a springboard for action to get our next salary increase as well as in electing our school board candidates and passing the Prop. 30 extension. The key to making that happen will be to make sure that every school site has a functioning Union Building Committee and to continue to build our alliances with parents and community. With strong UBCs, we'll be ready for our contract fight in the spring!

Harvey Milk once said "Hope will never be silenced." In the wake of the Orlando massacre, it is incumbent on us to think about what we can do to fight homophobia and racism and to ensure quality public education in San Francisco.

I am, by nature, an optimist and am confident that we will turn our hopes into collective action. I invite each of you to look back on the last school year, reflect on what you accomplished and begin to imagine what we can all do together in the coming school year. Have a wonderful summer!

SF Mime Troupe Takes on Public Education

Join UESF at the SF Mime Troupe's newest show, "Schooled," on Saturday, August 13th at 1:30 pm in Glen Park. Bring a blanket and a favorite dish to share to watch the troupe take on public education and those who seek to radically transform it in their own corporate image. Following the show UESF President Lita Blanc and Redding Elementary teacher Jeremiah Jeffries will participate in a Q and A about public education in San Francisco and nationwide.



Best Editorial or Column

FIRST

United Educators of San Francisco

Growing Activism in UESF Will Serve Us Well Next Year

By Lita Blanc, President

Judges' comments: Positive summary of a first year as union president. Provides a snapshot of union activity and advocacy throughout the year with a vision of the future focused on member activism.

SECOND (TIE)

United Teachers Los Angeles

"Hope amid heartache"

By Alex Caputo-Pearl, President

Cabrillo College Federation of Teachers

The Aftermath: 2016 Elections and Consequences

By David Lau, Communications Director

THIRD

San José/Evergreen Federation of Teachers

Prez Sez: Beware the TRUMPet of the Carnival Barker

By David Yancey, President

HONORABLE MENTION

San Mateo Community College Federation of Teachers

A Bridge Too Far? Cost of Living and Housing

By Anne Stafford, Professor of English and Union Treasurer

Teacher Turnover Rocks Paul Revere K-8

On May 13th the *San Francisco Chronicle* published a must-read special report detailing how the affordability crisis in San Francisco is pushing teachers and paras out of the City, creating a massive turnover crisis in the SFUSD. In the report, the SFUSD revealed that they were facing the daunting task of hiring 500 teachers for next school year. For the second year in a row the SFUSD is scrambling to fill the positions, and the destabilizing impact the crisis is having on our schools continues to get worse.

While educators leave the SFUSD for many reasons, the affordability crisis is touching nearly every one of those who leave as teachers and paras are forced to balance the skyrocketing cost of living with their family needs and the often emotional and physical toll working in the SFUSD has on them personally.

We know that schools hit particularly hard this year include Revere K-8, Sunnyside Elementary, Taylor Elementary, Lick Middle School, and Brown Middle School. With the deadline to quit or retire from the district on July 1st, this list is only expected to grow.

Paul Revere K-8 is a poignant example of a school rocked by the affordability crisis. At press time, twelve teachers had already given notice that they were going to leave by the end of the school year. Among them are Andy Hansen and Kelly Rogers, two veteran teachers who have chosen to relocate to Iowa to be near family. Renting a two bedroom apartment for \$3,600 for the two of them and Kelly's son simply became too expensive, as rent took up 55% of their income.

"Making the decision to move was incredibly difficult," says Andy, who has taught for seven years at Revere. "But we don't have enough balance in our lives. At this point it's so expensive that we are not able to do anything other than pay rent and buy groceries."

Both Andy and Kelly have grave misgivings about leaving San Francisco. As one of the veteran teachers at Revere, Andy is proud of being a consistent presence for his students, and feels guilty about leaving them behind. Kelly, a 24-year SPED teacher with three years at Revere, plans on leaving education altogether to return to school.

But the decision to move for Andy and Kelly was even more personal and heart-wrenching than disrupting their school community: They are leaving behind Kelly's 18-year-old son with her former partner and moving half-way across the country. "I am heartbroken," says Kelly.

Molly Servatius, a cherished language arts and social studies teacher at Revere, also feels a tremendous amount of guilt about leaving her students behind. A mainstay at Revere, Molly explains why she thinks Revere is so special, "There is something about the culture here, the group of people who pull together to support these kids," says Molly. "It's not always pretty, but we really work our butts off and the culture that the staff develops is so dedicated and so caring."

It's a bittersweet moment for Molly as she packs up and leaves her coworkers and students behind. She got engaged in May and is starting a new life in Minneapolis with her fiancé. But she is deeply concerned about what the impact so many Revere teachers leaving will have on her students, especially with four of the seven middle school teachers not coming back.

"Having consistent people at the school to pull together, to know how the school is run, is so important," continues Molly. "The high turnover really is destabilizing our schools and impacting the population of students very severely. It's going to be a very difficult year for those here next year."



Kelly Rogers and Andy Hansen (above), Molly Servatius (bottom left), and Allison Leshefsky (bottom right) are four of the twelve teachers leaving Paul Revere K-8 this school year. Our hearts go out to all of these educators, especially Allison, who faced a brutal eviction fight with a notorious landlord. Though she is leaving the district, she has inspired countless others to stand up and fight.

State Education Budget Continues to Rebound

Good news in the coming school year. The California state budget signed by Governor Brown earlier this month will mean an average increase in revenue for K-12 districts next school year of 4% overall. While not as large as the previous year's 11% budget increase, according to *Ed Source* it is large by historical standards.

It is unclear how much more resources the expanded state budget will mean for the SFUSD. At press time the district was considering their

budget for next school year, based on earlier estimates from the Governor. The draft SFUSD budget includes an additional \$9 million more in unrestricted general funds over the adopted budget for last year, and an additional \$23 million in the beginning fund balance over the previous year.

One item of concern: An initial analysis of the budget indicates that the district is seeking to expand spending on the central administration by over 10% from the previous year.

Best Feature Writing

FIRST

United Educators of San Francisco

Teacher Turnover Rocks Paul Revere K-8

By Matthew Hardy, Communications Director

Judges' comments: Addresses and personalizes a compelling problem that has a big impact on the community. Members tell their stories of how they are affected by the escalating cost-of-living, and why they are leaving the school and the state to seek more balanced lives.

SECOND

ABC Federation of Teachers-Retired

Trans-Pacific Partnership: The Devil is in the Details

By Dennis Cox, President

THIRD

San José/Evergreen Federation of Teachers

I Am They: Instructor Becomes Student Again

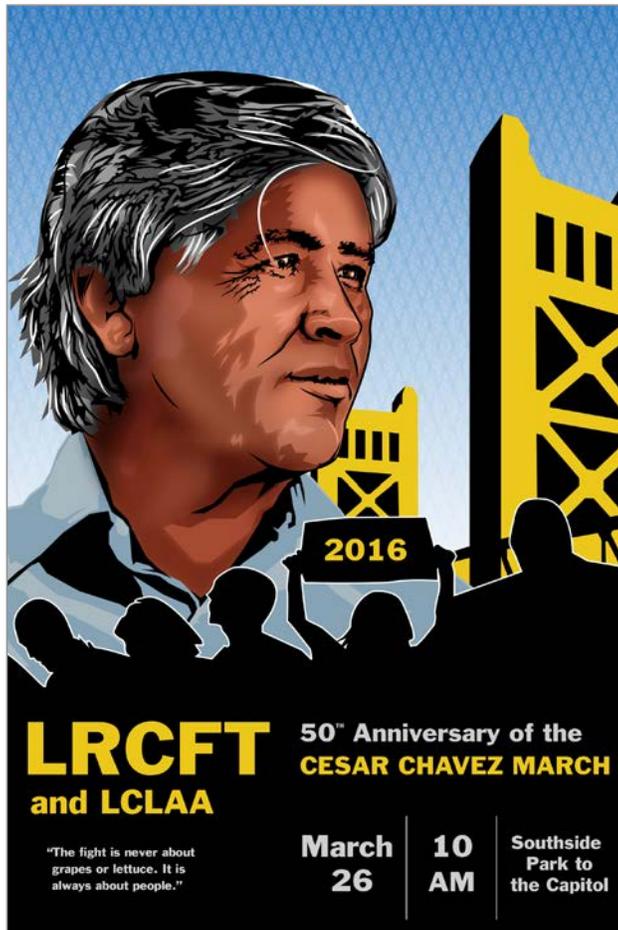
By Michelle Blair, English Faculty and Safe Zone Coordinator

HONORABLE MENTION

United Teachers Los Angeles

"Fixing the magnetization process"

By Kim Turner, Communications Specialist



Best Original Art or Photograph

FIRST

Los Rios College Federation of Teachers

Cesar Chavez March poster

By Robyn Waxman, Graphic Arts Professor

Judges' comments: A very skillful illustration. Effective use of layering keeps revealing new depths. Good use of location-specific iconography and symbolism. The image supports the message. One judge said, "There's a good feeling to Chavez' face – it looks hopeful."

SECOND

San Mateo Community College Federation of Teachers

Workload Equity poster

By Galina Gates, Student; Vera Fainshtein, Instructor

THIRD

United Educators of San Francisco

We can't TEACH where we can't LIVE

By Matthew Hardy, Communications Director

HONORABLE MENTION

San José/Evergreen Federation of Teachers

16th Annual Picnic: We Keep on Celebrating!

By Susan Yuen, Office Manager

Special section: Educator Development and Support (EDS)

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

The contract agreement negotiated with LAUSD by UTLA and approved by members last year makes improvements to the teacher evaluation process as part of our long-term goal to move toward a career-long profes-

sional growth model. On these pages are a guide to the changes and some tips to ensuring a fair process. Future negotiation priorities could include shifting from the use of the Teaching Learning Framework (a relic of the John Deasy era) to the California Standards for the Teaching Profession and including contract language on Artifacts of Evidence so that evaluations do not rely so heavily on one formal observation.

ing Framework (a relic of the John Deasy era) to the California Standards for the Teaching Profession and including contract language on Artifacts of Evidence so that evaluations do not rely so heavily on one formal observation.

