

CaliforniaTeacher

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CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



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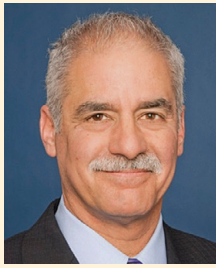
CFT calls for gun divestment

Pushes CalSTRS to unload

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Up Front Joshua Pechthalt, CFT President



“Make it Fair” creates real change for California

“The corporate and political forces committed to protecting the unequal status quo are powerful. But their wealth and influence can’t hide the fact that insufficient funding for education and social service hurts millions of Californians.”



California’s largest, oldest corporations have not been paying their fair share for more than 35 years. As a result, the state has lost billions of dollars in uncollected property tax revenues — a major factor pushing our public schools to the national bottom in per pupil spending and class size average. The state’s most at-risk families and individuals have also seen essential services repeatedly cut for more than a generation.

That’s why the CFT has joined with community-based organizations, like California Calls and ACCE, and unions like SEIU and CTA, to launch the Make it Fair campaign to address the unjust shifting of property tax obligation away from large commercial interests and on to homeowners.

On May 7, the Make it Fair coalition launched its campaign to put a ballot measure before California voters. The measure could generate up to \$9 billion a year by compelling the largest companies to pay property taxes based on fair market value rather than paying on 1970s property values that were essentially frozen as a result of Proposition 13. Residential property owners and smaller businesses would continue to benefit from provisions of Prop. 13 and would be excluded from this

proposed constitutional change.

To reverse years of cuts to public education, California voters adopted Proposition 30 in 2012. Prop. 30 helped stabilize the economy and restore funding to education by requiring the state’s top income earners to pay more in personal income tax. This year Prop. 30 will generate more than \$8 billion in additional state revenue. As a result, funding for education has improved significantly.

However, California’s improved fiscal situation masks a deeper crisis of growing economic inequality and poverty that threatens the long-term economic and social fabric of the state. A 2014 *Forbes* magazine article, “Where Inequality is Worst in the United States,” highlighted the vast economic disparity in California. On one hand, we have more than 111 billionaires who own nearly \$500 billion in assets, while on the other hand we have the highest poverty rate in the nation with one-third of the nation’s welfare recipients.

Progressive tax reforms, like the Make it Fair initiative and Prop. 30, help ensure the state’s economic stability even during periods of recession. Yet in the coming months, we are likely to hear calls from business interests and some politicians calling

for regressive tax measures like a flat tax or various sales taxes. But in a state where poor and middle class families are falling further and further behind, these regressive tax proposals will only widen the gap.

The CFT continues to advocate for a Prop. 30-like extension that asks the state’s wealthiest individuals to pay a little more in personal income tax. But that alone is insufficient. That’s why the Make it Fair measure must be part of our overall effort to improve funding for education and tackle economic inequality.

The corporate and political forces committed to protecting the unequal status quo are powerful. But their wealth and influence can’t hide the fact that insufficient funding for education and social service hurts millions of Californians. As we have done in the past, we will build a grassroots coalition working to challenge the 1%.

In the coming months, labor and its community partners will train hundreds of speakers, work to pass resolutions, and educate our members and the public on Make it Fair. Like the Prop. 30 effort, your involvement will be key to our success.

Josh Pechthalt

ON THE COVER

Gary Beck, left, and Ron Dhanifu are disc jockeys at the the San Diego City College jazz radio station. They have been forced to work as part-time temporary employees for many years. CFT is working to close the temp loophole in the Education Code with a bill now before the state Legislature.

PHOTO BY JAMIE LYLTE



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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Assemblymember Shirley Weber, center, meets with Community College Council President Jim Mahler and CFT Lobbyist Kendra Harris.



Margaret Martinez-Ingle, El Rancho Federation, talks with a staffer in the Capitol.

Members speak out for union priorities in Capitol Lobby Day focuses on community schools, charter schools, accreditation

ON APRIL 21, educators fanned out in the Capitol to talk directly to their legislators about what really happens at school and the need to pass priority bills.

Jude Rose, an early childhood educator from Watsonville High, described the day this way: “It’s about educating the policymakers and giving a real-life description of what’s happening in the field. We’re here working for teachers, but ultimately we’re working for the kids.”

The union’s two workplace safety bills were crafted to benefit entire campus communities. AB677 requires doors to have locks that can be locked from the inside on new school construction or renovation. AB1126 requires heating, ventilation and air conditioning inspections to be posted on each school’s website.

PreK-12 members lobbied to amend two high-profile teacher



STEVE YEATER

evaluation bills calling for local adoption of best practices.

Educators supported community schools and their wraparound services for kids by backing the provisions contained in SB403.

Union members also asked for support of the CFT-sponsored charter

school bill, SB322, that addresses the issues of equity in student admission and high teacher turnover occurring from the lack of due process rights and poor working conditions.

Support staff lobbied to end the abuse of temporary classified workers by closing a loophole in the

Education Code. (See story page 13) They also argued to bring the long overdue benefit of unemployment insurance to staff found in AB399.

Community college members continued the fight for fair accreditation, calling for support of a CFT-sponsored bill carried by Assemblyman Phil Ting. AB1397 creates a standard for accreditation with an appeal process and ensures visiting teams have no conflict of interest.

Another CFT bill, AB 1010, would create minimum job security standards for part-timers. SB373, would limit new hires to full-time faculty until a district reaches a 75 percent threshold of full-timers.

Since Lobby Day, all CFT-sponsored bills have cleared their policy committees and will be heard in the full Legislature, proving the success of members’ efforts.

— By CFT Staff

CFT supports families of missing Mexican students Survivor tells horrific tale of persecution and murder

ANGEL NERI described the unique education given students at the Raul Isidro Burgos School in Ayotzinapa, Guerrero, in his speech at CFT Convention. The school takes students from rural farming communities, trains them as teachers, and then encourages them to return to work in schools in the poorest, most remote communities in Mexico. This has earned the school the enmity of corrupt and violent elements of Mexican society.

Neri was one of the few who survived when local police attacked students as they prepared to go to a national march in Mexico City last fall. Three were murdered outright, and 43 disappeared.

“A concern was born in me to

know more,” he told delegates. “As long as there is poverty, the Ayotzinapa school and the others like it will continue, and we will defend them.”

For the past two months, Neri traveled up the West Coast of the United States with another student and the parents of two who are still missing. Two more caravans traveled through the Midwest and up the East Coast.

Dean Murakami, CFT vice president and president of the Los Rios College Federation of Teachers, helped organize their visit to the Convention. “Their message resonated with our delegates,” he explains. “Privatization, underfunding, immigration and the decimation of unions are our issues too. For the last several years we have been growing

our relationship with unions and teachers in Mexico so we can support each other across the border.”

