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Up Front Joshua Pechthalt, CFT President



"We have to approach this election as if the future of public education depends on it, because it does."

November 4 is our opportunity to elect an ally and defeat a self-appointed reformer

The CFT's priorities in the November 4 General Election are straightforward: Reelect Tom Torlakson Superintendent of Public Instruction, elect Betty Yee for State Controller and pass Propositions 45 and 47.

In the remaining weeks before the election, we need all of our members to get involved with their local unions and their central labor councils. We have to approach this election as if the future of public education depends on it, because it does.

It is critical we reelect Tom Torlakson as Superintendent of Public Instruction, who has oversight of California's K-12 public education and deeply influences the national debate on education reform. Torlakson was a teacher and coach for many years.

Superintendent Torlakson has been a consistent opponent of the market reforms being promoted by the federal government. He has stood up against the well-funded, anti-teacher, anti-public education narrative.

Torlakson's opponent, Marshall Tuck, a product of corporate America, has no classroom experience. Self-appointed education reformers like Tuck, Michelle Rhee, Eli Broad, David Welsh and others hope to secure a

beachhead in California as part of their national efforts to promote merit pay, expand charter schools and weaken teacher unions. In the final weeks of the campaign, Tuck will pump large amounts of money into television, radio and direct mailings attacking Torlakson and his connection to California's education unions.

On the national stage, the far-right Republican Party seeks control of the Senate, which would stymie our efforts to move immigration reform, secure healthcare reform, protect a woman's right to choose or expand worker and union rights. In the event of an opening on the Supreme Court, the Senate would then block the president's appointment of a moderate or liberal to the court.

Adding to the grim outlook is a continued assault on public sector workers, including our members, by the courts. The *Harris v. Quinn* Supreme Court ruling is the first shot across the bow attacking union fair share, while the *Vergara* lawsuit is aimed directly at teacher seniority and due process rights in California.

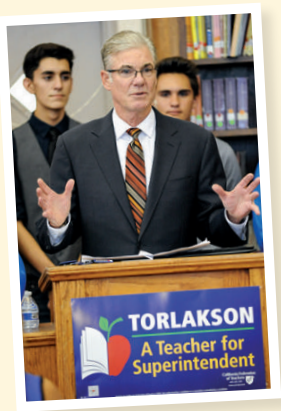
This scenario underscores the fact that while we work to elect the best and most progressive leaders at the

local, state and national levels, we can never rely on them, or the courts, to protect our interests or advance our issues. The only force we can rely on is the power of our organized members and the alliances we build with our labor and community partners.

In the coming months, the CFT will be working with our locals to reach out to our members across the state. Fair share payers are especially invited to step up to full union membership. Certainly joining a union is essential for protecting members' rights and advocating for salary and benefits. But education unions must be the catalyst for creating a democratic, bottom up vision of quality public education.

There is no magic bullet to make this happen. It will require commitment, training, patience and one-on-one interaction with our colleagues. A number of our locals are already leading the way. Now we need to broaden and deepen that work and build the kind of real power that can win victories no matter which politician gets elected to office.

Josh Pechthalt



ON THE COVER

Superintendent of Public Instruction Tom Torlakson, a teacher himself, has stood up against the well-funded, anti-teacher, anti-public education rhetoric. He filed an appeal against *Vergara v. California* and said, "Teachers are not the problem in our schools, they are the solution."

PHOTO BY BOB RIHA, JR

California Federation of Teachers 
 AFT, AFL-CIO
 A Union of Professionals

The California Federation of Teachers is an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California's students.

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CaliforniaTeacher (ISSN 0410-3556) is published four times a year in September/October, November/December, February/March and April/May by the California Federation of Teachers, 2550 N. Hollywood Way, Suite 400, Burbank, CA 91505, and mailed to all CFT members and agency fee payers. Annual subscription price: \$3 (included in membership dues). For others: \$10 per year. Periodicals postage paid at Burbank and additional mailing offices.

Postmaster: Send address corrections to California Teacher, 2550 N. Hollywood Way, Suite 400, Burbank, CA 91505.

California Teacher is a member of the International Labor Communications Association and the AFT Communicators Network. It is printed by union workers at Pacific Standard Press in Sacramento using soy-based inks on Forest Stewardship Council-certified paper that contains 10 percent post-consumer recycled content.

Direct letters or other editorial submissions to the editor. Letters must not exceed 200 words and must include your name, address, and phone number. Letters will be edited for clarity and length.

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All-Union News



CFT President Josh Pechthalt spoke at a press event before closing arguments began in the *Vergara v. California* lawsuit.

French language school staffs choose AFT as their union Workers at three Bay Area private schools gain a stronger voice in the workplace

WHEN MATH TEACHER Cheryl LaBrecque joined the staff of the French American International School in San Francisco in 1999, the preK-12 school was small and “things worked better.” Staff members “had a closer relationship with administration,” she says. Since then, it has become “more corporate, more top-down, more about money.”

Administrators unilaterally changed work hours, scheduled more mandatory meetings, increased class size, retaliated against people for speaking up and terminated employees with many years of experience. Salaries failed to keep up with the cost of living.

“We belonged to an independent association,” says LaBrecque, “but weren’t taken seriously. We had no clout. We needed to level the playing field with a strong union ... better representation, stronger advocacy... the expertise and resources a larger organization like CFT could offer.” On May 19, the educators chose AFT as their bargaining agent because, says LaBrecque, “We wanted more direct support without having to do all the bargaining research ourselves.”

An overwhelming majority of the



SHARON BEALS

Math teacher Cheryl LaBrecque and her fellow educators at the French American International School in San Francisco found the Federation to be the best fit when they needed more clout.

school’s approximately 130 bargaining unit members voted in favor of affiliating with the Federation. After considerable research, LaBrecque says she and her colleagues saw CFT as the “best fit” because they knew their autonomy would be respected. “We want to make our own decisions in consultation with CFT, but not have it take over.” They were impressed by CFT’s accessibility, with offices in

“We needed to level the playing field with a strong union ... better representation, stronger advocacy... the expertise and resources a larger organization like CFT could offer.”

— Cheryl LaBrecque, French American International School

the Bay Area. They believed the dues structure was very reasonable.

Since joining CFT, the teachers feel more confident. There is a new head administrator and a “new more posi-

tive, upbeat tone. We foresee more collaboration and cooperation,” says LaBrecque.

Two other French immersion schools, K-12 Lycée Français in San Francisco and preK-8 Ecole Bilingüe in Berkeley, learned about CFT from their counterparts at the French American International School and agreed the Federation was a great fit.

The Lycée bargaining unit of 150 certificated, classified and non-management administrative staff voted overwhelmingly to affiliate with AFT on March 6. Math and cinema teacher Miguel Concy said, “We knew we needed a more powerful alliance.”

On May 19, Ecole Bilingüe’s 58 previously unrepresented teachers and assistants voted for AFT. This school

year, the educators look forward to having a say in their workplace, said third grade teacher Marion Tobie.

— By Mindy Pines, CFT Reporter

Vergara Trial .com

Education unions fight to reverse *Vergara* ruling

THE CFT AND the California Teachers Association filed a notice of appeal asking that Judge Rolf Treu’s ruling in *Vergara v. California* be reversed in its entirety. Stating that Treu’s decision striking down five *California Education Code* provisions “is without support in law or fact,” the appeal says Treu’s reversible errors are “too numerous to list.”

The case was initiated by a group calling itself “Students Matter,” funded by David Welch, a conservative Silicon Valley millionaire. The lawsuit, hid-

ing behind a group of students, alleges that K-12 teacher workplace rights — tenure, due process rights, and seniority rights during layoffs — infringe on the constitutional right of students to an equal education.

The evidence at trial overwhelmingly showed that these statutes promote important public interests such as attracting and retaining qualified teachers for public schools. They also are not the cause of any constitutional harm to California students. In fact, it was demonstrated that these

very statutes are routinely and efficiently applied by school districts throughout the state.

CFT President Josh Pechthalt said the judge took the easy route of blaming teachers for the conditions they work in. “Judge Treu failed to engage the evidence presented in court by education experts and school superintendents who testified that teacher rights are not impediments to well-run schools and districts,” said Pechthalt.

“He also failed to take into account the impact of underfunding, poverty,

growing inequality, and lack of decent jobs in the communities surrounding our schools — in other words, the most important factors affecting student achievement.”

CFT and CTA follow Gov. Brown in submitting an appeal. State Superintendent Tom Torlakson has also filed an appeal. Legal experts across the country have expressed strong skepticism at Judge Treu’s ruling, with many predicting it will be overturned.

The *Vergara* decision does not affect community college teachers.

About Proposition 2 and capping K-12 district reserves

MANY MEMBERS HAVE inquired about the budget trailer bill that places a much-needed cap on K-12 district reserves and adds more transparency and public accountability measures for these districts.