Improvement: Institution of firm timelines

Your administrator must adhere to these dates

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

Improvement: Initial planning sheet objective elements

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

- 3** elements designated by the District each year for the year Standard 1.02 (Discuss techniques and student participation Standard 3.01, Standards-based projects, activities, and assignments Standard 7.02, Feedback to students)
- 3** elements selected by the employee
- +1** element cooperatively selected by the employee and the evaluator
- 7** total elements

If you cannot come to an agreement with your administrator on the cooperatively selected element, there is an appeal process (see Article X 4.5 of the UTLA-LAUSD contract).

Improvement: Observations

Employees being evaluated shall receive one formal observation during their evaluation year (drawn from two mandatory observations last year) + one "growth visit" (considered informal observation) that must be completed by March 17. Employees who wish to be formally observed more than once may arrange additional evaluation with their evaluators. Per Ed Code, administrators have the right to informally observe employees at any time.

Please see page 17 for the list of constraints that you may wish to attach to your initial planning sheet.



Tips: OBSERVATIONS

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



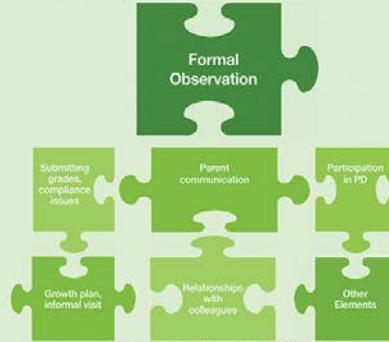
Tips: ARTIFACTS OF EVIDENCE

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

Formal Observation vs. Final Evaluation

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

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



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



Tips: CONFERENCES & CONFERENCE MEMOS

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

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

Call your Area Representative if you have questions.

Best Use of Graphics

FIRST

United Teachers Los Angeles

Special Section: Educator Development and Support

By Kim Turner, Communications Specialist

Judges' comments: The graphics draw you in and help clarify something that is difficult to understand. "It's challenging to put the pieces together," said one judge. Good layout – combined with clean typography and appropriate use of graphics — help to quickly explain this newly negotiated working condition that the union made better for educators.

SECOND

Los Angeles College Faculty Guild

Stand Together

By Tina Ramlall, Communications Coordinator

THIRD

United Professors of Marin

March: Women's History Month

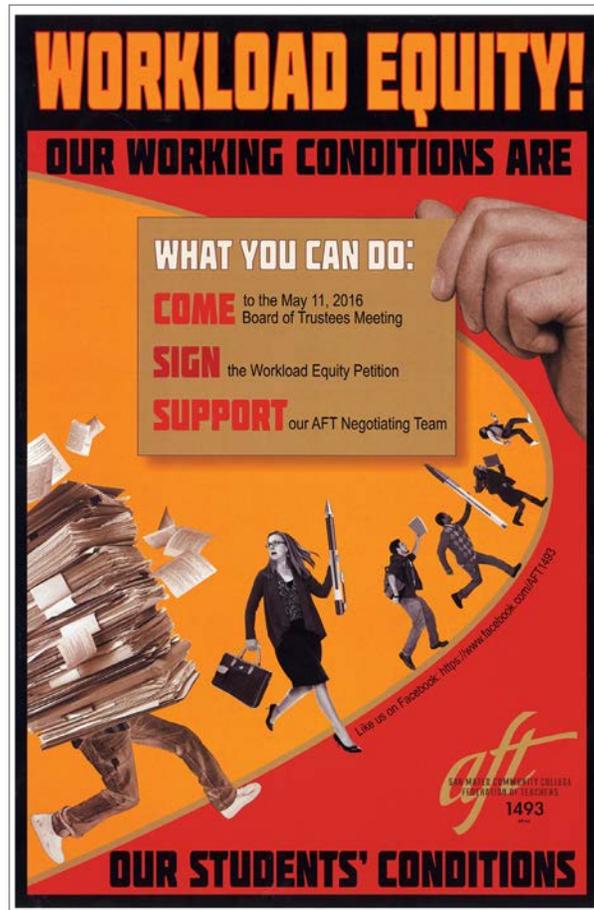
By Arthur Lutz, Newsletter Editor

HONORABLE MENTION

ABC Federation of Teachers-Retired

ABCFT-R Membership Meeting

By Roni Love, Secretary



Best Flyer or Poster

FIRST

San Mateo Community College Federation of Teachers

Workload Equity poster

By Galina Gates, Student; Vera Fainshtein, Instructor

Judges' comments: Poster provides a clear ask and invites you into the action. Compelling use of elements and colors combined with solid union branding. A sense of humor helps make its political point. One judge said, "It has a great Alice in Wonderland feel — people get small and go into the rabbit hole. And one seems to be saying, 'Ut oh, I'm late for work.'"

SECOND

Los Rios College Federation of Teachers

Cesar Chavez Day March poster

By Robyn Waxman, Graphic Arts Professor

THIRD

San José/Evergreen Federation of Teachers

AFT 6157 Picnic Flyer

By Susan Yuen, Office Manager

HONORABLE MENTION (TIE)

Coast Federation of Classified Employees

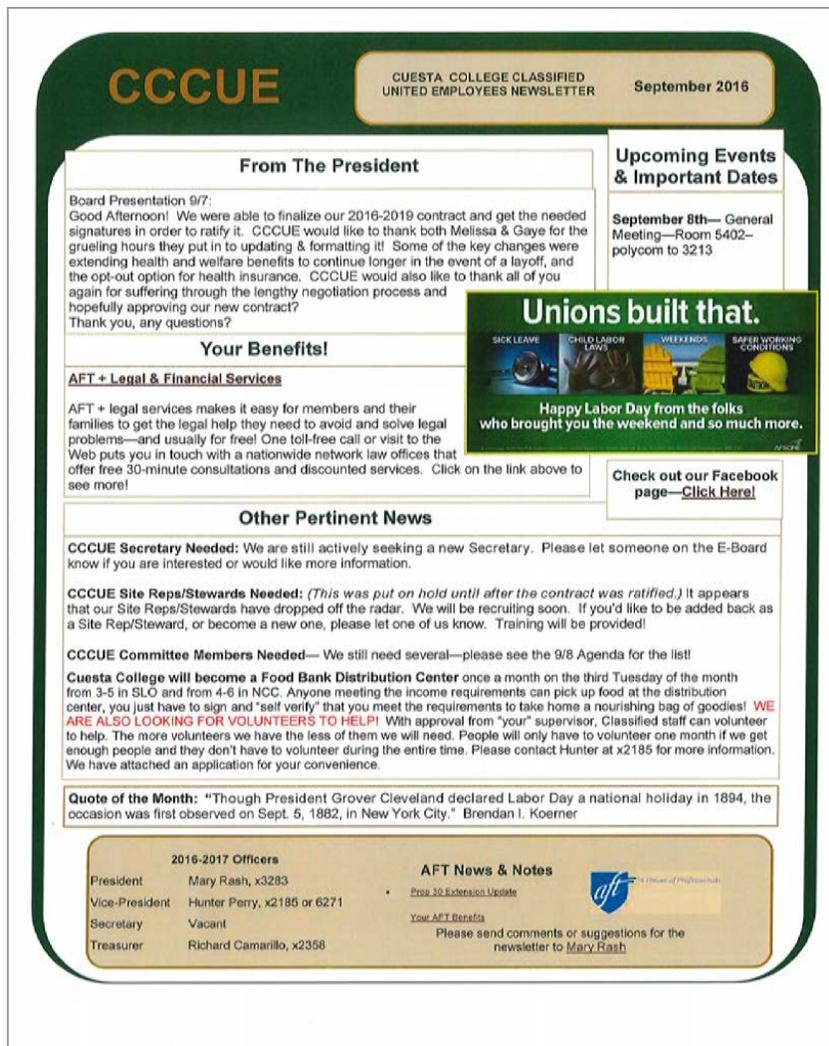
CFCE Annual Holiday Party Flyer

By Jamie Crowder, Union Assistant

AFT College Staff Guild-Los Angeles

Help Us Win Back Health Reimbursement Accounts (HRAs)

By Velma J. Butler, President; Suleman Ishaque, Political Coordinator; Irene Lopez, Secretary



Best Single-Page Newsletter *Locals fewer than 500 members*

FIRST

Cuesta College Classified United Employees

CCCUE

By Mary Rash, President

Judges' comments: Short and sweet. Good regular information to the members. Brings an identity to the local. Quotations bring a sense of humor to union business.

Hot Off The Press

STAFF GUILD HIGHLIGHTS

- **Spotlight on Politics:** 1521A supports the "Children's Education and Health Care Protection Act of 2016", an extension to Proposition 30 which taxed the wealthiest 2% of Californians and drops the modest sales tax increase that was part of the original proposition. During the Great Recession California schools lost more than 30,000 certificated and classified employees to layoffs due to revenue losses. Thousands more endured pay cuts and furloughs causing colleges and universities to cut classes and increase tuitions and fees. Our ability to offer the best quality education possible to our students and their families suffered greatly. Proposition 30 is a temporary tax that has made an enormous difference helping the growth of funding and restoration of programs since its passage in 2012 and its revenues cannot be allowed to expire.
- **The Supreme Court Upholds Union Dues:** The court's conservatives could not clinch a majority rule (due to the death of Supreme Court Justice Antonin Scalia) in favor of overthrowing the lower court's ruling in the case of Friedrichs vs. California Teachers Assn. In this case the 9th Circuit Court of Appeals had rejected the claim of an Orange County teacher who contended it violated her free-speech rights to be forced to support the union she opposed.