The Convention passed Resolution 28 urging the U.S. Congress to hold hearings about the situation, and to stop providing arms to the Mexican police, who were responsible for the attack on the Ayotzinapa students.

In a letter to the Trilateral Coalition to Defend Education representing the United States, Mexico and Canada, CFT President Josh Pechthalt



DAVID BACON

Two students of the teachers training school, and the parents of two others, march in San Francisco April 4.

public education system.”

The four students and parents spoke on campuses throughout California. Teachers and students organized marches and demonstrations to protest the disappearances, and raised thousands of dollars to provide support for the struggling students and their bereaved parents.

— By David Bacon, CFT Reporter

Pivotal U.S. Supreme Court decision looms

CFT launches two-pronged campaign to build union power

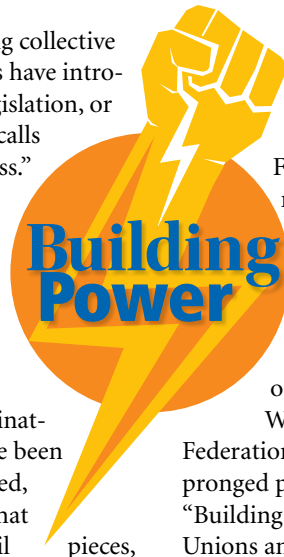
RECENT CFT VICTORIES cannot overshadow the magnitude of the forces undermining public education and working people. While the benefits of Proposition 30 are energizing, new assaults are multiplying.

A current lawsuit, *Friedrichs v. California Teachers Association*, seeks to eliminate current union “fair share” provisions, also called “agency fee.” If it succeeds, the funds available to unions would dwindle while non-paying bargaining unit members would continue to benefit from union representation at no charge.

When this case is viewed alongside anti-union legislation nationwide, a clear picture emerges. Fifteen states

have passed laws limiting collective bargaining and 25 states have introduced right-to-work legislation, or as the labor movement calls it, “right-to-work-for-less.” When Indiana passed right-to-work legislation in 2012, within less than a year, union membership fell by 56,000.

In states where union fair share has been eliminated, union members have been barraged by well-financed, right-wing campaigns that include phone calls, mail ads, billboards, and social media



posts urging them to withdraw from their unions.

The Supreme Court is expected to rule on the *Friedrichs* case within the next 15 months. Although California remains a stronghold of union membership, this is a federal case and would affect California the same as any other state.

With this in mind, the Federation has developed a two-pronged plan in its new campaign “Building Power for Our Local Unions and the CFT.”

First, the union wants to reach out

to each member and reinforce the importance of union membership, as well as ask current agency fee payers to become full union participants.

Second, the CFT wants to help build effective worksite leadership structures with the goal of building the union’s capacity in collective bargaining, communications, coalition building, political action, and strategic planning.

Union leaders and staff have already begun work on the Building Power program so the Federation can not only meet the challenges ahead, but flourish in the years to come.

— By CFT Staff

One by one: Organizing team signs up part-time faculty

Why does anyone join the union? ...because someone asks them

MEMBER ORGANIZERS from local unions throughout the state joined forces at Palomar College to meet one-on-one with part-time faculty agency fee payers who had not yet signed their union cards — and asked them to join the union.

The 17 organizers who took part in the four-day membership drive are part of the CFT Strategic Campaign Initiative, a matching grant program for local unions doing political organizing work, both external and internal.

They and union staff collaborated with the Palomar Faculty Federation, AFT Local 6161, the union representing faculty on the San Marcos campus and recipient of an SCI organizing grant.

From April 13 to 16, Palomar members and SCI organizers had one-on-one conversations with 74 part-time faculty and 41 chose to join the union.

Debbie Forward, an organizer with the Palomar Federation, called the membership drive “a valuable way



Palomar’s Debbie Forward works with Katharine Harer from San Mateo.



SCI member organizers put their skills to the test at Palomar College in San Marcos.



Clark Carter from the Galt Federation and Solomon Namala from Cerritos College Federation.

to kick off our outreach to part-time faculty.”

Forward and others laid the groundwork for the organizing blitz. Along with Co-President Shannon Lienhart and Office Manager Amy Hlavaty, the local assembled the complex schedule of classes taught by part-time faculty, created materials to communicate Federation values and priorities, and prepared packets for

the visiting organizers.

Even though the SCI organizers attend biennial group trainings to learn core organizing skills such as building strong worksites, identifying leaders, engaging in one-on-one conversations, and running successful political action drives, the Palomar effort was the first time they collectively put their skills to the test on campus.

Forward says the local’s work is not

done, but the successful membership drive helped establish a direction for the local to continue in the coming months. “Our executive board now has concrete goals for organizing conversations and developing relationships,” she said, “and for building our union in the best interest of our entire faculty.”

— By Jessica Ulstad, CFT Political Field Director

PHOTOS BY JESSICA ULSTAD



CFT urges CalSTRS to divest from gun manufacturers now

New documentary film *Gun-Free Retirement* features CFT members

IN APRIL 2013, a few months after the shootings at Sandy Hook Elementary School in Connecticut that killed 20 children and six adult staff members, the board of California State Teachers' Retirement System voted to divest from firms making weapons that are illegal to own in California. More than two years later, that hasn't happened, and Joshua Pechthalt, president of the CFT, wants to make sure it does. Soon.

Pechthalt brought it up in his State of the Union speech at this year's Convention, and showed a short video, *Gun-Free Retirement*. The CFT partnered with acclaimed documentary filmmaker Brave New Films to make the video, which features



CFT Secretary Treasurer Jeff Freitas spoke at the teach-in held April 2 outside CalSTRS headquarters in Sacramento. The message: The union wants CalSTRS to complete divestment from gun makers.

Hendricks reelected to CalSTRS Board

ON APRIL 14, Sharon Hendricks was reelected representative of community college teachers on the CalSTRS Board, which sets policy and regulations for the largest educator-only pension fund in the world.



Sharon Hendricks

Hendricks, a communications studies instructor and member of the Los Angeles College Faculty Guild, AFT Local 1521, was first elected to the board in 2011 with support from the CFT. She now serves as vice chair.

The two board members representing PreK-12 teachers were also reelected: Dana Dillon, a middle school teacher from Weed, and Board Chair Harry M. Keiley, a high school teacher from Santa Monica.

The educator members will serve four-year terms, which begin January 1. The 12-member board also includes gubernatorial appointees representing the public, school boards, and retired members as well as four ex officio members — the state Controller, Superintendent of Public Instruction, Treasurer, and Director of Finance.