Specifically, AB858 does two things. First, it requires that as of the 2015-16 budget year, each district with reserves in excess of the minimum level recommended by the State Board of Education shall review and discuss in a public hearing both the level of excess reserve and a statement of reasons substantiating the excess reserves.

Second, pending the passage of Proposition 2 (the Rainy Day Fund) and a transfer of funds into the Proposition

98 Reserves (a specific part of the Rainy Day Fund designated for school

funding), no district budget can have reserves in excess of two or three times the minimum reserve.

The county superintendent can grant an exemption to the cap for two consecutive years out of three, but a district must substantiate the circumstances under which it needs to maintain a higher level of reserves.

In summary, the cap on district reserves has to meet four criteria to be triggered: 1) Passage of Proposition 2 in November, 2) Paying off the current Proposition 98 maintenance factor, 3) Transfer of money into the Prop. 98 Reserves, and 4) No county exemption.

The CFT has taken a neutral position on Proposition 2. The union is opposed to new state revenues being transferred to a Rainy Day Fund instead of being put to work immediately in our schools and colleges, but the union supports a cap on district reserves.

—By Emily Gordon, CFT Research Specialist

On the Web

➤ Follow the union's analysis of the state budget and download Budget Briefs from the union website at goo.gl/KwNzsS.

Legislature acts on EpiPens, teacher dismissal, drought, pesticide use on campus

DURING THE DRIEST calendar year on record, Gov. Brown declared a statewide drought emergency, which spurred a concerted push for a new water bond.

Lawmakers moved to replace an \$11.1 billion ballot proposition previously slated for the ballot, convinced that voters would reject it. A smaller \$7.5 billion water bond will appear on the November ballot as Proposition 1. CFT endorsed the measure, which allots \$2.7 billion for water storage projects, \$900 million for groundwater cleanup and monitoring, \$725 million for water recycling and \$1.5 billion for watershed restoration programs.

The governor also signed into law AB1522, (Gonzalez, D-San Diego) granting sick days to many California workers who did not have them previously, a major win for most of labor. Though most CFT members will not be affected, the new law may benefit long-term substitute teachers who are not represented under a collective bargaining agreement with sick leave provisions.

EC/K-12 SCHOOLS Gov. Brown signed a bill into law on June 25 that makes changes to the teacher dismissal appeals process related to “egregious acts,” including offenses related to



child abuse, sexual abuse and certain controlled substance crimes.

After careful consideration, CFT took a support position on AB215 (Buchanan, D-Alamo). The new law clearly defines egregious acts and bifurcates the teacher dismissal process so that in egregious misconduct cases, the hearing must commence within 60 days of the request, and continuances may only extend the date for an additional 30 days total. For non-egregious cases, the hearing must begin within six months from the date of the request and may only be extended upon showing of extraordinary circumstances.

CFT's priority bill, AB1955, also called Healthy Kids, Healthy Minds, and aimed to put a school nurse, mental health professional, and librarian in

each school, was held in the Assembly Appropriations Committee.

CLASSIFIED EMPLOYEES Earlier this year, CFT fought to extend staff greater access to unemployment benefits under AB1638 (Bocanegra, D-Los Angeles). The bill was held in Assembly Appropriations Committee.

The governor did sign SB1405, requiring schools that use pesticides to designate someone to maintain a complete record of all pesticide use at the site and submit it to the Department of Pesticide Regulation at the end of each calendar year. The designee must also develop a long-term plan to prevent pest problems with minimal hazard to people and the environment, and post it on the school website.

CFT opposed a bill now signed into law that affects both classified and certificated employees. SB1266 (Huff, R-Diamond Bar) requires school districts, county offices of education and charter schools to provide emergency epinephrine auto-injectors to school nurses or other personnel who have volunteered, and these persons may provide emergency medical aid to persons suffering, or reasonably believed to be suffering, from an anaphylactic reaction. (See story page 13)

—By CFT Legislative Staff

Union's full court press succeeds

Three bills on fair accreditation signed into law

COMMUNITY COLLEGES

Legislative action has demonstrated that Gov. Brown and the California Legislature believe that the Accrediting Commission for Community and Junior Colleges was out of line.

In a significant victory for the union, the governor signed the CFT-sponsored bill that requires the ACCJC to report to the Legislature biannually on any policy changes that affect the accreditation process or status of a community college. **AB1942** (Bonta, D-Oakland) requires the

Chancellor of the California Community Colleges to direct those reports to the appropriate budget and legislative subcommittees of the Legislature. In addition, the ACCJC would have to submit a report whenever it makes a decision that affects the accreditation status of a community college.

The governor also signed CFT-supported **AB2087** (Ammiano, D-San Francisco) mandating that the Board of Governors regulations under which the board may appoint a special trustee to manage a

district must include specific benchmarks regarding local capacity to resume management of the district.

And earlier in the summer, the higher education budget trailer bill that will provide City College of San Francisco with much-needed stabilization funding was signed into law. **SB860** will provide critical funding to City College over the next three fiscal years to rebuild student enrollment after significant declines due to the unfair sanctions imposed by the ACCJC.

➤ See related articles: [Adult education](#) page 6. [New EpiPen law](#) page 13. [College accreditation update](#) page 14.

CalSTRS contribution rates rise to rebuild pension fund

CFT position sought incremental increases over a longer time period

AS OF JULY 1, working teachers in CalSTRS, their employers and the state are contributing more toward teacher pensions.

These rate increases, the first in 25 years, are the result of this summer's fast-paced legislative effort to address the growing unfunded liability in the teachers' retirement fund. The changes are contained in AB1469 (Bonta, D-Oakland) and signed into law by Gov. Brown. Retirees are not affected by the new law.

In recent years, CalSTRS has maintained that its defined benefit pension fund cannot cover the cost of teacher pensions in coming years. This unfunded liability, which grew larger during the financial crisis, is now estimated to be \$74 million.

The amount of funding required for a giant pension fund like CalSTRS is a topic of debate. The Legislature and the governor set out to achieve 100 percent funding, but a CFT task force argued that 80 percent funding was in keeping with standard

New CalSTRS contribution rates

Fiscal Year	State	Hired before Jan. 1, 2013 (Non-PEPRA)	Hired after Jan. 1, 2013 (PEPRA)	District
2013–14	3.04%	8 %	8 %	8.25%
2014–15	3.45%	8.15%	8.15%	8.88%
2015–16	4.89%	9.20%	8.56%	10.73%
2016–17	6.33%	10.25%	9.205%	12.58%
2017–18	⋮	⋮	⋮	14.43%
2018–19	⋮	⋮	⋮	16.28%
2019–20	⋮	⋮	⋮	18.13%
2020 to 2046	↓	↓	↓	19.10%

accounting practice. The union also proposed small incremental contribution increases for employees and employers over a longer time period and lobbied these points.

CFT Senior Vice President Lacy Barnes, a psychology professor from the State Center Federation in Fresno, led the CFT task force that analyzed the issue and made recommendations.

"A secure and stable retirement is critical to our members," said Barnes. "And while the Legislature and governor have taken steps to ensure that CalSTRS can fund future pensions, asking our members to shoulder more of the financial burden penalizes educators for a situation not of our making, specifically, the unethical lending practices of America's largest financial institutions."

By June 15, the governor and the Legislature reached a compromise that aims to fund CalSTRS at 100 percent over the next 32 years. Employee contributions will increase 1.205 percent or 2.25 percent over three years, depending on date of hire. (See *Are you PEPRA or Non-PEPRA?*) State contributions will increase 3.29 per-

cent over three years (and be made outside of Proposition 98 monies). Employer contributions will increase 10.85 percent over seven years. (See *New CalSTRS contribution rates*)

The district rate increase is much higher than the CFT proposed and may shift local dollars away from vital educational needs. "Our concern," said Barnes, "was that steeper increases for both employees and employers over a shorter period of time would negatively impact local bargaining and the needs of our students."

Legal precedent requires that any increase in contribution rates be offset by a comparable new advantage. In exchange for the increased employee contribution, AB1469 removes the Legislature's right to change the annual 2 percent improvement factor for future retirees. However, the Legislature retains the right to change the 2 percent factor for teachers who retired prior to 2014, but no change has been suggested.

The legislative package assumes that CalSTRS will earn a 7.5 percent annual rate of return throughout the life of the new plan. And it requires the CalSTRS Board to submit a report to the Legislature every five years detailing the plan's unfunded obligation so the effects of increased contributions can be monitored, a measure of accountability the CFT sought.

— By CFT Staff

Are you PEPRA or Non-PEPRA?

THE TWO CONTRIBUTION rates for working CalSTRS members are a result of the Public Employees' Pension Reform Act of 2013, or PEPRA. This statewide legislation created a two-tier system in the defined benefit pension plans of most public employees. Under PEPRA, teachers in CalSTRS have to work two more years (to age 62 instead of 60) to get the 2 percent retirement factor.