By no means does defeating the Friedrichs case mean we can rest easy. Attacks on unions and the working class are far from over. The more members get active the stronger we get and the louder our voice becomes during contract negotiations. Through the collective bargaining of our contract we ensure competitive salaries, health care, and retirement. Don't forget, We ARE the Union! Contact your worksite Chapter Chair and ask how you can help our union become stronger.

1

Best Single-Page Newsletter *Locals more than 500 members*

FIRST

AFT College Staff Guild-Los Angeles

Hot Off The Press

By Velma J. Butler, President; Mary VanGinkle, 1st Vice President; Mercedes Gaitan, 2nd Vice President

Judges' comments: Short and sweet. To the point — the information members need to take action. Consistently recognizable format.

CURRENT ISSUES

Recent Legislation

by Linda Chan



Jose Medina
(photo by Linda Chan)

The very important and powerful bills AB 1690 (Medina) and SB 1379 (Mendoza) were signed late Friday evening, September 30 by the Governor. What the bill requires is that the districts must bargain rehire rights for their part time faculty.

There are four elements that they must bargain "in good faith" or stand to lose their Student Success and Support Program (SSSP) funding. These elements are the length of time the faculty member has served at the community college or district, the number of courses taught at that institution, evaluations and availability, willingness and expertise to teach specific classes or specific assignments that are necessary for

CCAFF Executive Board

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Mission Statement

Citrus College Adjunct Faculty Federation, (CCAFF), is dedicated to serving its membership by working to:

- Assure a level of professional respect from the District reflected in its policies and practices consistent with the achievement, dedication and professionalism of its adjunct employees.
- Through contract negotiations, maximize members ability to earn a fair wage consistent with education industry standards.
- Work to provide working conditions for adjunct faculty that maximize their effective interactions with students and co-workers.

student instruction or services.

There are several areas that can be interpreted differently such as the number of times a course has been taught and the policies for termination and evaluation process. These have to be locally bargained. This is a powerful bill for part time faculty but it depends on how willing the districts are to bargain "in good faith" and how "good faith" is defined. CFT and CTA will be collecting data on which districts are negotiating and what is being negotiated.

If the districts do not follow through, then we can go further with stronger language for enforcement. The fight for rehire rights is still not finished and we need to continue to keep a vigilant eye on the districts. You can read the full text of both bills at www.leginfo.ca.gov.

Child Care at Citrus College

by Laura Wills

When I first started teaching at Citrus there was an issue that I remained ignorant about – and indeed, had spent little time thinking about: child care. It wasn't until I finally had a child that I finally looked into the matter and found that Citrus College lacked a child care center. This lack became painfully obvious recently as I am now at the point where I must consider alternative options – all of which mean looking for off-site facilities.

I, of course, am not alone with this problem. All other staff and students that have very young children and even those that are taking child development courses feel this lack in some capacity. In fact, I personally have had several students in the past three years at Citrus that have told me about their difficulties in finding reliable, affordable and local child care. Several of my students reported that they felt their best and only (as one student reported) option was to leave their children in the nearest community college's child development center.

Best Four-Page Newsletter *Locals fewer than 500 members*

FIRST

Citrus College Adjunct Faculty Federation

Local Update

By Mark Wessel, Editor

Judges comments: Solid content seasoned with welcoming color that grabs your attention. Strikes a nice balance between covering local and state-wide issues.

SECOND

United Professors of Marin

UPM Newsletter

By Arthur Lutz, Newsletter Editor

THIRD

Antelope Valley College Federation of Teachers

Union Advocate

By Violet Z. Christopher, Newsletter Editor and Communications Officer

HONORABLE MENTION

Yuba College Federation of Teachers

Going Adjunct

By Ben Brucker, Editor

Presidential
POV

IT SEEMS ONLY a short time ago, during the 2015 fall flex day event, that we were introduced to our new chancellor, Dr. Jowel Laguerre. Like many of you, I was impressed by his energy, enthusiasm, and vision concerning future changes to Peralta.

Chancellor Laguerre was aware of the "Peralta Way" and all of its negative connotations. His push for a "New Peralta Way," and his enthusiasm to make positive changes, was a breath of fresh air and uplifting.

My initial contacts and dialogue with the chancellor were positive and productive. He is a good listener, and he reacted quickly to issues that were brought to his attention, at both the colleges and district office. He did his best to navigate the system and solve problems that required changes. All this again brought hope that changes could be formulated in a manner to improve working conditions for our faculty, polish our programs, and allow faculty to better serve our students.

All of this began to change last semester as we began to note the increasing number of administrative hires throughout the district. While we have great respect for the chancellor's vision and his attempts to improve the system, these administrative changes began to reveal some troubling patterns. Above all, the changes were entirely at the whim of the chancellor—the district's formal planning structures didn't figure into



PFT representatives Scott Hoshida (English Dept., Berkeley City College) and Helen Curry (Cosmetology, Laney) joined 45 of their union sisters and brothers at the Sept. 20 meeting of the Peralta Community College District Board of Trustees. Faculty came out en masse to let trustees know about their frustration with working conditions at the colleges, the slowness of negotiations, and the runaway expansion of the administration. Since fall 2014, Peralta administrative salaries have gone up a dizzying 30%, even as enrollment declines and the district continues to cut classes aggressively (see Negotiations Update, inside).

the decisions, and none of the official consultative bodies had input.

Faculty understand that a large, complex organization will need to adapt and restructure from time to time. And I'm among many who truly hope these reorganizations among district personnel will result in dramatic improvements. At the same time, apparently arbitrary shakeups that show little regard for the processes and plans many of us have worked years to implement are counterproductive.

Further, PFT is concerned that board policy on hiring and review is not being followed. Skirting normal hiring procedures is only permissible in emergency situations, and we certainly don't feel that the recent rash of hires falls under this category. PFT strongly cautions the chancellor to follow the board policy as written.

Another disturbing trend is the administration's policy of cutting classes two or three weeks before

(continues on back page)

Best Four-Page Newsletter *Locals more than 500 members*

FIRST

Peralta Federation of Teachers

The Peralta Teacher

By Ed Jaramillo, President; Matthew Goldstein, Communications Director

Judges' comments: Solid writing. Great layout and use of typography. Reflects the life of the union positively. One judge said, "It's attractive, there are pictures of members – you want to pick it up. It's welcoming and friendly."

SECOND

AFT College Staff Guild-Los Angeles

In Strength & Unity

By Velma J. Butler, President; Steve Weingarten, Communications Director

THIRD

Coast Federation of Classified Employees

B.U.M. Bulletin

By Nate Banditelli, Executive Director; Ann Nicholson, President; Connie Marten, Chief Negotiator

HONORABLE MENTION

Los Angeles College Faculty Guild

Read On

By Deborah Kaye, Editor; Robert Fulton, Managing Editor; Michael Teitelbaum, Art Director; Michael Messina and Kelly Ross, Writers

A *aft*
B
CFT
RETIREES
September 2016

ABC Federation of Teachers-Retirees
AFT Local 2317
California Federation of Teachers
American Federation of Teachers, AFL-CIO



From the left: Dennis Cox, Melissa Hernandez & Pat Mancillias

Artesia High's Melissa Hernandez Wins Big!

by Julien Minard

Artesia High School's Melissa Hernandez is the 2016 recipient of the scholarship given by us – the ABCFT Retiree Chapter. It is a \$2,500 scholarship awarded to a graduating ABCUSD senior interested in pursuing a career in education. (See **Melissa Wins Big, Page 3**)

Best Six-Plus-Page Newsletter *Locals fewer than 500 members*

FIRST

ABC Federation of Teachers-Retired

ABCFT Retirees

By Julien Minard, Historian and Editor

Judges' comments: Opens with news and a photo on the cover – a warm engaging presentation. A membership form in each issue welcomes potential new members. Great job recognizing the important work that retirees contribute to the local and the community.

SECOND

Newport-Mesa Federation of Teachers-Retired

N-MFT Retired

By Donna M. Ewing, Vice Chair Communications

San Mateo
Community
College
Federation
of Teachers
AFT Local 1493
AFL-CIO
aft1493.org

DECEMBER 2016

Volume 40
Number 3

the Advocate

FACULTY DESERVE A FAIR CONTRACT!

“We Ask for Respect, Fair Treatment, and Dignity”

by Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Organizer

First of all, we are teachers. That’s why we come to work, why we stay up late grading papers and planning our lessons. It’s why we anguish about the students who fall through the cracks, the ones we try to help but sometimes can’t save. But many of us can’t afford to live anywhere near the colleges where we work, traveling long distances through soul-numbing traffic to show up for class everyday. Many of us are having trouble making ends meet.

continued on page 6



FACULTY FEEL DISRESPECTED

We feel insulted, we feel disrespected, and we’re fighting back. In mid October, over 120 faculty members attended open forums at each of our colleges to hear from the AFT Negotiating Team about the District’s contract proposals, their declaration of Impasse and the realities of Fact Finding. Your AFT Chapter Chairs opened the floor to ideas about how to fight for a better contract. We listened to what you told us, and we responded by orga-

DISTRICT MISINFORMATION

AFT files Unfair Labor Practice Charge against District

In the November 2016 issue of *The Advocate*, the lead article addressed the October 17 email to all faculty sent by Vice Chancellor Kathy Blackwood which suggested that the AFT had made false “claims” about the District’s contract proposal and then provided what she called “factual information” (apparently suggesting that the Union was providing inaccurate information.) *The Advocate* article stated: “In fact, a significant amount of the so-called “factual information” that Kathy presented in that email were new proposals and information that was not presented dur-

continued on page 2

INSIDE THIS ISSUE

- 3 Tenant protection fight continues in San Mateo
- 4 More faculty commuting longer distances
- 8 How our salaries rank in statewide comparisons

And we are all feeling the bite of the rising costs of healthcare, but if we are part-time instructors in this District, healthcare costs are really hurting us badly.