The CalSTRS portfolio is valued at \$190.8 billion.

teachers talking about the impact of gun violence on their students.

This April, at the CalSTRS Board meeting in Sacramento, protestors showed the video as part of a teach-in on divestment, pension obligations, and school gun violence. Protest leaders read a letter from seven families of Sandy Hook victims supporting CFT's call for CalSTRS to divest \$375 million from Cerberus Capital Management, which owns Freedom

but some of the information they discuss about investments can't be made public.

"I think it's right for teachers to be frustrated that it's taken us longer to get our money out of this investment, but the board is making a concerted effort," she said. "I agree two years is too long, and I understand our members' patience is wearing thin."

Two years does seem too long for Kimberly Claytor, president of Newport-Mesa Federation of

I agree two years is too long, and I understand our members' patience is wearing thin."

— Sharon Hendricks, CalSTRS Board Member

Group, the manufacturer of the rifle used at Sandy Hook.

In the months following the vote to divest in 2013, the CalSTRS Board sold \$3 million worth of shares in two publicly traded gun makers. But divesting from a private equity firm like Cerberus gets much more complicated, they say, and they can't take unilateral action.

CalSTRS Board Member Sharon Hendricks, a member of the Los Angeles College Faculty Guild, who chairs the retirement system's investment committee, says board members make every effort to be transparent,

Teachers and a CFT vice president, who is featured in *Gun-Free Retirement*.

"My involvement is mainly about not wanting to have my retirement funded in any way shape or form by illegal guns or assault weapons," she said. "I did lose my son to gun violence, so I do know the tragedy of losing a child. It breaks my heart to think about families in Sandy Hook that lost their children in that massacre."

Robert Greenwald, the head of Brave New Films, is working on a full-length film about gun violence, *The Real NRA: Making a Killing*. He

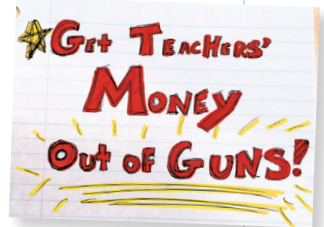
approached the CFT when he heard about the divestment issue.

"I reached out to Joshua, and he was very responsive and committed," Greenwald said.

"Two years is more than enough time. What's very clear is that teacher's money is being used in the making of guns."

Greenwald wanted to feature teachers in the video because of their positive influence on him, and he thinks their voices can make a difference.

"Despite some attacks on them, they're still incredibly well



COURTESY BRAVE NEW FILMS



Southern Californians held a teach-in outside Cerberus Capital Management in Brentwood.

respected and should be," he said. "Teachers want to divest and they can set a model for the rest of the country and for other unions who can take this sort of action."

Hendricks says there will be another board meeting in June and CalSTRS will continue to communicate to members what's going on.

"We're doing everything we can to get our money out of Cerberus, and we're trying to do it as quickly and thoughtfully as we can," she said. "It's a challenging area, but we're committed to getting it done."

— By Emily Wilson, CFT Reporter

On the Web

>Sign the CFT petition to support fun divestment at goo.gl/J5ELOy. Watch *Gun-Free Retirement* at goo.gl/QAI5GY.



TOP: ANGELA TASAKOS



Organize



Fight back



Win the future

CONVENTION

Betty Yee: State Controller's story of immigrant success

Betty Yee said she owes her job as California's 32nd controller in part to public education — the San Francisco Unified School District and UC Berkeley. She offered a heartfelt thanks to the CFT for its work to get her elected in a tight race.

Calling herself a “numbers geek” and proud of it, Yee said numbers tell a story and being 46th in the nation in educational spending is unacceptable.

“Education ought to be our number one priority,” she said. “Public education is the great equalizer, and I’m going to close every crack so kids can’t slip into poverty. We have to start investing in our human capital, and I’m going to be standing right with you supporting bigger investments in public education.”

California’s finances are fairly stable, in part, Yee said, because of a higher tax on the state’s wealthiest residents due to Proposition 30.

Yee, who serves on the boards of CalSTRS and CalPERS, also said she would fight for retirement security. “Economic opportunity for all means for all — it doesn’t stop at the end of

“We have to start investing in our human capital, and I’m going to be standing right with you supporting bigger investments in public education.”



Betty Yee

your careers,” she said. “There’s no way in the world we’re going to come in and swoop up all your earnings you’ve worked hard for.”

Telling the 500-plus delegates they elected the right person for the job, Yee said she’s excited to show up to work every morning at 7 and put in long days. She told stories about growing

up one of six children, working at her parents’ dry cleaning and laundry business and sharing a sofa bed with her sisters.

“I had tremendous opportunity growing up,” she said. “That’s a common immigrant experience, and you have to give voice to it because, by golly, those voices are not developed yet.”



Tom Torlakson: Suspends Academic Performance Index despite Duncan's threats

Superintendent of Public Instruction Tom Torlakson has a vision consistent with educators, according to CFT President Joshua Pechthalt.

“He’s going to fight for public education” Pechthalt said. “He’s not going to let the ‘deformers’ have their way.”

Torlakson talked about those who call themselves reformers, such as former Green Dot CEO Marshall Tuck, his opponent in the race for superintendent, who supported the Vergara decision, which threatens key job protections for teachers.

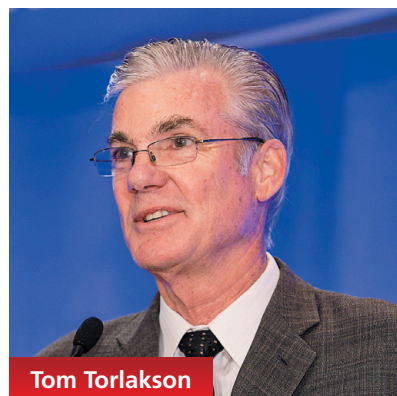
“Schools are under assault by those

who want to attack teachers rather than celebrate teachers,” Torlakson told delegates to CFT Convention. “You’re a brilliant team, and I’m most proud of being part of this education team. I’m with you.”

Torlakson has challenged the Vergara decision.

“You inspire me as I travel the state standing up for teachers and classified against billionaires who unfairly blame you for problems,” he said. “Teachers and classified employees are not the problem — you’re the solution.”

What schools need is a “helping hand, not a slapping hand,” Torlakson



Tom Torlakson

went on to say. As the state moves towards Common Core standards, he’s proud of suspending the Academic

Performance Index even though U.S. Secretary of Education Arne Duncan said he could cut off billions in federal aid if the students didn’t take the API.