- If you were hired after January 1, 2013 – **PEPRA**
- If you were hired prior to January 1, 2013 – **Non-PEPRA**

Q&A with CalSTRS Board Member Sharon Hendricks



How did the pension fund become a top priority this year?

The CalSTRS Board and staff had been discussing the growing unfunded liability over the past

10 years, but the economic downturn in 2008 was the tipping point. We lost over 25 percent of our assets and our actuaries advised the board that we could no longer expect to invest our way back to fully funded status. Assembly Speaker John

Perez and Assemblyman Rob Bonta advised the governor that we could get a funding plan through the 2014 legislative session and they made it happen.

Why is this change so important now?

We risked running out of money by 2046 if we didn't get more funds into the system. Now, with a funding solution in place, active and future teachers can rest easy knowing their pension fund is getting back to fully funded status and will provide them with retirement security.

What did the CalSTRS Board take into consideration during this decision?

The issues were how much to increase contributions, who should pay more, how much and for how long. The CalSTRS Board doesn't have authority to increase contribution rates, so the language was crafted by stakeholder groups and legislators.

What was it like to be on the board knowing this might create hardship?

It was a challenge. I wear three hats, one as a CalSTRS board member and fiduciary,

one as a community college instructor and contributor to the system and last, as a union leader with my local, the Los Angeles College Faculty Guild, AFT Local 1521.

I knew raising contributions for teachers was a hardship and I knew the increase in district contributions meant challenges at the bargaining table. As a trustee of the CalSTRS system, I have to make decisions that focus on the financial sustainability of the plan. In the end, I believe our solution to ensure the longevity of CalSTRS included shared pain from all stakeholders.

Adult educators gain stronger voice for teachers in consortia

Expert panel ramps up educator involvement as two-year planning process nears end

ADULT EDUCATORS HAVE demanded to be included in planning the future of adult education. Led by the CFT Adult Education Commission, members are taking action to make the process as outlined under Assembly Bill 86 more inclusive.

Earlier this year, adult educators stood in line to testify before a Joint Informational Hearing of the Assembly Higher Education and Senate Education Committees.

Educators told state legislators they have been excluded from the current process, damaging the communities that rely upon adult learning.



CFT Secretary Treasurer Jeff Freitas exhorted the committee chairs to protect this essential but endangered education system.

There are 72 regional consortia in the state charged with developing regional plans for the delivery of adult education. The consortia were established when the 2013-14 state budget appropriated \$25 million for two-year planning grants.

AB86 outlined the expectations for consortium development and implementation. The purported intent of AB86 is to expand and improve the provision of adult education with

incremental investments starting in 2015-16.

However, the voice of educators was nearly silenced. CFT President Joshua Pechthalt laid out the lack of stakeholder input in the AB86 consultation process in a letter to Community College Chancellor Brice Harris and State Superintendent Tom Torlakson. The CFT recommended community stakeholder input.

As a result of the letter, two CFT members joined the AB86 Statewide Workgroup: Adult educator and CFT Vice President Kathy Jasper, president of the San Jose Federation, and CFT Field Representative Zev Kvitky, who works closely with adult education local unions. Ernest Kettenring, from



Kathy Jasper



Zev Kvitky

United Teachers Los Angeles, also serves on the workgroup.

The workgroup formed an expert panel on inclusion and submitted a proposal

— endorsed by education unions and advocacy groups — laying out critical steps to ensure local consultation.

As the close of this two-year planning period nears, each regional consortium is finalizing its plans. The consortia met at a statewide summit in early October to review data analyses, share effective practices, and provide input on system design. Through it all, the CFT is working on multiple fronts to influence the state's investment in adult education.

— By Al Hernandez-Santana, CFT Legislative Director

University of California fails to solve campus funding inequities

Influx of non-resident tuition income outstrips new rebenching funds

TWO YEARS AGO, the University of California system changed the way it distributes state funds and tuition revenue to the campuses. In the past, all tuition dollars and state dollars were sent to the Office of the President and redistributed according to unknown formulas.

After a state audit showed that some campuses were being hurt by this process, the UC decided to let the campuses keep their own tuition dollars, and state dollars were redistributed through a method called “rebenching” to help out historically underfunded campuses. New statistics, however, show that the problems have only gotten worse.

Non-resident student tuition is actually generating more income than the rebenching. This is easily calculated by knowing the number of non-resident students in the most recent available enrollment statistics. Multiplying that number of students

by \$26,000 shows how much extra tuition each campus will generate next year (each non-resident student pays an additional \$23,000, and they do not receive tuition discounts, which average 30 percent for in-state students). Add to that the amount of funds each campus will get this year through rebenching.

Comparing this total to the amount the state auditor said each campus was overfunded or underfunded in 2009-10 (before the system rebenching) brings the campus funding inequity into focus. This data also gives a general sense of the funding distribution before and after the influx of non-resident tuition.

In most cases, the new system is making things much worse for the historically underfunded campuses.

As the state auditor argued, the historically underfunded campuses are the ones with the highest level of under-represented minority stu-

Non-resident tuition income compared to rebenching funds

Campus	Number of non-resident students	Non-resident tuition*	Rebenching funds*	TOTAL Non-resident tuition & rebenching*	Amount over or underfunded in 2009-10
Berkeley	1,762	\$45.8	\$4.7	\$50.5	\$11.5
Davis	1,090	28.3	1.9	30.2	30.2
Irvine	1,232	32.0	8.6	40.6	(70.1)
Los Angeles	1,805	46.9	0	46.9	99.2
Riverside	328	8.5	3.5	12.1	(42.4)
San Diego	1,508	39.2	5.6	44.8	(26.9)
Santa Barbara	670	17.4	8.9	26.3	(94.6)
Santa Cruz	854	22.2	3.8	26.0	(62.8)

* Based on enrollment data from fall 2012, 2013 and 2014. Shown in millions of dollars, rounded to one decimal. UC Merced and UCSF are excluded for historical reasons.

dents. Even though these students have paid increasing tuition, their campuses remain underfunded.

The UC system needs to rethink its enrollment and funding model

and move to a transparent revenue sharing model for non-resident tuition — changes for which UC-AFT will be advocating.

— By Bob Samuels, UC-AFT President



Members make top education candidates in local races

What's the best way to get good elected representation? Run for office yourself!

While local unions of the CFT have a long tradition of supporting strong candidates for local office, many locals have found that the best way to ensure that elected officials share their values is to enlist CFT members to throw their hats into the ring. This year, an unprecedented number of members have set their sights on getting elected in local races.

CFT Vice President Elaine Merriweather is running for reelection to the Richmond Public Schools Board. Merriweather is an early childhood educator in San Francisco and the elected treasurer of her union, United Educators of San Francisco. She hopes to secure a second term and continue her work as an advocate for students and for open and transparent communication between the board, district parents, and the district's employee groups.

Joel Flores, an English teacher at Back Bay High School in Costa Mesa and a long-time activist in the New-

This year, an unprecedented number of members have set their sights on getting elected in local races.

port-Mesa Federation of Teachers, is running for trustee of the Coast Community College District, where both the faculty and the classified



Jeremy Shonick | Santa Cruz School Board

Off and running! Jeremy Shonick files his candidacy papers with the elections office.

employees are represented by the CFT. Flores is proud to be endorsed by State Superintendent of Public

Instruction Tom Torlakson.

In Ventura County, Wes Davis, president of the Oxnard Federation of Teachers and School Employees and

a high school government teacher, is running for trustee of the Ventura Community College District, where the faculty are represented by the CFT. And the Ventura

County Federation of College Teachers is reciprocating by supporting its own vice president, Bea Herrera, a college counselor, in her run for a seat on the board of the Oxnard Union High School District.

The Greater Santa Cruz Federation of Teachers has endorsed two candidates for the district school board this year, and both of them, Alisun Thompson and

Jeremy Shonick, are members of UC-AFT Santa Cruz.

Thompson is a lecturer and teacher educator who is researching recruitment and retention of math and science teachers in high-need schools. As a former middle school teacher herself, then a member of the Salinas Valley Federation of Teachers, she has the distinction of having been a member of two local unions.

Shonick taught high school history and English in Santa Cruz and is former vice president of the Greater Santa Cruz Federation of Teachers. He was recently hired in the Education Department of UC Santa Cruz, where he supervises student teachers in high school social studies.

Finally, two members of the Jefferson High School Federation of Teachers in Daly City are seeking office. Nick Occhipinti is a substitute teacher running for school board, who would resign his position if elected. Occhipinti is also project director of Leadership Initiative in Volunteering and Entertainment, or LIVE, a network

linking youth and young adults in promoting local academics, artists, and service opportunities through high school, college and community-based projects.