District revenues very strong, area cost of of living extremely high

San Mateo County is one of the richest and most expensive areas in the country. That’s why our district is “community funded”, running on local property tax revenues rather than state funding. Chancellor Galatolo proudly described on Opening Day how strong our District’s revenues are. However, the District’s current contract proposals do not reflect this spirit of abundance. In fact, they are “take aways”: decreasing raises and contributions towards benefits, limiting our flex day choices, changing faculty-approved evaluation procedures and ignoring workload equity. The irony is apparent – and the burn, the insult, hits hard. As one faculty member wrote in a message to the Board of Trustees: “Don’t take it out of our skins; we are already giving enough.”

Best Six-Plus-Page Newsletter Locals more than 500 members

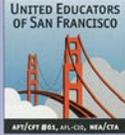
- FIRST**
San Mateo Community College Federation of Teachers
The Advocate
 By Eric Brenner, Editor
Judges’ comments: Always in-depth articles of topical concern. Sprinkled with member-written pieces and photos of members. Good use of informational graphics in articles where relevant.
- SECOND**
San José/Evergreen Federation of Teachers
Faculty Matters
 By Barbara Hanfling, Executive Director, Editor/

- Lead Writer; Farideh Dada, Assistant Editor, Language Arts Faculty; Patti Berg, Office Manager, Copy Edit/Layout
- THIRD**
Cabrillo College Federation of Teachers
Faculty Voice
 By David Lau, Communications Director
- HONORABLE MENTION**
Adjunct Faculty United
AdFacts
 By Judi McDuff, Executive Director

VOL. 34 NO. 1
JUNE 2016

San Francisco EDUCATOR

2310 Mason Street | San Francisco, California | 94133 | phone 415.956.8373 | fax 415.956.8374



AFT/CFT 885, AFL-CIO, MIA/CIA

On May 10th nearly 500 educators, parents, and supporters came out to the Board of Education to take part in our Stable, Safe, and Supportive schools rally and speak out. The large and spirited turnout underscores the high stakes in the coming months for the SFUSD and for our union.

Uniting for Stable, Safe, and Supportive Schools

May 10th Rally Sets the Stage for a High Stakes Campaign in the Coming School Year

On the afternoon of May 10th, 500 UESF members, parents, and community and labor supporters came out to a boisterous rally before the Board of Education meeting. Several musicians from the Brass Liberation Orchestra marching band kept the beat as hundreds chanted, "There's a crisis in our Town! 555 Don't Let Us Down!"

What set this rally apart from previous demonstrations wasn't just its massive size and the size of the community

support, but the tone and tenor of the event: The perfect balance of joy and fighting spirit, with hundreds proudly standing together to demand what's right for our schools.

According to UESF President Lita Blanc, it is that unity and commitment that will be necessary as we face the critical challenges of the next school year, including the November election, our meet and confer on wages in the fall, and our contract campaign next spring.

"May 10th was a wonderful day for UESF," says Lita Blanc. "With so many veteran educators standing side-by-side with brand new people, united around our growing campaign for Stable, Safe, and Supportive Schools, we showed the district and the City that we take seriously the challenges before us and that we are going to stand together."

With the affordability crisis creating massive turnover in the SFUSD for a

Continued on page 4

INSIDE THIS ISSUE

- 2** Union Talk
- 3** November Election
- 4** May 10th Rally Calendar
- 5** Turnover Crisis District Budget
- 6** Housing Counseling Eric Hall Retires
- 7** Labor History Course UBC Trainings
- 8** Awards & Honors

UESF

UESF represents more than 6,000 employees of the San Francisco Unified School District including teachers, counselors, instructional aides, psychologists, nurses, speech pathologists, substitutes, and therapists.

Best Tabloid Newsletter

FIRST

United Educators of San Francisco

San Francisco Educator

By Matthew Hardy, Communications Director

Judges' comments: Attractive, accessible design.

The covers pull you in with prominent member photos. Good range of articles, well written.

SECOND

United Teachers Los Angeles

United Teacher

By Kim Turner, Communications Specialist



Tomorrow: COPE, General Membership meetings, and outreach for Hillary Ronen and Prop W

We urge all members to join our COPE and General Membership meetings tomorrow from 3-5pm on the Ocean campus in MUB 140. Our rank-and-file leaders have voted to approve bringing a dues increase from 1.26% to 1.5% to a vote of the membership. And our Union is asking all members to sign a pledge card pledging a "yes" vote. You can bring your already signed card or sign a card at the meeting tomorrow.



3417 Mission St.

Afterwards join us in District 9 to get the word out to voters about Prop W and our endorsed D9 candidate Hillary Ronen who has fought with us for years to protect CCSF. A strong ally, Hillary Ronen was out with us on the picket lines during our strike last semester. Now she's in a tight race and needs our help. Please join us phone-banking for Hillary Ronen and Free City College tomorrow from 5:30-8:30pm at

Wednesday: Join District 7 outreach for Norman Yee and Prop W

Our current District 7 Supervisor, Norman Yee, is a former City College faculty member and an ally of CCSF. AFT 2121 has endorsed him for re-election. Please Join us Wednesday to help get the word out about his campaign and about Prop W. Please join us phone-banking for Norman Yee and Free City College Wednesday from 5-8pm at 1601 Ocean Ave.

Thursday: Tell the Board of Trustees stop the cuts and cancellations!

Administration has pursued an austerity agenda of cuts that will send our school into a death spiral of diminishing enrollment. Help educate the Board about the effects of these cuts on our students, our faculty, our school, and our community.

Join us for Public Comment
Board of Trustees meeting
Thursday, Oct. 27, MUB 140, 4:00

There is also a planning meeting the day prior to the BOT action. That will be 10/26, 1:30 - 3:30, MUB 340. If people who want to speak at the BOT meeting also come to the planning meeting, it would be helpful. But absolutely not required!

Best Email Newsletter

FIRST

San Francisco Community College District Federation of Teachers

AFT 2121 E-News

By Athena Waid, Organizer; AFT 2121 Executive Board including Tim Killikelly, Jessica Buchsbaum, Malaika Finkelstein

Judges' comments: Compelling, timely content with attractive design. It's the right length with the right number of links — and does not overwhelm the reader.

SECOND

San Mateo Community College Federation of Teachers

AFT 1493: The Advocate Newsletter

By Eric Brenner, Editor

THIRD

United Teachers Los Angeles

News to Use

By Communications Specialists Carolina Barreiro, Tammy Gann and Kim Turner

Faculty Voice: May 2016: News Roundup: ACCJC Update, CCSF Strike, Lower Court Ruling Upheld Against Friedrichs, and Unionist of the Year

Posted on May 5, 2016 by  David Lau

by David Lau, CCFT Communications Director *ACCJC on Life Support* ACCJC, the troubled accreditor of Cabrillo College and the entire California Community College system, faced a difficult few weeks in March. A majority of California Community College Presidents voted against the accreditor. The upset of the vote was the development of two planning groups, through the auspices of the CCC Board of Governors, to study reforming ACCJC. During the same weeks, the Federal Department of Education gave ACCJC until October 10th to report back about possible progress toward the many mandated changes imposed by the Feds after the violation of numerous regulations and laws. The ACCJC continues to take that position that it has done nothing wrong. The notoriously arrogant Barbara Beno may argue to the Feds that the formation of these study groups is enough to allow ACCJC to muddle through. Meanwhile the hunt is on for another accreditor for California's Community Colleges. *CCSF on Strike* City College of San



Francisco remains the crossroads of the struggle with ACCJC. As decisions against the accreditor mount, AFT local 2121 executed the first strike in its history and one of the few strikes in the entire history of the California Community College system. The ACCJC's actions against the college have meant years of reductions, pay cuts and layoffs. The cost of living in San Francisco, meanwhile, has truly skyrocketed. Years of cuts to courses mean 20,000 fewer students currently attend CCSF's eleven campuses. While faculty have been working to rebuild the college, the college proposes shrinking 26% in the next 6 years. The strike was called over unfair labor practices. The district's bargaining has been influenced by the accrediting commission, which is a clear violation of the law. On the day of the April 27 strike, CFT Spokesman Fred Glass said picket lines were spirited. *Lower Court Ruling against Friedrichs Upheld*

The death of Antonin

Scalia has left the Supreme Court with eight sitting justices. The immediate consequence of this situation has redounded to public sector unions, as the justices split evenly four to four in the Friedrichs v. CTA case we have been covering here in the newsletter. When there is an even split at the Supreme Court level, the lower court ruling remains in force. In the Friedrichs case, a lower court ruled in favor of public sector unions collecting agency fee, upholding the precedent set in the Abood case. For now, it appears public sector unions have dodged a real bullet. So much will depend on who is appointed as the next justice of the Supreme Court. *Unionist of the Year* Longtime Communications



Instructor Dan Rothwell is CCFT's Unionist of the Year. Dan has been our lead negotiator with the district. He is admired on the executive board and CCFT council for his insight and his passionate commitment to Cabrillo College, where he has taught for thirty years. Dan Rothwell has been a fearless, effective voice for faculty and student interests throughout a distinguished career as an educator and author. As an advocate for faculty, he is inclusive of both full-time and adjunct interests, always understanding that we are most effective together. As an advocate for students, he demands that school resources be used in ways that will benefit their learning. He is the guy you want at the negotiating table when the other side fails to take you seriously because he will insist on respect, but also when things get tense because he will make a joke and let everyone breathe again.