“Arne Duncan threatened to take away all our Title 1 money if we didn’t do it his way,” Torlakson said. “But we did it our way, the kids’ way.”

Saying that success was more than data points on a math test, Torlakson added that the California Department of Education is working with Linda Darling-Hammond, an education professor at Stanford University, on finding other ways besides standardized testing to evaluate students.



Union fellowship. Inspiring speakers. Passionate debate. Honors and awards.

Jeff Duncan-Andrade: The effect of toxic stress on student lives

Jeff Duncan-Andrade grew up in Oakland, the youngest of seven children. He remembers one day when his mother sat him down, showed him a glass of water, and asked him if it was half full or half empty.

“My mom is good with the trick questions where it seems like there’s no right answer,” said the Oakland high school English teacher, who also teaches Raza Studies and Education at San Francisco State University, to the packed delegate hall. “She said how you choose to answer that question is how you will live your life.”

Duncan-Andrade, a Ph.D. in Social and Cultural Studies in Education and the keynote speaker at the CFT Convention, related this to what the late Tupac Shakur, a poet, rapper, and actor whose parents were active in the Black Panther Party, had to say. He said his students still find the words of Shakur, killed in 1996, meaningful.

“No matter what you think of him, I challenge you to find anyone with the reach to teach of ‘Pac in late modernity,” he said, joking he could safely hide a \$100 bill in a Shakespeare book in the classroom, but in a book of Shakur’s, it would be found quickly. “It’s not that they’re not interested in literacy — they’re not interested in literacy we’re giving them.”

“The single biggest protective factor in the lives of students experiencing stress is a caring adult at every institution. That means everybody has to be on deck all the time. It might be a custodian or the woman serving lunch or it might be a teacher.”

Duncan-Andrade showed the audience a video of Shakur reading his poem “The Rose that Grew from Concrete,” and said the message is the one his mother was giving him — and one all educators should pay attention

to: We need to see students as glasses that are half full and acknowledge their struggle.

“How absurd would it be if you see a rose in the concrete, and say to your homie, ‘Look at that rose in the concrete! It has damaged petals.’ But of

neighborhoods like the one where he teaches, Duncan-Andrade said inequality is literally making kids sick.

“These kids have to deal with toxic stress,” he said. “They have worse PTSD [Post-Traumatic Stress Disorder] than soldiers.”



Referring to a map of Oakland showing the killings that take place in the neighborhoods like the one where he teaches, Jeff Duncan-Andrade said inequality is literally making kids sick. They have worse PTSD than soldiers.

Jeff Duncan-Andrade

course, we do this with young people all the time — we focus on the damaged petals and not how they’re straining to reach the sun.”

Pointing to a map of Oakland showing the killings that take place in the

Talking about how it’s impossible to avoid stress (“You know who doesn’t have any stress? Dead people.”), Duncan-Andrade laid out the difference between regular stress and the overproduction of cortisol in toxic stress, saying that his students’ systems get exhausted from being on high alert all the time.

This is where teachers and school employees can have a real impact. “Medical research is crystal clear on this,” Duncan-Andrade said. “The single biggest protective factor in the lives

of students experiencing stress is a caring adult at every institution.

That means everybody has to be on deck all the time. It might be a custodian or the woman serving lunch or it might be a teacher.”

Duncan-Andrade ended his presentation with a video of comedian Dave Chappelle interviewing the late poet Maya Angelou. She told Chappelle about intervening when Shakur was arguing with another man on the set of the movie *Poetic Justice*. Later, Shakur’s mother wrote to Angelou to say she may have saved her son’s life.

Calling the way Angelou had spoken to Shakur about his worth a master lesson in pedagogy, Duncan-Andrade exhorted CFT members to be audacious and offer love and hope to students.

“In 22 years of teaching, I’ve never had a perfect year, I’ve never had a perfect semester, I’ve never had a perfect marking period, and I’ve never had a perfect week or day or class period,” Andrade-Duncan said. “But I wake up every day expecting to.”





Delegates debate rich array of social justice and education topics

Delegates took on social justice concerns, passing a resolution from the United Educators of San Francisco and the CFT Executive Council to officially support the “Black Lives Matter” movement. Resolution 23 calls for community meetings, teach-ins and curricula, such as what’s already posted on UESP’s website (uesf.org) and AFT’s Share My Lesson (sharemylesson.com).

Coming in response to recent deaths of unarmed black men, the resolution inspired passionate debate, with adult education teacher and United Teachers Los Angeles member Matthew Kogan saying that not commenting on police violence was putting one’s head in the sand.

The faculty union at City College of San Francisco, AFT Local 2121, after being under attack by the Accrediting Commission for Community and Junior Colleges for several years, submitted Resolution 9 supporting fair accreditation for Compton Community College, which lost its accreditation in 2006.

“The real reason Compton lost its accreditation was because the board was hostile to the accreditation agency, and they [the ACCJC] had to show everyone else in the state nobody was going to dis them,” said Marty Hittelman, former CFT president, who has a website following the exploits of the misguided agency (accreditationwatch.com).

Another resolution passed urges

Key resolutions passed by delegates

1 calls for critical revisions to the Elementary and Secondary Education Act.

2 asks CFT to sponsor teacher evaluation legislation based on recommendations in *Greatness by Design*.

3 says rules for teacher preparation programs should not adopt test and punishment “accountability.”

4 and 5 call for charter school accountability and formation of a CFT Charter Schools Committee.

8 supports free community college.

12, 14, 15 support shared governance and more funding for adult education.

17 supports professional development for early childhood educators.

19 seeks death benefit equity for classified employees.

20 supports equal pay and paid office hours for community college non-credit faculty.

21 calls for an end to the Social Security scam on part-time faculty at UC.

25 opposes the Trans-Pacific Partnership.

Congress to condemn the arrests and killings of students, teachers and union leaders in Mexico, following the disappearance of 43 teaching students last September. A student intern from San Diego’s AFT Guild, Local 1931, Luis López Resendiz, spoke in support of Resolution 28.

“Imagine 43 of your students getting kidnapped by the U.S. military and a week later, the government tells you they were burned alive,” he said. “We ask CFT and AFT to stand in solidarity not only on paper, but in action.”

> See related story page 3.



Alisa Messer: Advocating for women and diversity

Joined onstage by other women from City College of San Francisco, English instructor Alisa Messer received the CFT Women in Education Award.

“Alisa inspires and encourages women to step up for what we value,” said fellow Local 2121 member Kathe Burick.

Messer was honored for her work in gender equality, such as helping pass the Equal Pay Ordinance in San Francisco and fighting for a six-week maternity leave at City College; her political work with the San Francisco Labor Council; and her leadership as local president in the fight to save City College from losing its accreditation.