Mike O'Neill is seeking reelection to the Pacifica City Council. O'Neill wears two professional hats: He is a local real estate agent

and a district bus driver who transports special education students to school every morning.

— By Jessica Ulstad, CFT Political Field Director



Bea Herrera



Alisun Thompson



Wes Davis



Elaine Merriweather



Joel Flores | Coast Community College District Board of Trustees

Joel Flores, an English teacher at Back Bay High School in Costa Mesa, is running for trustee of the Coast Community College District, where faculty and classified are represented by the CFT.

On the Web

Elaine Merriweather goo.gl/cNj7Dn

Joel Flores votejoelflores.com

Wes Davis wesdavisforcollegeboard.com

Jeremy Shonick shonickforschoolboard.com

Alisun Thompson alisun4schoolboard.com

Mike O'Neill mikeforpacificacom





BOB RIHA JR. PHOTOS



>>State Superintendent has proven leadership and classroom experience

Torlakson has the courage to face false reform

Her voice swelling with hometown pride, elementary school teacher Melinda Dart says, “Tom Torlakson was a student in our Daly City schools — and he went on to become a teacher and state superintendent of all schools.”

During his early years, Torlakson’s mother worked as a school secretary and his father as a welder. After high school, Torlakson attended San Mateo Community College before entering the Merchant Marine and serving in Vietnam. Upon his return, he earned a bachelor’s degree in history, a master’s degree in education and a teaching credential at UC Berkeley.

After a successful career as a teacher, Torlakson took his classroom experience to Sacramento where, as a state legislator, he provided a much-needed teacher voice in the Capitol. He played an important role in negotiating a statewide education facilities bond, passed by voters in 1998 as Proposition 1A.

These professional and personal experiences built the foundation for



Tom Torlakson spoke out against the judge’s misguided ruling in the *Vergara* lawsuit.

Torlakson’s inclusive and collaborative leadership style that embraces all members of the education community.

Based on his solid credentials, California voters elected Torlakson the Superintendent of Public Instruction four years ago. As the state’s top educator,



to increase funds for schools and colleges.

he has continued to work collaboratively with stakeholders to improve educational outcomes. Torlakson also stayed in touch with the classroom, faculty, staff and students, by teaching part-time at Los Medanos College.

Early on, Torlakson recognized that

“Torlakson has used his classroom experience to make schools safer and help more students graduate with real world skills.” — Melinda Dart, Daly City elementary teacher

years of budget cuts leading to layoffs and reduced programs had hurt students. To address the funding crisis, he joined with the CFT and Gov. Brown in support of Proposition 30

Torlakson has shown the courage to oppose trendy ideas lacking educational merit. He supported a federal waiver for the state under Arne Duncan’s Race to the Top, and sided with the faculty and the students against the arbitrary accreditation agency in the struggle to keep City College of San Francisco open.

More recently, Torlakson spoke out against the court’s misguided ruling in the *Vergara v. California* case that seeks to end teacher due process and seniority rights. He has publicly criticized the simplistic attacks on educators.

“We do not fault doctors when emergency rooms are full. We do not criticize the firefighters whose supply of water runs dry,” Torlakson says. “Yet while we crowd our classrooms and fail to properly equip them, those who filed and support *Vergara* shamelessly

seek to blame teachers who step forward every day to make a difference.”

Torlakson’s opponent in this race — charter school CEO Marshall Tuck — could not be more different in background and outlook. Tuck started on Wall Street. He has

no teaching credential and no classroom experience. When offered the opportunity to support putting more resources into the classroom, he did not take a position on Proposition 30.



Instead, Tuck has scapegoated educators. He supports the *Vergara* ruling and criticized Torlakson and Gov. Brown for appealing the verdict.

For educators like Melinda Dart, the choice is clear.

“Torlakson has used his classroom experience to make schools safer and help more students graduate with real world skills,” Dart concludes. “And he has put more decision-making about education dollars in the hands of parents, teachers and our communities.”

— By Kenneth Burt, CFT Political Director

>>Learn more at tomtorlakson.com.

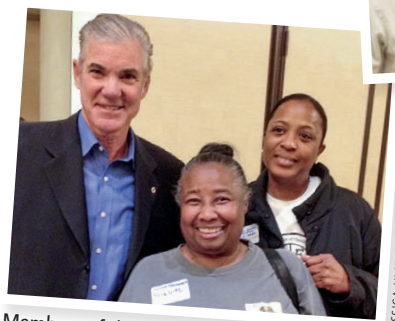
Compare the candidates for Superintendent

Tom Torlakson	Marshall Tuck
<ul style="list-style-type: none"> ■ Earned a master’s degree in education, taught high school science, coached track, and taught community college. 	<ul style="list-style-type: none"> ■ Has a master’s in business administration and worked as a Wall Street investment banker before being hired as CEO for a charter school company.
<ul style="list-style-type: none"> ■ Supports increased school funding, seniority rights, and limits on the use of student test scores to evaluate teachers. 	<ul style="list-style-type: none"> ■ Supports the <i>Vergara</i> decision that strips teachers of seniority and due process. Supports the use of test scores to evaluate teachers.
<ul style="list-style-type: none"> ■ Works with educators and their organizations to advance lifelong learning, from early childhood through higher education. 	<ul style="list-style-type: none"> ■ Backed by the millionaires who want to privatize public education, and who attack education unions and public pensions.

efforts



Newport-Mesa Federation President Kimberly Claytor, left, with Torlakson and legislators Lou Correa and Sharon Quick-Silva during a labor-organized school tour in Orange County.



Torlakson met with teachers in the Poway Federation of Teachers.

Members of the Berkeley Council of Classified Employees support Torlakson.

JESSICA ULSTAD



JESSICA ULSTAD



BOB RIHA JR

Vice President Claytor gets one-on-one time.

Betty Yee: The qualified candidate for State Controller

A young Betty Yee worked in her immigrant parents' laundry and dry cleaning business, where she dealt with customers, and with money.

After graduating from the University of California, Yee held jobs in which she was responsible for analyzing and collecting billions of dollars, including senior fiscal positions for the state Legislature.

Gov. Davis tapped Yee to serve as the chief deputy director for budget in the Department of Finance, where she helped prepare the budget.

Voters elected Yee to the Board of Equalization in 2006. For the last eight years she has represented 9 million people on the nation's only elected tax

commission.

Yee has supported public education, backing Proposition 30 to bring new revenue into the system. As state controller, Yee would sit on the governing boards of CalSTRS and CalPERS.

Yee's opponent has a very different history. As mayor of Fresno, Ashley Swearingin has presided over a city with a troubled fiscal record. She sought to balance the budget by privatizing municipal garbage collection, a misguided idea that was rejected by voters.

Betty Yee is clearly the better choice.

>>Learn more at bettyyee.com.



Propositions 45 and 47 protect consumers and communities

Proposition 45 With increasing health insurance costs continuing to burden consumers, Prop. 45 is designed to reduce the pace of premium increases. The measure requires insurance companies to justify rate increases prior to passing additional costs on to consumers and gives the insurance commissioner the power to approve rate increases. A similar system of checks and balances in the auto insurance market has saved consumers billions of dollars.

CFT joins the California Nurses Association, Courage Campaign, Consumer Federation of California, and the Democratic Party in supporting Prop. 45.

>>Learn more at yeson45.org.

Proposition 47 The Safe Neighborhoods and Schools Act will classify low-level nonviolent crimes, such as simple drug possession and petty theft, as misdemeanors instead of felonies. The subsequent cost savings from incarcerating many fewer people will be directed to K-12 schools, mental health treatment, and victim services.

CFT joins law enforcement, crime victims, community groups, the California Labor Federation, and the Democratic Party in supporting Prop. 47.

>>Learn more at safetyandschools.com.

Vote The Educators' Choice For...

MORE STATEWIDE OFFICES

STATE BALLOT MEASURES



Governor
Jerry Brown*



Lieutenant Governor
Gavin Newsom*



Attorney General
Kamala Harris*



Treasurer
John Chiang



Secretary of State
Alex Padilla



Insurance Commissioner
Dave Jones*



Board of Equalization, District 1
Chris Parker



Board of Equalization, District 2
Fiona Ma



Board of Equalization, District 4
Jerome Horton*

1 YES

Conserve water resources
Water bond addresses drought by increasing funding for water storage projects and watershed restoration

2 Neutral

Rainy Day Fund
Reduces state funds available for programs in "good years." If enacted, the state will cap K-12 district reserves, freeing up additional resources in some districts.