< Faculty Voice: May 2016: Considerations Regarding Measure Q

Best Online Newsletter

FIRST

Cabrillo College Federation of Teachers

Faculty Voice

By David Lau, Communications Director

Judges' comments: Well-organized content with compelling headlines that pull you in. Visually appealing with excellent typographic hierarchy. Good range of member photos. Works well on mobile devices.

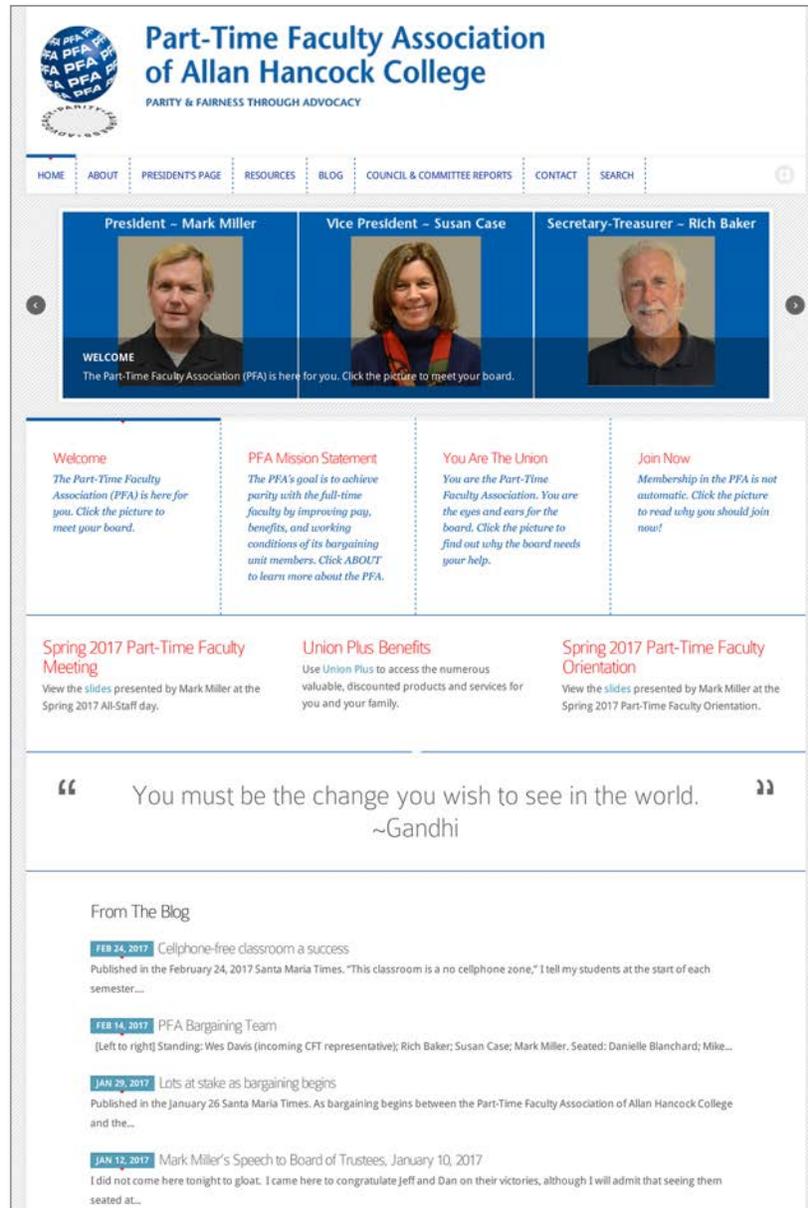
SECOND

Glendale College Guild

Chaparral

By Patricia Chamroonrat, Online Production Manger

Web & Social Media Awards



Best Website *Locals fewer than 500 members*

FIRST

Part-Time Faculty Association of Allan Hancock College

pfaofahc.com

By Dorrان Nadeau, Webmaster

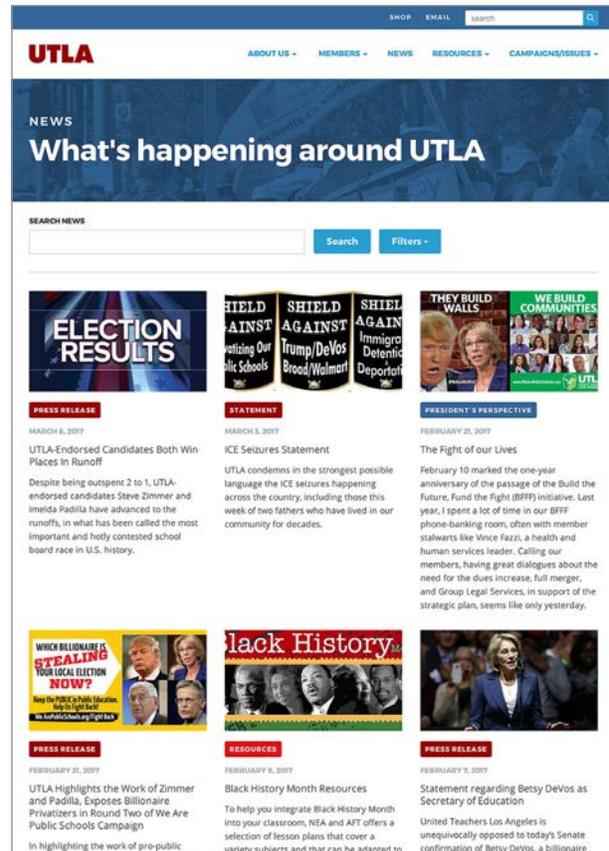
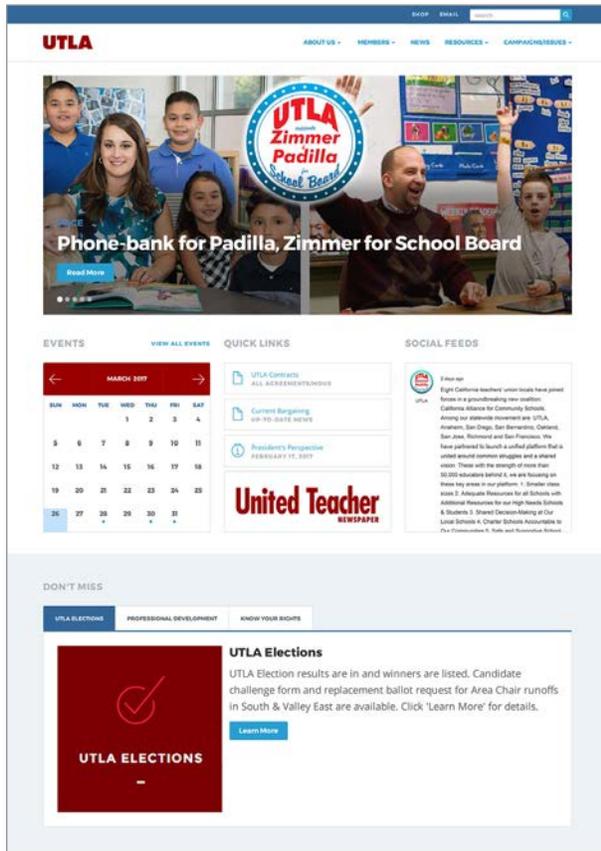
Judges' comments: Well organized with a clean look. Use of graphics and drop quote add a creative touch. Easy to use with blog entries on the bottom of home page leading site visitors to recent news.

SECOND

United Professors of Marin

upm.website

By Derek Wilson, Webmaster



Best Website *Locals more than 500 members*

FIRST

United Teachers Los Angeles

utla.net

By Tammy Gann, Communications Specialist

Judges' comments: Contemporary design of this content-rich site makes it easy to read and locate information. Slam-packed with important and interesting content for members and the community. Clean, user-friendly navigation and good use of graphics. Responsive design good on mobile devices.

SECOND (TIE)

San Francisco Community College District Federation of Teachers

aft2121.org

By Athena Waid Organizer

Cabrillo College Federation of Teachers

ccftcabrillo.org

By John Govsky, Vice President

THIRD

San Mateo Community College Federation of Teachers

aft1493.org

By Eric Brenner, Webmaster

HONORABLE MENTION

United Educators of San Francisco

uesf.org

By Matthew Hardy, Communications Director

Part-Time Faculty Association of Allan Hancock College, CFT Local #6185

Home

About

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Posts

Part-Time Faculty Association of Allan Hancock College, CFT Local #6185
February 14 at 1:43pm · 🌐

PFA Bargaining Team

[Left to right] Standing: Wes Davis (incoming CFT representative); Rich Baker; Susan Case; Mark Miller. Seated: Danielle Blanchard; Mike Terman (outgoing CFT representative).

Like Comment Share

Education in Santa Maria, California

About See All

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www.pfafahc.com/

Education · Non-Governmental Organization ...

Opens Monday 12:00PM - 5:00PM

Invite friends to like this Page

The mission of the PFA is to improve the pay, benefits, and working conditions of its bargaining unit members.

Part-Time Faculty Association of Allan Hancock College, CFT Local #6185 added 2 new photos.
August 7, 2016 · 🌐

Shared Experiences

During Mark Miller's English 101 class, Franca shared her experiences as a young girl in Italy under German occupation during WWII. She described how her father was taken for slave labor in the middle of the night, how she witnessed 12 of her friends and neighbors shot in the town square in retaliation for 1 German soldier being killed by the partisans, and how she had to work in the Germans' mess hall peeling potatoes along with some other young girls, supervised by two SS men who had orders to shoot them if they said a word.