“Being a woman in the labor movement is not the easiest thing,” Messer said. “If we hope to have a diverse group of women and people of color and immigrants and from the LGBT community, we need to make room for that, and that takes work, and I hope it’s work we can all do together.”

Classified staff: We wear many hats

Lab techs. Secretaries. Bus drivers. Groundskeepers. Food service workers. The varied hats classified staff members wear cover a multitude of job roles, said Carl Williams, a senior custodian and president of the Lawndale Federation of Classified Employees. He had members pick up a hat and come on stage when they

heard their job title called out.

“A school without classified staff would be like cereal without milk,” Williams, told delegates. The audience rose to their feet and cheered.

“You may not be a teacher,” Secretary Treasurer Jeff Freitas told Williams afterwards. “But you taught us today.”

Laura Rico: Ben Rust Award recipient inspired two generations

Laura Rico has worked in education for more than 40 years, starting as an early childhood teacher at the Artesia High School Children's Center in the 1970s where she became a member of the ABC Federation of Teachers.

After helping lead her local's successful eight-day strike in 1993, Rico worked to build the ABC Labor-Management Partnership, which would become a national model for successful union-district collaboration. She was elected local president in 1995 and served in that role until her retirement in 2011.

She simultaneously served as a vice president of the CFT, the AFT and the AFL-CIO — the only CFT member to hold all three vice presidencies.

One of Rico's favorite sayings is the African proverb, "If you want to go

"Try and encourage young activists. That's the only way our struggle is going to survive. Quit taking the challenges personally." —Laura Rico, President, ABC Federation Retiree Chapter

fast, go alone. If you want to go far, go together." In keeping with that, she thanked her mentors in the United Farm Workers, her local, the CFT, the



AFT, the AFL-CIO.

Rico recalled her first Ben Rust award luncheon as a 23-year-old. "I thought, 'Oh my God, there are a lot of old people in this room.' Well, now

I'm one of those old people."

As current president of ABC's Retiree Chapter, Rico helped form the new CFT Council of Retired

Members and calls retirees an "untapped resource."

"Just imagine people that are pissed off ... with time," she said. "Take advantage of that."

Rico also encouraged the CFT to embrace younger members, including those who question leadership.

"Try and encourage young activists," she said. "That's the only way our struggle is going to survive. Quit taking the challenges personally. Isn't that what we want our union members to do — to question us, to challenge us?"

Delegates elect top officers, leaders of CFT divisions

Delegates overwhelmingly cast their votes for CFT President **Joshua Pechthalt**, who won 93 percent of the vote in a contested election. Secretary Treasurer Jeff Freitas was reelected by acclamation.

Of 24 vice presidents, 22 were reelected. New faces on the Executive Council are **Linda Chan**, a part-time instructor of astronomy and physics from the Glendale College Guild; and **Luukia Smith**, a fiscal services cashier and president of the El Camino Classified Employees. **John Perez**, president of the new Council of Retired Members joins as ex officio. (See full story page 11)

The Early Childhood/TK-12 Council has new officers with the retirement of Gary Ravani. Delegates elected as president **Rico Tamayo** of the El Rancho Federation; as senior vice president **Elaine Merriweather** of United Educators of San Francisco; as northern vice president **Steven McDougall** of the Salinas Valley Federation; as southern vice president **Ingrid Gunnell** of United Teachers Los Angeles; and as secretary, **Tanya Golden** from the ABC Federation.

The Council of Classified Employees reelected incumbent officers with contested races held for each post.

Paul Fong: A champion to educators

Politics is the lifeblood of the work we do," said CFT Vice President David Yancey. "Great political allies are worth their weight in gold."

Yancey was talking about former Assemblymember Paul Fong, his fellow faculty member in the San Jose/Evergreen Federation of Teachers, who the CFT honored with its Appreciation Award.

Yancey lauded Fong for having courage and integrity during his time in state electoral politics. "Whenever

we called, whatever the issue was, Paul Fong stood up."

Yancey recalled that when CFT put forward the Millionaires Tax, Fong's was the first voice against Gov. Jerry Brown's more conservative revenue measure.

"I'm deeply honored you are my brothers and sisters," Fong, a political science instructor, said. "If not for all of you and your values, I would not be where I am today."



Robert Chacanaca: The workers' advocate

When he accepted the Raoul Teilhet Educate, Agitate, Organize Award, Robert Chacanaca, known as "Chaca," asked for a moment of silence to remember Teilhet, the former CFT president who successfully pursued collective bargaining.

"I remember the pleasure of hearing Raoul. Wow!" Chacanaca said. "And the amazing pleasure of hearing and working with Cesar Chavez. Seeing the struggles they went through and seeing the attacks on us, I realized how the union just makes sense."



Chacanaca has joined many unions, even in China. A CFT member since 1998, he serves as CFT vice president, president of the Santa Cruz Council of

Classified Employees, and president of the Monterey Bay Central Labor Council, in addition to his campus supervisor job.

"Get involved in your labor councils," he said. "We make it happen. We're here to struggle, and we're here to win."

Gear up for summer vacation with member benefits in mind

AFT entertainment and travel discounts mean real savings this season

THIS SUMMER, you can catch a well-deserved break from both work and the high cost of having fun through AFT+ entertainment discounts. The union buying program offers you savings at theme parks, museums, and movie theaters across the nation.

Have roller-coasters ever gone out of style? Get savings up to \$26 per family member at 20 of the most popular theme parks in the United States, including Six Flags, Universal Studios, Sea World, Legoland, Busch Gardens, and water parks throughout the country. Some discounts are secured by mail, so be sure to act early to ensure your savings.

And now, discounts at Disney theme parks are back. Two-day and five-day discount packages are available for Disney locations in Florida, including the Magic Kingdom, Epcot, Animal Kingdom, the ESPN Wide World of Sports Complex, and many more. The “Park Hopper” plans allow access to multiple Disney parks over the course of two or five days.

Find a complete listing of participating parks online, where you will also find a list of union hotels, flight booking help and condominium discounts. And remember, “The Happiest Place on Earth” is a union jobsite. Find the list of affiliated



COURTESY DISNEY MEETINGS, TEKGROUPWEB.COM

unions online too.

Savings are also available on individual or group tickets for theaters, museums, aquariums, zoos, sporting events, and sightseeing tours in selected cities. Discounts even apply to Broadway shows and Major League Baseball games in New York, Boston, Los Angeles, Minneapolis, New Jersey, Philadelphia and San Francisco.