45 YES

Pre-approval of health insurance increases
Requires insurance companies to justify premium increases and obtain pre-approval for rate hikes

46 Neutral

Medical malpractice
Increases awards for malpractice and requires doctors to be drug tested

47 YES

Sensible sentencing reform
Reduces sentences for certain non-violent crimes and invests savings in treatment programs

48 YES

Confirms Indian gaming compacts
Ratifies contracts negotiated between the state and tribes

OTHER PROGRESSIVE CANDIDATES IN TIGHT RACES



U.S. Representative, District 7
Ami Bera*



U.S. Representative, District 26
Julia Brownley*



State Assembly, District 65
Sharon Quirk-Silva*

*Incumbent

If you live in these regions your vote for these education-friendly candidates is particularly important.

Get endorsements on your device!
Education-friendly choices tailored to your local ballot

>>Go to cft.yourvoterguide.com and type in your home address. A page will pop up tailored to your individual ballot, with endorsed candidates ranging from California governor to your local school and college board trustees, as well as local and state ballot measures. You will also see a map showing your polling location.

The positions on The Educators' Choice represent the endorsements of your local union and the CFT.

The Educators' Choice for Nov. 4
cft.yourvoterguide.com

Vote November 4 **General Election**

Revamped AFT+ Mortgage program offers union advantage

Wells Fargo mortgages offer competitive rates, hardship assistance



TAKING ADVANTAGE of the union mortgage program helped CFT Secretary Treasurer Jeff Freitas settle into a new home and end the cycle of renting.

After Freitas married his partner Doug MacLeod on February 21, their bid was accepted on a house in the Woodlake neighborhood of Sacramento. They immediately contacted a Wells Fargo mortgage consultant to obtain a loan through the AFT+ Mortgage program.

“It was great to use the union benefit,” said Freitas. “I was ready to invest in a house rather than continue to pay rent.”

MacLeod, a fifth-grade teacher in Ipswich, Massachusetts, was still living on the East Coast, preparing for his retirement after 21 years of teaching, and his move to Sacramento.

Freitas said the mortgage process with Wells Fargo went flawlessly. “We had a short timeframe. Doug was



CFT Secretary Treasurer Jeff Freitas, left, and husband Doug MacLeod, got an AFT+ mortgage.

not living in California, so he had to sign papers on his spring break. Wells Fargo was very, very helpful.”

Escrow closed on April 23. MacLeod finished his last year of teaching, retired

in June and moved to California, and the new house, in the same month.

Freitas said he learned about the upgraded AFT+ Mortgage program at a CFT conference. He lauded the hardship protections AFT+ offers in case of unemployment, layoff, disability, strike or lockout. The \$500 gift card and the chance to earn another \$500 as a first-time homeowner are added perks.

“Not only do we get the hardship benefits that wouldn’t be part of a regular mortgage,” said the union’s top financial officer, “but the interest rates and points are very competitive.”

The goal of the AFT+ Mortgage program is to bring the stability of

Who is eligible to participate?

- All dues-paying union members
- Union member retirees
- Spouse and domestic partners of union members
- Parents and children of union members
- Alliance for Retired Americans members who are union members

>Learn more at unionplus.org/AFT-mortgage or phone (800) 848-6466.

home ownership to as many union members as possible. So far, the program has provided \$43.6 billion in mortgages to help union members and their families buy or refinance a home.

Any dues-paying CFT member or retiree, their spouse, parent or child is eligible for participation in the AFT+ Mortgage program with financing provided by Wells Fargo Home Mortgage. Freitas says his mom wants to move soon, and he’s looking forward to her using this program to buy a new house.

And the \$500 gift card? “We’re remodeling now to personalize our house,” said Freitas, “and we had to buy a lot of stuff. We plan to be here for a long time.” — By CFT Staff

Tell us your story!

Have you benefitted from a program offered through AFT+ Member Benefits? The CFT wants to know. >Please share your story at cft.org/mybenefitstory

Benefits of having an AFT+ Mortgage

HARDSHIP ASSISTANCE: AFT+ Mortgage Assistance helps members and their families who are unemployed, recently disabled, on strike, or locked out make their mortgage payments with interest-free loans and grants. Mortgage Assistance has provided more than \$10.6 million to help members keep their loans current and stay in their homes.

GIFT CARD: For qualifying members, exclusive benefits include a \$500 My Mortgage

Gift award card after closing on a home purchase or refinance.

FIRST-TIME HOME INCENTIVE: Active and retired union members who are first-time buyers can apply for a \$500 First-Time Home Award from AFT+ Members Benefits. Simply fill out an application and provide a written summary of your experience with the AFT+ Mortgage program and what it means to own your first home.

Test prep discounts



UNION PLUS OFFERS members and their children 15 to 60 percent discounts on The Princeton Review’s test preparation courses.

These deep discounts are not available anywhere else. Choose classroom, online courses and private tutoring programs for the ACT, SAT, GMAT, LSAT, GRE, or MCAT. The program offers free online practice tests. Guaranteed higher scores or you will receive a refund.

>Learn more at unionplus.org/college-education-financing.

Three union scholarships help offset cost of college

SCHOLARSHIPS ARE BUT

one example of the U.S. labor movement’s commitment to higher education. Thousands of union members, and their children and dependents, have been assisted in their post-secondary studies with scholarships from CFT, AFT and the AFL-CIO.

Raoul Teilhet Scholarship Program

The CFT offers \$3000 and \$1000 scholarships to high school seniors and continuing college students who are dependents



of CFT members. Application deadlines: January 10 and July 1.

>Go to cft.org/member-services/scholarships, or phone (714) 754-6638.

Robert G. Porter Scholarship Program

The AFT awards four-year \$8000 scholarships to four high school seniors who are dependents of AFT members, as well as 10 continuing education grants of \$1000 to members. Application deadline: March 31.

>Go to aft.org/aftplus/scholarships or call (800) 238-1133 ext. 4457.

Union Plus Scholarship Program

The AFL-CIO offers scholarships ranging from \$500 to \$4000 to union members, their spouses, and their dependents who are enrolled at an accredited institution of higher education. Scholarships are also available to graduate students. Application deadline: January 31.

>Go to unionplus.org/scholarships.

Susan Solomon from United Educators of San Francisco joined the People's Climate March.



Around CFT

California Teacher recognized with top honors at AFT Convention

THE CFT WAS honored for its publications when the AFT Communicators Network recognized our state federation in eight areas at the biennial AFT Convention in July.



California Teacher, the all-union news magazine, won first place for general excellence in the **Best Print Periodical** category.

The magazine also took home

first place awards for a column detailing lessons from Latin America by the CFT President (**Best Editorial or Column**) and for a news report about how elected officials at a community forum stand with the fight for fair accreditation (**Best News Story**).



Two union non-periodicals also won first place awards. The *State of the Union* annual report (**Best Non-Periodical**) and the white paper titled

“What makes quality public education? Ask the experts. That’s what the education union did.” won **Best Layout**.

CFT won second place for a profile of UC

Davis librarian Roberto Delgadillo (**Best Profile**), and third place awards for an in-depth report (**Best Feature Story**) about how the Affordable Care Act is helping part-time faculty and staff, and a photo of the Berkeley Cooking and Gardening program (**Best Original Illustration or Photo**).

Greg Eddy retires, Ron Rapp joins the CFT staff

GREG EDDY has retired from staff after serving as a CFT Field representative for 18 years in the Sacramento region. He has negotiated dozens of collective bargaining agreements, handled countless grievances, and trained innumerable new negotiators at the AFT Western Regional Leadership Institute, the CFT Leadership Institute and CFT Summer School.



Greg Eddy

Eddy was staff liaison to the CFT Educational Issues Committee, CFT representative to California Education Coalition for Health Care Reform, a CFT signatory to a Joint Statement of Commitment to Successful Implementation of Peer Assistance and

Review, and a member of the PERB Advisory Board.

As a high school English teacher in Gilroy, Eddy became involved in union issues and was elected president of the Gilroy Federation of Teachers and Paraprofessionals, where he helped create a unity agreement with the Gilroy Teachers’ Association. He was also a CFT Vice President during that time.

RON RAPP joins CFT staff as a Legislative Representative and lead lobbyist on early childhood education, K-12 education and retirement.



Ron Rapp

As Director of Government Relations for the Ohio Education Association, Rapp led the lobbying and member-to-member political campaigns that passed a landmark education reform package, secured wins for Obama in Ohio in 2008 and 2012 and repealed anti-collective bargaining legislation. He also recruited and trained union members to run for public office.

Rapp has held several policy-related positions. He founded the Center for Comprehensive School Reform to assist in implementing research-based school initiatives. He was state and district policy coordinator for New American Schools, a national effort to transform urban education, and an analyst for the Education Commission of the States, providing assistance to elected officials.

Rapp started his career as a middle and high school English teacher in South Carolina, Colorado and Ohio.



Continuing college students awarded

Raoul Teilhet SCHOLARSHIPS

THE CFT AWARDED seven scholarships to continuing college students through its Raoul Teilhet Scholarship Program. The young adults who received \$3000 scholarships are listed with the names of their parents or guardians who are CFT members.