Part-Time Faculty Association of Allan Hancock College, CFT Local #6185 added 6 new photos.
December 20, 2016 · 🌐

PFA backed Allan Hancock College Trustees Sworn In

At the December 12 AHCC Board of Trustees meeting Dan Hiker and Jeff Hall were sworn in. Hilda Zacarias was also sworn in after running unopposed.

Best Use of Social Media *Locals fewer than 500 members*

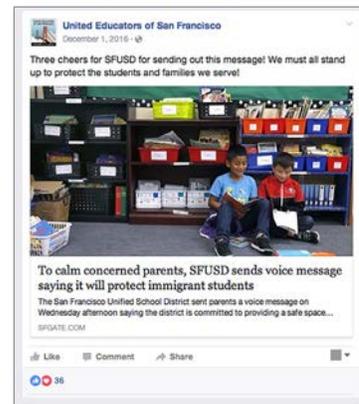
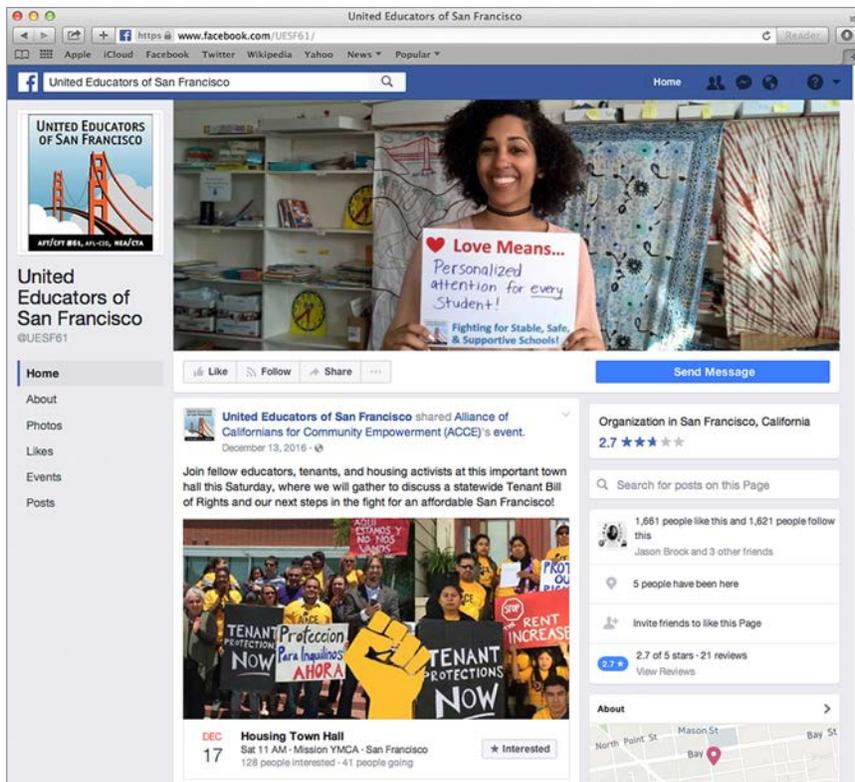
FIRST

Part-Time Faculty Association of Allan Hancock College

Facebook Page

By Dorrان Nadeau, Webmaster

Judges' comments: Nice mix of posts about local news and events, as well as larger world issues from reliable sources. Great photos of members.



Best Use of Social Media *Locals more than 500 members*

FIRST

United Educators of San Francisco

Twitter.com/uesf and Facebook Page

By Matthew Hardy, Communications Director

Judges' comments: Good mix of posts on local union issues, education-related news from local sources, and the larger labor movement. Regular notices of union events and actions. Beautiful original photos of union members. Original text on many posts. Twitter feed is similarly rich. One judge said, "This tells the local's story."

SECOND

San Mateo Community College Federation of Teachers

Facebook Page

By Michelle Kern, CSM Chapter Chair

THIRD

Coast Federation of Classified Employees

Facebook Page

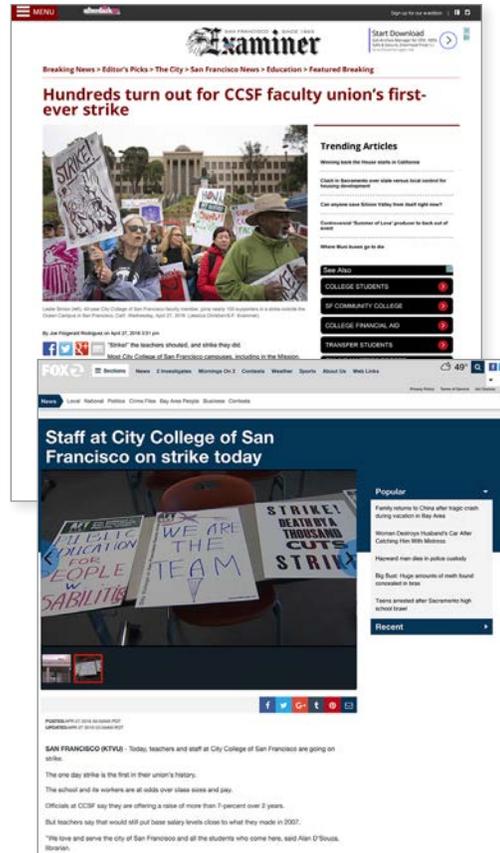
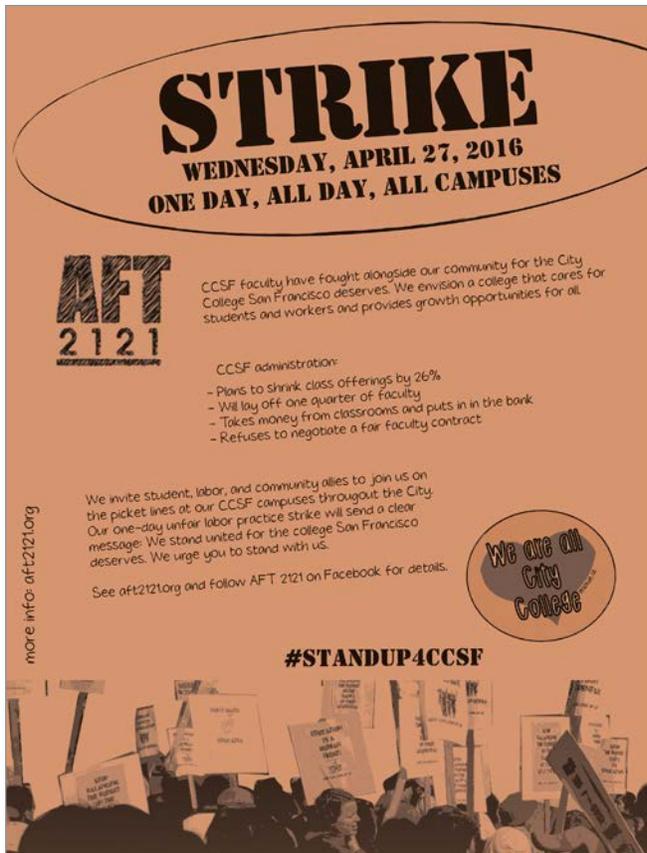
By Nate Banditelli, Executive Director

HONORABLE MENTION

AFT College Staff Guild-Los Angeles

Facebook Page

By Velma J Butler, President and Scott Matsuda, Support Staff



Best Single Effort *Locals more than 500 members*

FIRST

San Francisco Community College District Federation of Teachers

City College faculty union's first STRIKE

By AFT 2121 members, precinct rep leaders, and leadership; AFT staff & organizers; college administration; San Francisco community

Judges' comments: Impressive multi-dimensional effort engaging both members and the public – and they won! Shows that locals can go on strike for something other than a contract dispute.

SECOND

Los Rios College Federation of Teachers

Union Hall Art Gallery postcards

By Robyn Waxman, Graphic Arts Professor

THIRD

San José/Evergreen Federation of Teachers *Mentorship Program Success*

By Shelley Blackman, Henry Liem, Minerva Duke, Kevin McCandless, Dorothy Pucay, Shelley Blackman, Sravani Banerjee, Huma Saleem, Elaine Kafle, Linda Ferrell, Randy Pratt

HONORABLE MENTION

United Teachers Los Angeles

Year in Review video

By Tammy Gann, Communications Specialist

Part-Time Faculty Association of Allan Hancock College
 PARITY & FAIRNESS THROUGH ADVOCACY




President's Letter
 January 2016

By Mark James Miller, PFA President

Happy New Year, fellow part-time academics. 2016 and a new semester are upon us. I hope everyone had an enjoyable and restful Winter Break. (I know I did!)

The office is open again after the winter hiatus and we are back to our usual hours: Monday through Thursday 12–5. The office will remain closed (except in unusual situations) on Fridays but we will continue, as before, to check out emails and voicemails.

Don't forget that your availability form is due February 1 for the fall semester, and that until further notice, only people in Pool 1 are being evaluated.

Pay dates for this semester should be February 10, February 26, March 31, April 29, and May 31. With only a few exceptions, most of us will not see a check on January 30. Don't forget that the February 10 check will not be direct-deposited but will be mailed on that day.

By now everyone should have received their Notice of Election and nominating form for the 2016 CFT Convention, which is held March 11–13 at the San Francisco Hyatt Regency. If you would like to attend you can nominate yourself, or if you know someone whom you think would be a good delegate, the deadline to get that back to us is January 30.

On January 16 the annual Tri-Counties Central Labor Council's Labor Leader of the Year Dinner was held at the Oxnard Marriott Residence Inn. There were three honorees this year: Lynn Swenson, a local Teamsters Union leader, Congresswoman Lois Capps, and our own CFT Area Representative Mike Terman. There has never been a more deserving recipient of this award than Mike, who has been an invaluable help to our local since we joined CFT back in 2002. Sadly, he will be retiring at the end of this school year and will be sorely missed.