On vacation or at home, movie

ticket savings of up to 48 percent are available at AMC, AMC Loews, Cinemark, Landmark, Regal, United Artists, and many more theaters. Find a complete listing of participating movie chains online.

» Learn more at unionplus.org/entertainment or phone 800-565-3712 (Code 744387769). For Disney vacation discounts, go to unionplus.org/theme-park-discounts/travel-disney.

For movie discounts, go to unionplus.org/entertainment-discounts/movie-tickets (Code 744387769).

Vacation rentals

The Trading Places program provides access to one of the largest collections of global vacation rentals with more than 200,000 accommodations in over 100 countries. AFT members will receive 25 percent off vacation rentals when booking online. One-bedroom units start from \$57 a night for seven nights, which includes the 25 percent discount. Save even more by booking a hot condo deal.

» Learn more at unionplus.tradingplaces.com or phone 877-782-9387 (Code 20952).

Tour packages

Go Ahead Tours offers a wide selection of tour packages, including walking tours, food and wine tours, family vacations, land and sea tours, photography tours and more. Last-minute tours and other specially discounted trips are particularly appealing. AFT members will receive \$150 off the price of any Go Ahead tour package. Website prices do not include airfare.

» Learn more at goaheadtours.com/unionplus or phone 800-590-1104 (Code Union Plus).

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

Car rentals



AFT MEMBERS AND their families save up to 25 percent with car rental discounts. Visit the companies online to reserve and compare prices, or call using these telephone numbers and codes.

- Alamo **800-462-5266** (Code 7015700)
- Avis **800-698-5685** (Code B723700)
- Budget **800-455-2848** (Code V816100)
- Enterprise **877-222-9711** (No code required)
- Hertz **800-654-2200** (Code 205666)
- National **800-227-7368** (Code 5029562)

Hotel accommodations



MEMBERS SAVE UP to 20 percent off the best available rate at more than 7,400 participating hotels worldwide for these brands:

Wyndham, Days Inn, Super 8, Ramada, Hawthorn Suites, Baymont Inns and Suites, Microtel Inns and Suites, Dream Hotels, Night Hotels, Howard Johnson, Travelodge and Knights Inn.

Advance reservations are required. Book online or call the member hotline and give agent the AFT+ discount code (not valid if you call hotel directly).

» Learn more at aft.org/hotels or phone 877-670-7088, options 1 or 2 (Code 8000000297)

Summer reading



POWELL'S BOOKS IS the largest unionized bookstore in the country, something of a double rarity. The helpful, knowledgeable staff belongs to ILWU, Local 5. Powell's online bookstore has a huge selection of new books, including

e-books. They also have used books for the thrifty yet socially responsible buyer, and an extensive children's book inventory. This is a great place to get those union-friendly gifts that can be hard to find and their e-gifts make it almost too easy.

» Learn more at unionplus.org/books

Around CFT

Members catch up at CFT Lobby Days in the State Capitol.



Retirees! CFT welcomes your participation in the new Council of Retired Members

CFT HAS FORMED a new division welcoming retiree participation and action, the **Council of Retired Members**. It is the first constitutional division the union has added in several decades.

The Council elected its first officers at CFT Convention on March 20.

John Perez, former president of the 40,000-member United Teachers Los Angeles and current leader of that local's Retiree Chapter, was elected president. Perez will also serve as an ex officio member of the Executive Council.

Others officers of the Council of Retired Members are:

Ann Killebrew, Northern Vice President, San Francisco Community College District Federation of Teachers
Dennis Cox, Southern Vice

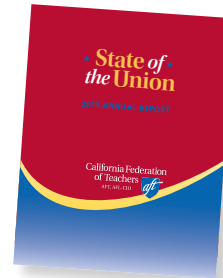
President, ABC Federation of Teachers
Hene Kelly, Secretary Treasurer, United Educators of San Francisco
Frank Gold, At-Large Representative, Tampalpais Federation of Teachers
 >Contact the new officers on the CFT website at cft.org/your-work/retired. Meetings of the Council are open to all retired members.



Hene Kelly, secretary of the Council of Retired Members, with President John Perez.

Get to know the state of your union

TO READ about what your union has done in the past year, check out the *State of the Union, Annual Report 2014*. In it, you will find the CFT's priorities and accomplishments, a summary from each division (EC/TK-12, Classified, Community College, University) as well as financials and other valuable information.
 >View or download the report from the union website at cft.org/SOTU_Annual-Report-2014.pdf.



>To read the State of the Union speech presented by CFT President Josh Pechthalt at CFT Convention on March 22, visit cft.org/news-publications/president-blog.

Mark your Calendar

May is Labor History Month.

It's not too late to take advantage of the lesson plans and resources prepared by the CFT Labor in the Schools Committee. Check out the new *Farmworker Comix!* Find it and so much more on the union website at goo.gl/jhyuZh.

May 17-23 Classified School Employees Week celebrates the important role support staff play in California schools and colleges. Thank a classified employee this week!

July 1 Deadline for continuing college students to submit applications for the CFT Raoul Teilhet Scholarships. Learn more and download an application at cft.org/member-services/scholarships.

June 22-26 Union Summer School offers five days of top-notch training for emerging and veteran leaders who want to hone their skills. Summer School will be held at the Kellogg West Conference Center & Hotel at Cal Poly Pomona. Check out the three new courses being offered this year! Registration for classes is still open. Learn more on the CFT website at goo.gl/wwGwsh, or phone the CFT Oakland office at **510-523-5238**.

July 12-14 AFT TEACH, the national union's biennial professional issues conference, will be held in Washington, D.C. TEACH brings together educators, union leaders, administrators, activists, and civic and community leaders for high-quality workshops. You will also find overviews of innovative work, demonstrations of the latest educational technology, and thought-provoking keynote speakers. Learn more about TEACH at aft.org.

September 25-26 NEW SCHEDULE! Committees-Division Councils-State Council meetings will switch to Friday and Saturday and be held in Northern California at the Sheraton Grand Sacramento. On Friday, **September 25**, the **Committees** will meet from 10 am to 3:30 pm. **Division Councils** will meet from 4 to 10 pm. On Saturday, **September 26**, **State Council** will convene from 9 am to 1 pm...all at the Sheraton.



2015 high school senior scholarship recipients

Raoul Teilhet SCHOLARSHIPS

THE CFT RAOUL TEILHET

Scholarship program awarded scholarships to 26 high school seniors planning to attend institutions of higher learning. The scholarship recipients are listed below with the name of the parent or guardian who is a member of an AFT local union.

Applications are now being accepted from continuing college students through July 1. Recipients will be announced prior to the fall semester. To obtain an application, download one from the CFT website (cft.org/member-services/scholarships) or phone the CFT Costa Mesa field office at (714) 754-6638 to have one mailed to you.