>Download applications and more information about the 2015 program at cft.org/member-services/scholarships or phone the CFT Costa Mesa office at (714) 754-6638 to have materials mailed to you.

Kelly Daulton, son of Anna Maria Daulton, Gilroy Federation of Teachers and Paraprofessionals

Jessica Fenley, daughter of Patrick Fenley, Oxnard Federation of Teachers and School Employees

Courtney Hernandez, daughter of Lynne Glickstein-Hernandez, AFT Part-Time Faculty Federation

Chrissa Karagiannis, daughter of Mary Karagiannis, Jefferson Elementary Federation of Teachers

John Kazanjian son of Wendy Coffelt and Phillip Kazanjian, Glendale College Guild

Allison Molstad, daughter of Amy Molstad, Newport-Mesa Federation of Teachers

Kathryn Oertel, daughter of Thomas Oertel, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

Mark your Calendar

Last day to register to vote in the General Election is **October 20**.

Last day to request a mail ballot for the election is **October 28**.

VOTE in the General Election on November 4. Get the union’s endorsements on your device at cft.yourvoterguide.com.

Executive Council will be held **November 15** at the CFT Bay Area Office in Oakland.

Classified Employees Conference, examines issues of importance to school and college staff from **December 5-7** at the Irvine Marriott.

Division Councils of classified employees, community college faculty, and EC/K-12 teachers meet **December 6** at the Irvine Marriott.

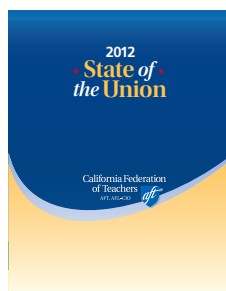
Application deadline for high school seniors to apply for a **CFT Raoul Teilhet Scholarship** is **January 10**.

Executive Council meets on **January 10** in Burbank.

Deadline to submit constitutional amendments for CFT Convention is **January 23**.

Committees meet **January 31** at Los Angeles Valley College.

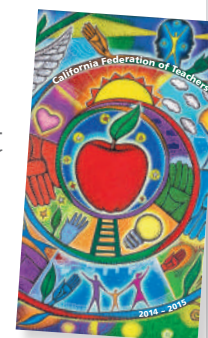
Legislative Reception to meet members of the California Legislature will be held **January 26** at the Capitol.



Get your CFT Pocket Calendar!

IF YOU DID NOT receive a *CFT Pocket Calendar* from your local union, it’s not too late to order the union’s award-winning 16-month academic year calendar.

>To obtain a calendar, please mail \$1 for shipping and handling to the CFT Bay Area Office, 1330 Broadway, Suite 1601, Oakland CA 94612.



PHOTOS: L TO R: KIRA GOBBE, JOANNA VALENTINE, SHARON BEALS

Pre-K and K-12



California districts roll out LCAPs to mixed reviews Degree of teacher and classified input to local plans varies widely

RAY GAER SEES the Local Control Accountability Plan, or LCAP, as “a different forum for unions to talk about things that matter and an opportunity to build more cooperative relationships. The president of the **ABC Federation of Teachers** says, “We can talk about how programs are selected and developed and how money is spent before getting to the bargaining table.”

Local educational agencies must have an LCAP explaining how they intend to meet yearly goals for all students, according to the Local Control Funding Formula, which has changed how California funds its K-12 schools. An LCAP



“The LCAP process is going very well at ABC because the process is not foreign. We already had a strong and long-time partnership with the district.”

— Ray Gaer, President, ABC Federation of Teachers

requires input from parents, teachers, students, local bargaining units, staff and other community members.

The LCAP process is going very well at ABC because “the process is not foreign. We already had a strong and long-time partnership with the district.” The ABC Federation meets regularly with district administration and also played a crucial part in rolling out Common Core.

In the ABC district, LCAP will direct new funds to student behavior programs the union had pushed for, but had not yet found funding. Gaer is “glad LCAP is directing money where it should go, and” he adds, “the LCAP is another opportunity for unions to build capacity by giving members new ways to become active participants in meaningful education reform.”

The **Berkeley Federation of Teachers** “stretched the meaning of ‘consult with bargaining units,’” says President Cathy Campbell. It proposed an Educators Advisory Council, much like the legally required Parents Advisory Council. “Because we have gained political power and cultural capital while building our union over the years, the district agreed.”

The Educators Advisory Council



includes certificated and classified and has met with the parents group. This fall, the district will meet with parents and educators together.

Union priorities included mental health counseling for students, staff training and coordination to assist students with learning difficulties, cultural competency training, resources to recruit more teachers of color, and a K-5 social-emotional curriculum program.

Campbell believes the ultimate plan “reflects all of our priorities with exception of some amounts not being as high as we’d have liked.” She attributes a successful LCAP process to the union’s member mobilization, community organizing and electoral work as supported through CFT’s Strategic Campaign Initiative.

Not all locals report such positive experiences. In the Central Coast, North Monterey County and Santa Cruz Federation presidents say their members gained little if anything from LCAP.

Kelly Moore says though the North Monterey County district set up a seemingly inclusive process and asked stakeholders for input, the results of which “reflected what administration wanted from the get-go. They got more principals and administrators. We had to fight tooth and nail for what we did get,” he says, referring to “some needed student discipline support.”

Moore, president of the **North Monterey County Federation of Teachers**, views bargaining as a better way to address educators’ needs and believes the gains members get may have more to do with increased funding as a result of the “tremendous energy we spent to pass Proposition 30, elect people on the school board and organize community allies.”

The Santa Cruz local recommended measures designed to attract and retain the very best teachers in

“Overall LCAP is a good thing. I encourage all locals to monitor LCAP to ensure the money goes where it’s supposed to.”

— Carl Williams, President, Lawndale Federation of Classified Employees



order to improve services for limited English speakers and free- and reduced-lunch students.

Though the district invited us to weigh in,” says Barry Kirschen, president of the **Greater Santa Cruz Federation of Teachers**, “it didn’t seem to take any of our recommendations seriously. In the end, the final plan pretty much maintained the status quo.”

Carl Williams, president of the **Lawndale Federation of Classified Employees**, wishes the district had met with classified and certificated employees together “so as a group we could understand each other’s priorities.” Though classified didn’t get as much as they wanted, they did gain increased noon duty and custodial staffing.

“Overall LCAP is a good thing,” says Williams. “I encourage all locals to monitor LCAP to ensure the money goes where it’s supposed to.”

— By Mindy Pines, CFT Reporter

GARY RAVANI
COUNCIL PRESIDENT

Teachers as master jugglers

The old-time variety shows on Sunday night television often featured jugglers who kept china plates balanced on top of tall poles by racing from pole to pole to keep the plates spinning.

The challenge to districts, schools, and classroom teachers in today’s educational context is much the same.

A whole new accountability system (API), with multiple measures, is one spinning plate. A new assessment system (SBAC) is another. There is the new state funding system (LCFF) plate. Yet another plate is the plan to show positive effects for disadvantaged students (LCAP). Another plate includes implementing the Common Core (CCSS) with scarce materials, limited high-quality professional development, and developing new instructional strategies.

In this state, with funding levels that rank among the lowest in the nation, the classroom “jugglers” essentially have one hand tied behind their backs, yet perform outstanding work every day in these most difficult of situations.



Suleman Ishaque, right, Los Angeles College Staff Guild, took top prize for making the most phone calls at AFT Political Boot Camp.



Classified

New law asks staff to perform more medical procedures School employees “volunteer” to medicate students in danger

SENATE BILL 1266, introduced by Republican Senator Bob Huff (Diamond Bar), and signed by Gov. Brown on September 16, requires public schools to stock emergency epinephrine auto injectors, known as EpiPens, on campus. This is an expansion of the law that said schools could stock the devices for students with a severe allergy to make it a mandate that all schools have the device on hand.

With full-time school nurses almost nonexistent, this means thrusting further medical duties on school staff if a child has a severe allergic reaction, says Kendra Harris, a lobbyist with the CFT. Over the years, school employees have been asked to take on more medical procedures that they aren't necessarily trained for, Harris says — for example, Huff also passed a bill about administering Diastat if a child has an epileptic seizure.