Rev. 4-9-16

Part-Time Faculty Association of Allan Hancock College
 Local 6185
 California Federation of Teachers
 American Federation of Teachers
 AFL-CIO

The PFA's goal is to achieve parity with the full-time faculty by improving pay, benefits, and working conditions of its bargaining unit members.

Executive Board Members

President
 Mark Miller

Vice President
 Susan Case

Secretary-Treasurer
 Rich Baker

Members-At-Large
 Danielle Blanchard
 Lisa McKinley
 Jenny Morris
 Jeffrey Stein
 George Torbert
 David Vandt

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 E-mail ahcpta@verizon.net
 Web www.pfaofahc.com

Part-Time Faculty Association of Allan Hancock College
 PARITY & FAIRNESS THROUGH ADVOCACY




President's Letter
 Summer 2016

By Mark James Miller, PFA President



Welcome to Summer!

I hope everyone is enjoying the summer. We just passed the Summer Solstice, that day in which the sun is directly overhead of the Tropic of Cancer and is also the longest day of the year. In Sweden people raise Maypoles in honor of the solstice; in England, neo-Druids gather at Stonehenge, and the Arctic Circle experiences 24 hours of consecutive daylight. The earth is at its farthest from the sun at this time. For the next 6 months, the days will get progressively shorter and the nights progressively longer (although it is the reverse in the Southern Hemisphere). Let's hope the summer sun continues to shine on all of us and bring us good fortune!

Grade Inflation and Student Evaluations: How One Is Connected to the Other

"A 'C' is acceptable college work," a professor told me many years ago, when I was an undergraduate. He went on to say that a 'B' was far above average, and an 'A' was reserved for truly exceptional efforts. He gave out few B's and fewer A's. A 'C' was by far the most common grade he gave.

My, how times have changed! Nowadays studies consistently find that 43% of the grades given in U.S. colleges and universities are A's, D's and F's account for only 10%. At Brown University, for example, two-thirds of all letter grades

Rev. 4-9-16

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 David Vandt

Negotiating Team
 Danielle Blanchard
 Susan Case
 Mark Miller
 Mike Terman, CFT Rep

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 Santa Maria, CA 93454
 Telephone 805 352-0145
 Fax 805 352-1318
 E-mail ahcpta@verizon.net
 Web www.pfaofahc.com

Best Bulletin Series *Locals fewer than 500 members*

FIRST
Part-Time Faculty Association of Allan Hancock College
President's Letter
 By Mark James Miller

Judges' comments: Consistently good writing, sustained over many years. Good job of keeping

members informed and up to date on news specific to the union, labor and education communities. One judge said, "I suspect people in his local look for this because it is such an established tradition."

December 2016 | CFCE

Table Talk

Volume Forty-One
December 9, 2016

CFCE returned to the negotiations table on December 1, 2016. The focus of the morning session was further discussion about the possible implementation of the classification/compensation study. The District had Shafron O'Connor, District Director of Human Resources, Recruitment and Employment Services, answer questions asked by CFCE regarding the

Negotiations Team:
Ann Nicholson President

October | CFCE | Negotiations

Table Talk

Volume Thirty-Eight
10/17/16

Contract Negotiations Update:

CFCE started off the meeting by sharing with the District the results from the recent negotiations survey. The response to the survey was overwhelming, with more than 300 members participating. THANK YOU! The results are as follows:

- 94% Oppose takebacks in exchange for the implementation of the classification/compensation study.
- 88% Must see the results of the classification/compensation study before voting to approve it.
- 89% Want a 3% or higher salary increase, keeping in mind that the District has proposed health benefit and short/long term disability concessions.

The survey results were consistent with the negotiation team's position at the table; we have maintained that the implementation of the classification/compensation study should be separate from the negotiation of takebacks and if the District wishes to negotiate changes to health benefits and short/long term disability, CFCE will propose a salary schedule increase.

The District refused to disclose the entire results of the classification/compensation study to the CFCE or our members, therefore, CFCE has submitted a written request for information to obtain the study results.

The parties did not discuss Article 21 - Retirement. CFCE notified the District that on the advice of our attorney it is our position that Article 21 was not "sunshined" per the terms of the contract.

Negotiations Team:
Ann Nicholson President
Connie Marten Chief Negotiator
Sheryl Area OCC, VP
Frank Oppedisano CFT Field Rep
Nathan Banditelli Exe. Director

District Re-openers:
Article 19 – Salaries
Article 20 – Health Benefits
Article 12 – Re-classification

Negotiation Dates:
November 10, 2016
November 15, 2016
December 1, 2016

CFCE thanks the membership for responding to the survey. Your input is extremely valuable. Please encourage your co-workers to take the survey. If you have not completed the survey, you can still fill it out by clicking [HERE](#).



November 2016 | CFCE

Table Talk

Volume Forty
November 17, 2016

On November 15, 2016 CFCE met with the District's negotiations team and began the session with a discussion on pre-impasse mediation.

What is pre-impasse mediation?
Pre-impasse mediation is a voluntary agreement between CFCE and the District to suspend negotiations until

Negotiations Team:
Ann Nicholson President
Connie Marten Chief Negotiator
Sheryl Area OCC, VP
Frank Oppedisano CFT Field Rep
Nathan Banditelli Executive Director

August 16 | CFCE | Negotiations

Table Talk

Volume Thirty-Six
08/16/16

Contract Negotiations Update:
The next negotiations session is August 31. We are expecting a counter proposal from the District. There is a lot of frustration mounting throughout the District; your voice matters, please continue to provide us your questions and points of view.

Any news lately on the job study? I hope they plan on either implementing or not before the Fall semester begins so we know what's going on and have time to prepare for alternatives. Those of us who plan on submitting re-class, after having to wait a year, would like to know which way it's going so we don't waste our time putting a packet together only to find out suddenly that it's going into effect. And honestly, if it doesn't fly, we'd like access to the findings to use in the re-class paperwork. The longer either side waits, it becomes a fumes issue as far as going as enough time to put something together. Any news would be great!

Is there any way that you can give the membership some information on raises? It has been years since I have received a raise and faculty have already received almost 8% if you add up all that they just received. I know many members who are frustrated and would appreciate any information. Should we just give up on expecting anything or continue to hope, even if it is false hope.

Thanks
Union Member for over 20 years

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District Re-openers:
Article 19 – Salaries
Article 20 – Health Benefits
Article 12 – Re-classification

Negotiation Dates:
August 31, 2016
September 1, 2016
September 7, 2016
September 21, 2016

Hello,
I looked at every Employment Opportunities list back to 4/24/2016 and every job listed with the exception of one, which is the Employee Relations Manager, is over \$100,000.00 except for Classified jobs which all were under \$100,000.00. Most not even close. Does that say something about how we are valued? The classified jobs that were approaching \$100,000.00 were all at District. The one manager job below \$100,000.00 is the employee relations manager. Again does that say something about employee value? Even the employee relations manager is devalued.

Please tell the district that we know we are undervalued and we want raises and we don't want to pay for those raises by taking something else away, and then in effect, getting less. Please stop waiting for the job classification study, which is the district dog and pony show, that will, most likely turn into smoke and mirrors and little else. Tell the district negotiations team that we want, need, will settle for no less than a substantial raise. If not 10%, then another number. Please, not a number you think they like but a number you think the members will like.

I know you think I am harping on the raise thing. Maybe I am. Sometime, somewhere, someone needs to stand up and say we have had enough of being undervalued, underappreciated and underpaid. Why not now, why not the current negotiations team, why not the Coast District now.

Best Bulletin Series *Locals more than 500 members*

FIRST

Coast Federation of Classified Employees

Table Talk

By Connie Marten, Chief Negotiator

Judges' comments: Visually attractive, to the point and readable. Packed without being dense. One judge said, "One of the best negotiation update series I've ever seen."