Zarahi Alcantar, daughter of Juan Alcantar, Pajaro Valley Federation of Teachers

Taylor Binney, daughter of Anna Binney, Oxnard Federation of Teachers and School Employees

Chris Chan, son of Simon Ying-Yin Chan and Lilian Chow, Peralta Federation of Teachers

Ayush Chapagain, son of Yogendra Chapagain, Pajaro Valley Federation of Teachers

Rachel Connally, daughter of Daniel Connally, UC-AFT Santa Barbara

Jose David Garay, son of Jose Garay, United Teachers Los Angeles

Kenisha Johnson, daughter of Jeanie Wallace, Morgan Hill Federation of Teachers

Jessica Lee, daughter of Jade Lau, United Educators of San Francisco

Dawson Lewis, son of Howard Lewis, Los Rios Federation of Teachers

Sydney Leung-Thomas, daughter of Maggie Leung, Morgan Hill Federation of Teachers

Madison MacLeod, daughter of Devon MacLeod, Galt Federation of Classified and Certificated Employees

Jacob Madden, son of Robin Madden, Lompoc Federation of Teachers

Kenneth Malunay, son of Geraldine Malunay, Jefferson Elementary Federation of Teachers

Charlotte Mitchell, daughter of Daisy Martin, UC-AFT Santa Cruz

Mayra Muñoz-Garcia, daughter of Antonia Collazo, Pajaro Valley Federation of Teachers

Jessica Ninberg, daughter of Ann Ninberg, Poway Federation of Teachers

Nico Pacheco, son of Nancy Pacheco, Lompoc Federation of Teachers

Julius Page, son of Shirley Page, AFT College Staff Guild-Los Angeles

Tyler Perkins, son of Susan Perkins, Jefferson Elementary Federation of Teachers

Olivia Philyaw, daughter of Jennifer Philyaw, Poway Federation of Teachers

Zoey Reif, daughter of Mitch Reif, United Educators of San Francisco

Rylie Sanders, daughter of Susan Yates, State Center Federation of Teachers

Sydney Townes, daughter of Michelle Townes, Lompoc Federation of Teachers

Kathleen Wear, daughter of Nancy Wear, Lompoc Federation of Teachers

Michael Wintermantel, son of Ann Statler Wintermantel, Salinas Valley Federation of Teachers

Cameron Wrout, son of Jeffrey Wrout, Oxnard Federation of Teachers and School Employees

Pre-K and K-12

Defies Measurement: An interview with the filmmaker Q&A with Shannon Puckett, parent and former teacher



BEFORE MAKING the film *Defies Measurement*, Shannon Puckett taught at Alameda’s Chipman Middle School for five years. The school’s story is central to the film’s depiction of how high-stakes testing is negatively impacting public schools.

Defies Measurement shows what happened when research-based teaching and project-based assessments gave way to pressure from the state to raise test scores. The school eventually closed and a charter school opened in its place. In the film, experts, policymakers, teachers, and parents shed light on the ripple effect of high-stakes testing.

Q Why and for whom did you produce the film?

A I wanted to respond to the dominant rhetoric about failing schools. When No Child Left Behind started, I



As Berkeley teachers began the Smarter Balanced tests, the union hosted a community showing of the film made by district parent Shannon Puckett (center) to explore the question, “What if the most important lessons learned in school are the ones that cannot be measured?” Puckett is shown with teachers activists John Becker and Dana Blanchard.

was teaching at Chipman, where we were doing amazing things based on brain research... emotional and social learning, hands-on and project-based activities. Kids were excited about learning.

But our test scores were low and the state said we had two years to raise them. We went into survival mode and stopped doing what our students loved about school.

So I wanted parents and people on other side of the political aisle to see the film. But over time, I realized I also want educators to see it.

Q What lessons did you learn from the experience at Chipman?

A Understanding how children learn, and focusing on the social and emotional aspects of relationships so students feel safe expressing themselves and asking questions... these must be in place for an effective teaching and learning environment.

Q What were the biggest challenges the Chipman community faced during this time?

On the Web

> View the hour-long film *Defies Measurement* at shineonpro.com

Q How do you respond to Arne Duncan and others who insist our students are not competitive?

A They have misused the data. Scores alone don’t measure teacher effectiveness or what kids know. While these guys say U.S. scores are low, our schools with less than 10 percent poverty are number one. Even schools with 25 percent poverty are doing pretty well. The schools with 75 percent poverty rates are the ones not performing.

Q How have viewers reacted?

A I get amazing feedback from schools with similar stories. It just came out a month ago and has reached more than 12,000 people in 87 countries. It’s being used as a tool to fuel the movement to opt out of high-stakes testing.

— Interview by Mindy Pines, CFT Reporter

RICO TAMAYO COUNCIL PRESIDENT

My goal: Support the classroom teacher

Growing up in a household of educators, I was taught to hold my teachers in esteem. I still believe that for the most part, a school’s community of stakeholders has respect for the classroom teacher. And yet classroom teachers are under attack.

“Reform” groups such as Students Matter and individuals such as Eli Broad, David Welch, and Michelle Rhee are trying to strip away Education Code provisions that give teachers protection to advocate for their students. Now more than ever we need to fight back against those who would demonize and demoralize classroom teachers.

I’ve always felt that the motto of the Peace Corps also applies to the classroom: It’s the toughest job you’ll ever love. My intent as the newly elected president of the EC/TK-12 Council is to support the classroom teacher to get that job done.

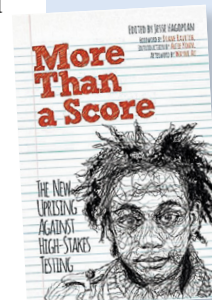
More Than a Score, The New Uprising Against High Stakes Testing

with a foreword by Diane Ravitch, is an inspirational collection about how high-stakes standardized

testing is harming public education.

Editor Jesse Hagopian teaches history at Seattle’s Garfield High School, where the historic MAP test boycott took place in 2013. He is an associate editor of *Rethinking Schools*,

a founding member of Social Equality Educators, and winner of the 2013 “Secondary School Teacher of Year” award from the Academy of Education Arts and Sciences.



Classified

Union works to squelch temporary positions that last for years CFT-sponsored AB1066 will close loophole in Education Code

IT'S A LITTLE AFTER 9 and morning drive time is easing on San Diego freeways. Disc Jockey Gary Beck is in the broadcast booth at jazz station KSDS, doing what he has loved since the 1960s: spinning records.