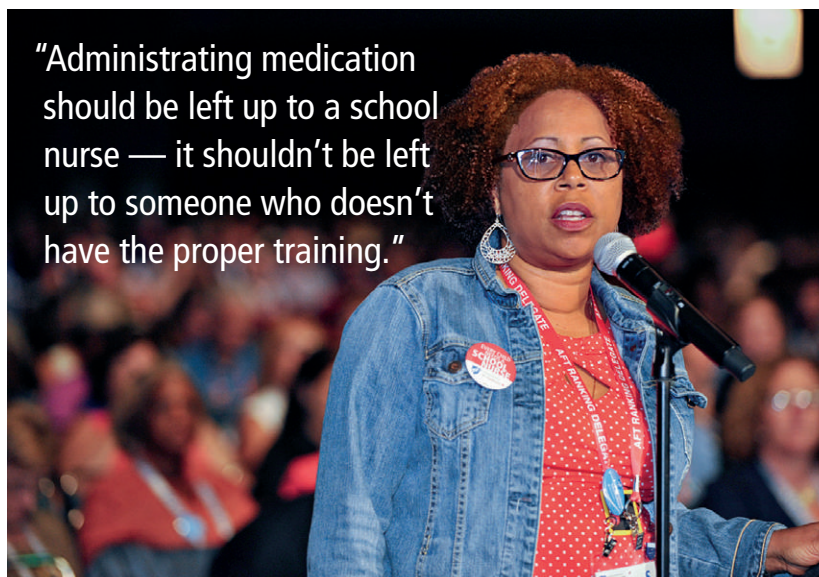
“As school nurses are becoming obsolete, school personnel are being asked more and more to volunteer for things they're not necessarily trained in,” Harris said. To address the school nurse shortage, CFT sponsored the Healthy Kids, Healthy Minds legislation that would have brought a nurse and a mental health professional to every public school in California.

December 5-7 • Irvine Marriott Classified Conference 2014: Be there!

DO YOU WANT a new perspective on your job and workplace? Hear the latest legal rulings that affect classified staff? Want to be inspired by your colleagues around the state?

Attend the union's annual Classified Conference at the Irvine Marriott!

The conference kicks off with a Legal Panel at 1 pm on Friday, December 5, and ends at noon on Sunday, December 7. This year attendees will be rewarded with a wealth of information on top-



Paula Phillips asks delegates to AFT Convention to support regulation of medical procedures.

“Adminstrating medication should be left up to a school nurse — it shouldn't be left up to someone who doesn't have the proper training.”

The bill stalled in the Appropriations Committee.

Harris says while the Legislature keeps passing bills requiring school staff to do more, they are not addressing the lack of professional medical care at school sites.

That's one reason why Paula Phillips, president of Berkeley Council of Classified Employees and a CFT vice president, introduced Resolution 83 at the AFT Convention in July asking for a better system and federal regulation of medical procedures to protect members. Delegates at the Los

ics such as Gripes vs. Grievances, Community Building, OSHA 101, Know Your Rights, Managing Student Behavior, Building a Retiree Chapter, and Technology in the Workplace.

But the conference is not all work. There's plenty of time for networking and fun at social events such as the Mad Hatter's Ball on Saturday evening.

> Learn more and register to attend the conference online at cft.org/your-work/classified/conference.

Angeles convention overwhelmingly approved the resolution.

“With the passing of legislation that allows classified staff to do these procedures, I'm afraid the time for districts to restore nurses will never come,” she said. “Adminstrating medication should be left up to a school nurse — it shouldn't be left up to someone who doesn't have the proper training.”

Phillips says school employees don't really “volunteer” to use EpiPens.

“Classified employees are being told to administer medication by default — it's not me signing a form and saying, ‘I'm going to do this,’ — they're giving me a form and saying, ‘Here, you're going to do this,’” Phillips said. “If we say we don't want to, they say, ‘I guess you don't want your job.’”

What's more, Phillips says tracking the pens, maintaining them properly in a cool place and replacing them regularly is essential; following up on the trainings, and communicating about what's involved is spotty. Requiring people to make life or death decisions outside their realm of expertise is a lot to ask of classified staff, she says.

“If they do something wrong and a child loses his or her life, the emotional burden will last a lifetime,” she said. “We need further protection for classified school employees.”

Harris says there are some training provisions and civil liability protections built into the new law. But the Legislature had a hard time hearing the concerns of school employees when Huff had kids testify who had suffered an anaphylactic shock.

“He not only brought in doctors and nurses who had treated patients, he brought in parents and children — young children under the age of 10,” Harris said. “It's heart-wrenching when you have a six-year-old describing how she couldn't breathe.”

— By Emily Wilson, CFT Reporter

PAULA A. PHILLIPS
COUNCIL PRESIDENT

Torlakson deserves our vote on Nov. 4

It's easy to think that the State Superintendent of Public Instruction is focused primarily on the work of teachers. But incumbent Tom Torlakson is a teacher with a full understanding of how our schools and colleges operate.

He recognizes and values the work we do as classified employees and paraprofessionals. Torlakson has said, “I know that school employees are the heart and soul of a school. They're critical members of the team that has to work together to keep students safe and provide the kind of supportive school environment students need to succeed.”

He has referred to classified employees and paraprofessionals as “highly skilled and talented workers who make the extra effort” to support their students, schools, and communities.

I couldn't agree more.

Torlakson's opponent is a former Wall Street investment banker and CEO of a charter school company. Torlakson clearly deserves our vote.



TOP: JESSICA ULSTAD

Community College

Tim Killikelly, president of AFT Local 2121, leads the August protest.



Faculty protest class cancellations caused by ACCJC sanctions Two lawsuits and a trial move forward; governor signs CFT transparency bill



In August, AFT Local 2121 delivered about 2,000 petitions in the shape of bricks to the college vice chancellor, asking her to rebuild rather than make more cuts.

PHOTOS COURTESY AFT LOCAL 2121

THE TRIAL TO DETERMINE if the Accrediting Commission for Community and Junior Colleges acted unfairly when it pulled City College of San Francisco's accreditation will go ahead on October 27. In the meantime, San Francisco City Attorney Dennis Herrera won a victory when the trial judge ruled on September 19 that

accreditors "violated controlling federal regulations" by having an unbalanced evaluation team, with only one academic representative to evaluate the college in 2013.

Herrera's office has filed a lawsuit — one of three, including one

On September 19, the judge agreed, ruling that the commission is subject to the laws that govern businesses.

On the same day, Gov. Brown signed the CFT-sponsored Fair Accreditation for California Community Colleges Act, designed to make

at the details of what restoration involved, it was unbelievably outrageous," he said. "They created a way to apply for restoration before they created a manual for the process. It doesn't apply to other colleges, and even if CCSF were to meet 'substantial compliance' it would be discredited with no option to appeal."

CCSF library department chair Karen Saginor calls restoration a setup.

"To say to a college, 'You have to be perfect,' reminds me of the story of Rumpelstiltskin," she said. "You'll be allowed to live if you take a pile of straw and weave it into gold — you're given a task, so it seems like a good thing, but there's not a chance that it can be done."

The ACCJC's actions have meant a severe drop in enrollment at CCSF, leading to class cancellations. In August, AFT Local 2121 led a demonstration to protest these cancellations, delivering about 2,000 petitions in the shape of bricks to CCSF's vice chancellor, asking her to rebuild rather than make cuts, especially in light of a successful CFT legislative effort, SB860, which extends CCSF's stabilization funding for three years.

Class cancellations have caused lots of frustration and disappointment, says Susana Mayorga, a counselor with Latino Services Network. In her 12 years at the college, she says this has been the worst in terms of having students unable to transfer because they can't get the classes they need.

Saginor attended the protest. "The ACCJC has damaged the college's reputation," she said. "It keeps away some students who worry that it will close or think it has closed already."

— By Emily Wilson, CFT Reporter

"The ACCJC has damaged the college's reputation. It keeps away some students who worry that it will close or think it has closed already."

— Karen Saginor, Chair, CCSF library department

by the CFT — against the accreditation commission, charging that the attempt to revoke accreditation was politically motivated, didn't respect due process, and was riddled with conflicts of interest.

The judge granted an injunction last January, meaning CCSF can't lose accreditation until the conclusion of the trial. In September, the ACCJC's lawyers argued they cannot have committed unfair business practices as charged because they are not a business.

The CFT's attorney, Robert Bezemek, calls that absurd. "Their argument that they're not involved in commerce is just nonsense," Bezemek said. "By discrediting CCSF, they would be eliminating an inexpensive high-quality learning option, and they have a huge effect on the education marketplace."

the accreditation process more transparent. (See story page 4)

In June, a month before accreditation was scheduled to be revoked, ACCJC officials announced they would change their rules and allow CCSF to apply for "restoration status," giving the college two more years to meet the accreditation standards. To some, it seemed like a victory.

But Tim Killikelly, president of AFT Local 2121, says it was just more of the same unfair treatment from the agency.

"Everybody was saying congratulations and focusing on the idea we had two more years, but as we looked



JIM MAHLER
COUNCIL PRESIDENT

Dignity + equity for adjuncts

CFT succeeded in defeating an ill-considered legislative bill which purported to bring "respect" to adjunct faculty members by changing their Education Code classification from "temporary" to "contingent."