SECOND

San José/Evergreen Federation of Teachers

AFT 6157 Negotiations News

By AFT 6157 Negotiation Teams in 2015-16 and 2016-17

THIRD

Salinas Valley Federation of Teachers

Eye on the Board

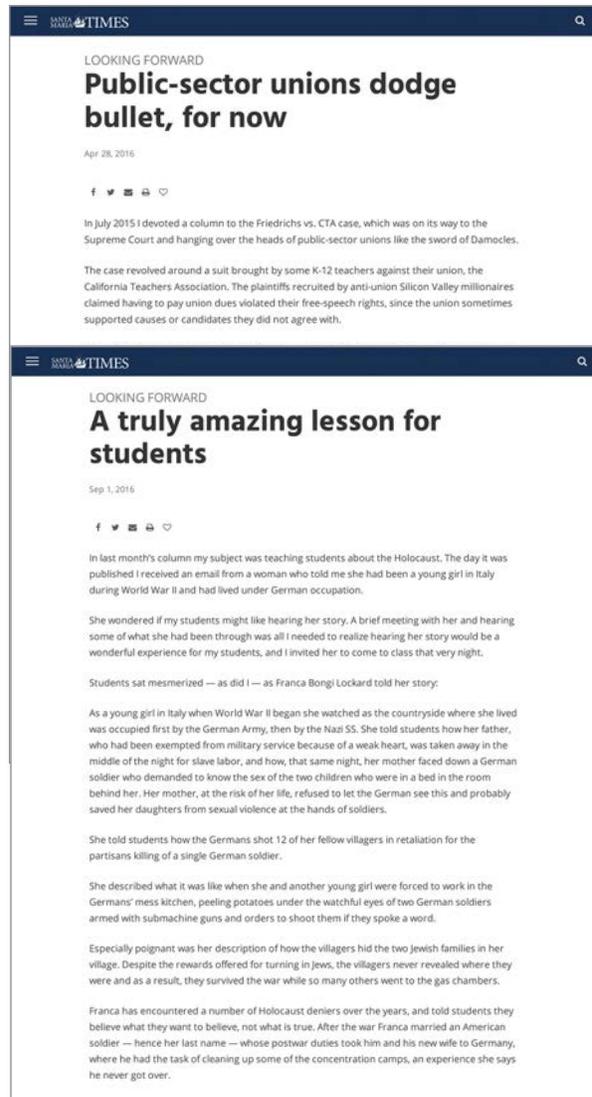
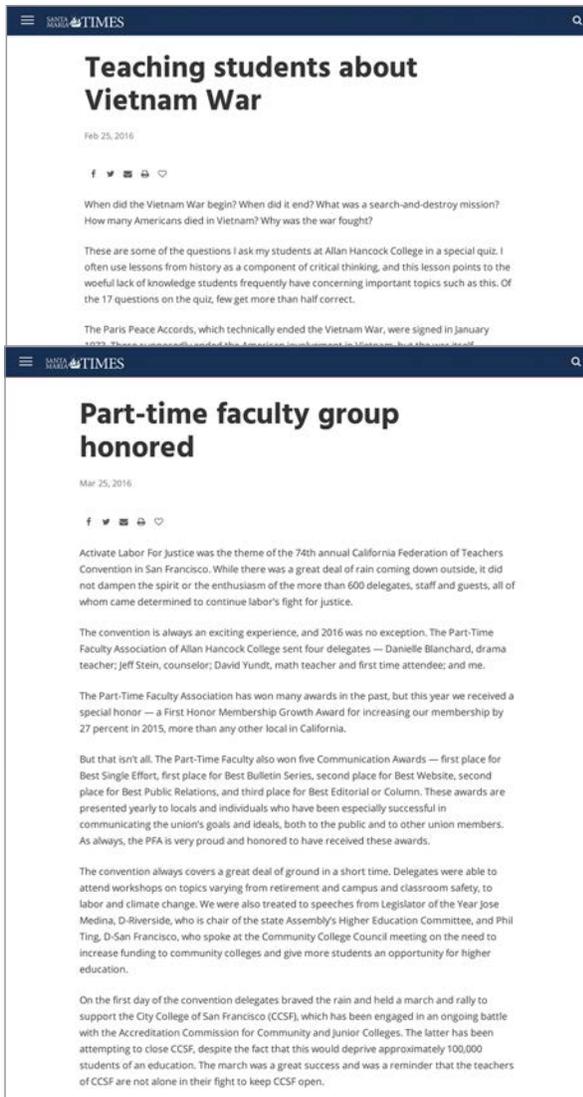
By Juan Campos

HONORABLE MENTION

Peralta Federation of Teachers

PFT e-Communique/PCCD Board Watch

By Ed Jaramillo, President; Matthew Goldstein, Communications Director



Best Public Relations *Locals fewer than 500 members*

FIRST

Part-Time Faculty Association of Allan Hancock College

Public awareness campaign

By Mark James Miller, President

Judges' comments: Local has unique access to a publication in the general media. President's columns in the *Santa Maria Times* cover union and education issues, teaching, and broader social issues. Regular and prolific. Makes cogent arguments to the general public about education.

SECOND

ABC Federation of Teachers-Retired *Fundraising campaign for ABCFT-R scholarship fund*

By Dennis Cox, Becky Kilby, Roni Love, Betty Harris, Julien Minard, Silvia Rodriguez, Licha Barrios

San Francisco Chronicle SPECIAL REPORT



Kindergarten instructor Rebecca Sheehan-Stross sits with her students at Cesar Chavez Elementary School. Photo: Michael Moore, The Chronicle

Teachers priced out

SF educators struggle to stay amid costly housing, stagnant salaries

By Heather Knight and Joaquin Palomino
May 13, 2016

Every morning, Rebecca Sheehan-Stross and her kindergarten students, sitting cross-legged on the floor, start the school day by counting up the time they've spent together at Cesar Chavez Elementary in the Mission District.

"How many days?" Sheehan-Stross quizzes the kids once the tally is done. The children call back: "14!"

The students' number of days at Cesar Chavez will keep growing, but Sheehan-Stross isn't sure how many more she will spend here. She loves her job but is considering leaving because she can't afford a decent place to live.

If she goes, she'll add to the growing ranks of teachers and classroom aides who have decided that working in San Francisco's public schools isn't worth the sacrifices they have to make — moonlighting as babysitters, cramming into apartments like college students, or renting other people's dining and living rooms to get by.

Examiner

Breaking News • The City • San Francisco News • Education • Featured Breaking

Teachers could be exempt from no-fault evictions during school year



Trending Articles

- Whying back the buses starts in California
- Click to Reimburse your state without local control for housing development
- Can anyone save Silicon Valley from death right now?
- Commuter's Number of Low-probability to head out of state
- When Must States get to 60

By Lisa Brown on March 21, 2016 1:08 am

1000+ Educating teachers who live and work in San Francisco for decades beyond their control could soon become illegal during the school year

San Francisco Chronicle Local

S.F. school workers get reprieve from evictions under supe's plan

By Heather Knight, San Francisco Chronicle | February 3, 2016 | Updated: February 3, 2016 9:23am



Photo: Michael Moore, Special To The Chronicle

Alison Landrabay, an S.F. physical education teacher, is couch surfing after being evicted from her home.

Tenants who work in San Francisco's schools would be safeguarded from evictions during the academic year under controversial legislation to be introduced by Supervisor David Campos on Tuesday.

The idea follows unanimously passed legislation by Supervisor Eric Mar in 2010 that bans landlords from using owner move-in evictions — when the landlord or a family member moves into a unit — on tenants with children except during the summer break.

Best Public Relations *Locals more than 500 members*

FIRST

United Educators of San Francisco

Campaign to address San Francisco affordability crisis

By Matthew Hardy, Communications Director

Judges' comments: A proactive and extensive local union campaign that put San Francisco educators front and center. Created a paradigm shift in the city, bringing out the impact of the affordability crisis on educators, students, and families.

SECOND

Coast Federation of Educators

Professor attacked for defending immigrants, Muslims and LGBT

By Rob Schneiderman, President; Bob Fey, Executive Director; Maria Martinez, Office Coordinator; Glynis Hoffman, Member

Save the date: Saturday March 19, 2016

Parents, Teachers, School Staff, Students & Community Members!

Come to a conference on public education sponsored by education unions from the Jefferson Elementary, Jefferson Union High School & San Mateo Community College Districts

Schools Our Children Deserve



Schedule

7:45-8:40 - Registration + coffee and light breakfast

8:40-8:45 - Welcome

8:45-9:45 - Keynote speaker, Jeff Duncan-Andrade, High school teacher, SFSU Ethnic Studies professor, author & social justice activist.

9:45-10:15 - Q & A with Andrade

10:15-12:25 - 14 breakout sessions (2 sets of 50 min. each)

Tentative topics include: Behavior Management (home & school), Understanding Common Core Standards, School Choice & Enrollment in JHSD, Restorative Justice/Combating Student Suspensions, Transition to Community College, College Support Services for Student Success, Key Community Issues in North San Mateo County.

12:40-1:00 - Entertainment & ending keynote speaker
Josh Pechthalt, President of California Federation of Teachers

1:00-1:15 - Raffle! Certificate of Professional Growth for 5 hours, evaluations & thank yous

Join us for a half-day of inspiration & information about our schools

STRATEGIC CAMPAIGN INITIATIVE REPORT

Schools Our Children Deserve: Tri-union education conference was unprecedented

by Michelle Kern, CSM Part-Time Rep. and SCI Organizer

"Duncan-Andrade, I'm so glad I came to reasons, but to see my values reflected and ve and encouraging. I love meeting people ts and the community!" --comment from serve attendee

of quality education or North San Mateo

e questions grappled with eration of Teachers unions in **Deserve**, a comprehensive planned and executed by San llege Federation of Teachers, Federation of Teachers, and y Federation of Teachers. Children Deserve conference llege on Saturday, March akers and panelists from all ater Bay Area, and from ed in Washington DC. The ere assisted by staff from the of Teachers and the American y, as well as with vital input yline College's staff and ad- nterers from all of the locals.

y college teachers work omunity alliances

ring out of collaboration with org- als, with an eye toward putting a o gain more for neighbor- North San on High and locals represent m schools in olma, and Paci- n particular is a students from North County, making it a natural fit to round out the trio, with the San Mateo Community College Federation of Teachers.

Melinda Dart and Elaine Francisco, SCI organizers of Jefferson El-

ementary Federation, AFT 3267, have been holding work- shops for parents in their schools, which are very popular and well-attended, and have gained community support for their union. Sergio Robledo-Maderazo, of Jefferson High Federation, AFT 1481, and Katharine Harer and Michelle



Jeff Duncan-Andrade spoke about how educators should work for student equity

Kern of San Mateo Community College Federation, AFT 1493, were inspired by the incredible work of AFT 3267, and all three locals worked for nearly a year on putting the conference program together. Skyline College generously co-sponsored the event and lent considerable aid to the success of the conference.



Katharine Harer, Melinda Dart, Elaine Francisco, Michelle Kern and Sergio Robledo-Maderazo (left-to-right) at a planning meeting for the conference

Jim Herndon Award

Jefferson AFT Federation of Teachers

Jefferson Elementary Federation of Teachers

San Mateo Community College Federation of Teachers

Tri-Union Conference: Schools Our Children Deserve

Judges' comments: To have three local unions and community groups join together in

this outreach truly expresses the spirit of the Federation. A stellar collaborative effort between elementary, high school, and community college unions to improve the continuum of educational experience for students in the community. One judge aptly pointed out, "It shows the advantage of having wall-to-wall AFT representation in a region."