The bill's supporters overlooked the potential loss of unemployment benefit eligibility this change to the code would create. Fortunately, after a great deal of lobbying by the CFT, community college districts, and others, we were able to kill AB 2705.

In an attempt to bring real dignity to part-time faculty, the CFT has launched a statewide campaign to bring pay equity, paid office hours, and job security to all part-time faculty in the state. We are in the process of planning a series of statewide actions that we hope will culminate in the governor recognizing these important needs in his January state budget proposal.



University



UC-AFT members team up with 350.org at the People's Climate March in Oakland.

New organizing chief embraces democracy campaign "You See (UC) Democracy?" aims for systemwide change and a fully enfranchised faculty

CHRIS HABLES GRAY is widely known in academic circles for his research on the U.S. military post-World War II. The UC Santa Cruz lecturer has also written extensively about how technology is transforming humans.

His 1991 dissertation "Computers as Weapons and Metaphors" earned him a doctorate in philosophy. In the 1970s, his interdepartmental major at Stanford was "Human Values and Social Change." Recently, he has studied broad-based online social movements from Occupy to the Egyptian uprising.

Now Gray has locked onto a new target with laser-like intensity. As Vice President of Organizing for the University Council-AFT, he is focused on the union's "You See (UC) Democracy?" program, a strategic campaign that aims to improve democracy within the union, within UC departments, divisions and libraries, and even within the UC Board of Regents.

UC lecturers deliver over 35 percent of all undergraduate instruction at the university. They teach many of the lower division courses, including almost all writing and language courses, and some upper division courses. They also teach graduate courses in the professional schools

and many departments.

In any given year, more than 4,000 lecturers teach throughout the UC system. Nearly 25 percent of lecturers are full-time, and half teach 50 percent time or more. Many lecturers are

members want the union to address at the bargaining table as part of its preparations for upcoming contract negotiations. Gray said his local and others may also distribute the bargaining survey to fair share payers for

catastrophic climate change.

UC-AFT endorsed the September 21 People's Climate Marches in New York, Oakland, and San Diego and members attended the California events. President Bob Samuels has raised the issue of divestment from fossil fuels, a proposal the UC Regents' Investment Advisory Group is now studying.

Gray called the Green Caucus "another example of the new energy running through the union. Some union leaders discourage taking political stances out of concern they will unnecessarily divide members, but I was very proud that our union had no problem taking these overtly political actions on the environment."

— By Steve Weingarten, CFT Reporter



SHARON BEALS

Organizer Chris Hables Gray is focused on improving democracy in the union and on campus.

also active in their fields with research and publications. Yet lecturers must fight for respect on campus.

To get feedback from the lecturers, UC-AFT is assessing which issues

their input and to raise their comfort level with union issues, with the ultimate goal of a fully enfranchised teaching faculty at UC.

"We need to be more democratic if we want a more democratic university," Gray said, adding a quote from Egyptian activist Alaa Al Aswany: "Democracy is the answer to many of our problems."

There is national discussion about broad issues, such as adding a democracy rating to the process of evaluating academic institutions. And campus demands are drawing people in for local actions, even if those issues won't be solved systemwide.

One issue that does resonate across all campuses is the environment. UC-AFT members and staff recently formed a Green Caucus to further the union's already strong effort to protect our environment and prevent

BOB SAMUELS
COUNCIL PRESIDENT

UC President hears AFT issues first-hand

On September 23, I met with UC President Janet Napolitano and UC Vice President Dwaine Duckett. We talked about how the campuses are funded inequitably, and I suggested that revenue generated from non-resident students be shared with the campuses that have been historically underfunded.

I stressed that UC-AFT is focused on undergraduate education and described how underfunding has undermined the quality of instruction in the UC system. We discussed the need for the university to calculate the cost of instruction for different levels of students, and the problems with online education.

During the meeting, Napolitano agreed to consider making the benefits of Social Security available to our part-time members. I stressed the vital role librarians and lecturers play in the system, and the need to make sure they are reviewed in an effective and timely manner and fully supported in their work at the university.



TOP: SHARON BEALS

10 ways ladder faculty can combat contingency & support UC lecturers now!

- Don't churn. Grant continuing appointments when earned
- Refer to us as faculty, without qualification
- Add us to directories and department websites along with all other faculty
- Invite us to faculty meetings
- Accept our contributions and votes on curriculum decisions
- Provide access to independent studies and honors sections
- Support equal representation on Academic Senate committees
- Pay us for all the non-teaching work we do through equivalencies and course relief
- Don't hinder our research. Give us principle investigator status when we need it
- Provide access to independent studies and honors sections
- Say hello. Get to know us and learn about all the ways we contribute to the department and the campus

Local Wire

Reporting Local Action
Around the State



AFT Convention 2014 in California: Members from around the nation trekked to Los Angeles for the biennial AFT Convention held July 11-14. Among numerous items of business, delegates passed a resolution urging President Obama to put U.S. Education Secretary Arne Duncan on an "improvement plan," and another in support of fair accreditation. Delegates from California AFT local unions are pictured above.

Rank & Files

Adam Siegel, UC Davis librarian and grievance steward for Local 2023 was awarded a \$12,500 grant from the National Endowment for the Arts to translate a contemporary Russian work of fiction into English. Siegel, a translator of numerous languages, will use the grant to translate Vasilii Golovanov's *The Island: or, A Justification for Meaningless Travels*.

Eric Wilcox, English teacher at Balboa High School and member of United Educators of San Francisco, Local 61, was awarded one of the five 2014 Carlston Family Foundation Outstanding Teachers of America Awards. Wilcox was nominated by a grateful former student.

Beth Landry and **Nancy Boehm**, Greater Santa Cruz Federation of Teachers, Local 2030, published a book called *ABC Move With Me! Teaching Letter Sounds Through Movement to the Very Young*. This unique book has parents say the sounds the letters make instead of the letter names, and combines vibrant images and motion.

Steve Hall and **Debra Stakes** were named Labor Leaders of the Year by the Tri-Counties Central Labor Council. Hall is president of the Ventura County Federation of College Teachers, Local 1828. Stakes is president of the Cuesta College Federation of Teachers, Local 4909, in San Luis Obispo.

Barbara Owens, Tamalpais Federation of Teachers, Local 1985, was recognized by State Superintendent Tom Torlakson for outstanding dedication. Owens has represented the CFT for 13 years at the School Attendance Review Board, which provides a safety net for students with persistent attendance or behavior problems.

Dean Murakami, president of the Los Rios College Federation of Teachers, Local 2279, was honored with the Labor Ambassador Award from the Sacramento Central Labor Council.

LOCAL 1603

Protecting the rehire pool...

When administrators at Oakland's Laney College chose not to rehire part-time sociology professor and Peralta Federation of Teachers Part-time Faculty Representative Cynthia Mahabir, and two other members of the Part-time Faculty Rehire Preference Pool, the faculty rallied quickly.

Instructors delivered a petition with over 250 signatures to the college president demanding that the college honor the contract and reinstate the part-time faculty members.

The rehire pool offers veteran part-timers who have been favorably evaluated — like Mahabir, a 17-year Laney veteran — a measure of job security. The administration's move to strip pool members of their positions without reasonable justification or due process violates the intent of the contract.



In Oakland, faculty members of the Peralta Federation turned out in strong support of long-time part-timers who were not rehired.

LOCAL 6192

Motivated classified ...

Three years ago the Berkeley Unified district presented the classified union a contract proposal containing dozens of takeaways. Plus the bus drivers and maintenance workers unit joined the Berkeley Council of Classified Employees so the union wanted to merge two contracts and create uniform compensation and working conditions.

Using a CFT Strategic Campaign Initiative grant, the local hired an organizer and expanded worksite mobilization. Hundreds of members leafleted parents and rallied at the district office with teachers.

Last month members voted overwhelmingly to reject the district's last, best and final offer. When the parties reached agreement on October 1, the union made no major concessions, raised everyone's benefits and working conditions to the same level, won a raise and an increase to the district's benefit contribution.

LOCAL 1881

Turning up the heat...

Petaluma teachers have not had a cost-of-living adjustment in seven years. So the Petaluma Federation of Teachers, representing more than 425 teachers, counselors, psychologists, and nurses in the city schools, turned up the heat.

They leafleted parents, asking them to contact the school board in support of a decent contract. Scores of teachers attended board meetings and demonstrations in the normally placid streets of this North Bay rural community, protesting district



Teachers take to the streets in the rural town of Petaluma in Sonoma County.

administration foot-dragging in collective bargaining.

"We're not asking for more than the district can cover," said Sandra Larsen, chief negotiator for the union, which proposed a 4 percent increase. The administration is offering 2.5 percent. The union contends that the administration is sitting on increased funding from Proposition 30, and the money should be used for long overdue raises and to decrease class sizes.