Beck and afternoon DJ Ron Dhanifu have more than 80 years on-air between them. When KSDS — a nonprofit FM station based at San Diego City College — holds its twice-yearly pledge drives, the two DJs bring in the majority of donations.

The station staff of about 40 has earned accolades. *JazzWeek* recently ranked it the top jazz station in a major market, beating outlets in New York, Miami, Detroit and Portland.

But just under the cool surface, a sour note has droned on and on, like a bad scratch on a Dizzy Gillespie record. Despite their wealth of experience and contributions, a loophole in the California Education Code has been used to force Beck and Dhanifu to work as part-time employees filling temporary slots.

This way, Dhanifu explained, KSDS management “can pay you whatever they want. There’s nothing equitable about it, and it’s been going on for years.”

Dhanifu was the KSDS operations manager from 1977 to 1985. He has been classified as temporary part-

time pay is supposed to be based on comparable worth.”

Although KSDS considers other disc jockey positions permanent, the San Diego Community College District used vague wording in the Education Code to misclassify Beck’s

positions as temporary. “Just throw a dart at the map, and wherever it hits you’ll find the problem,” said Jim Mahler, president of the AFT Guild. “How can they call

these jobs temporary when they go on for years?”

The AFT Guild took the San Diego district to court for violating the Education Code’s six-month limit on temporary positions. When the lawsuit was tossed out on a technicality, Mahler asked Lorena Gonzalez, D-San Diego, to sponsor legislation in the state Assembly to close the loophole.

“It’s time to stop the abuse of temporary status and give workers the benefits they rightly deserve,” said Gonzalez, who led the San Diego and Imperial Counties Labor Council for 15 years before voters sent her to Sacramento in 2013.

“The Legislature agreed decades ago that non-academic staff of community college and school districts must be considered classified employees,” she said. “Many of them,

however, have been hired on temporary status, even though they perform the exact same jobs as permanent employees. This prevents them from earning the holiday pay, vacation time, retirement benefits, and due process rights that classified employees normally receive.”

The Gonzalez bill, AB1066, will create standards to prevent a variety of district tricks used to skirt the Education Code, from misclassifying employees as “independent contractors” to constantly reassigning them before they reach the six-month limit on continual service in a position.

“I resent the system that has been set up,” Beck concluded. “What’s the difference between this and a sweatshop? We’re not asking for a lot, just a level playing field.”

— By Steve Weingarten, CFT Reporter



Disc jockeys Gary Beck and Ron Dhanifu have been classified as temporary for way too long.

and Dhanifu’s positions as temporary, a status that makes them ineligible for a broad range of benefits enjoyed by classified staff.

“I have no health coverage,”

“I resent the system that has been set up. What’s the difference between this and a sweatshop? We’re not asking for a lot, just a level playing field.”

— Gary Beck, Disc Jockey, Jazz 88.3 San Diego

time since returning in 1990, and has been hired and rehired 12 times for his “temporary” job in the past 10 years. He is on-air 25 hours a week, more than any other DJ at the station.

Beck also has deep roots at San Diego City College. He studied there in the 1970s, and taught in 1989 and ’90. “Internships are for 18-year-olds,” he said. “When you’re an adult, your

Dhanifu said, “and I recently lost six days for dental work.”

Use of this “temp loophole” has mushroomed. According to the AFT Guild, which represents about 750

Learn more about AB1066

>Read the union’s bill to close the temp loophole at leginfo.ca.gov.



PAULA A. PHILLIPS
COUNCIL PRESIDENT

Celebrate staff work

Every May districts from San Diego to Susanville take time to recognize the contributions of their staffs. Classified Employees Appreciation Week is the third week of the month and pays tribute to staff members who play key roles in creating environments that promote student achievement, safety and health.

State Superintendent of Public Instruction Tom Torlakson described classified employees as “hard-working and devoted school employees who exemplify what commitment to school and student really is,” and as workers “who make the extra effort to support their students, schools and communities.” Torlakson is right. Annual recognitions are wonderful.

However, your biggest booster is actually your local union. Locals negotiate contracts that provide the tools necessary to perform classified jobs, and to ensure that the classified voice is heard at work — all year long.



Community College

West Valley-Mission faculty are welcomed into the union at CFT Convention.



Former part-timer chairs Assembly Higher Ed Committee Teaching background brings understanding, nuanced solutions

COMMUNITY COLLEGE Council President Jim Mahler says having Assemblyman Jose Medina as the new chair of the Committee on Higher Education is a gold mine.

Why? Because Medina, before going into politics, was a high school teacher in the Riverside Unified School District and a part-time teacher at three different community colleges, active in his union. He knows first-hand the insecurity part-timers have to deal with — cobbling together a schedule, finding enough work to support themselves, and worrying about their classes being cancelled.

That's why Medina proposed working with the CFT on AB1010, a bill to take seniority into account with rehiring. At the March 20 Community College Council meeting at CFT Convention, he spent quality time

with members, telling them about his background and inviting questions.

Medina's parents came to the United States from Panama. His father got his degree from San Jose State in civil engineering, returned

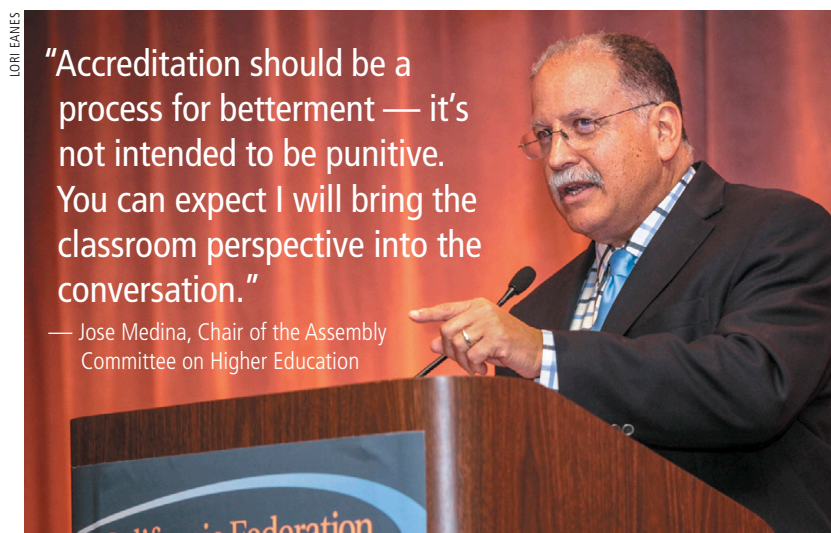
of the CFT Part-Time Committee, thanked him for fighting for equity for part-timers. Susan Stuart, a theater arts instructor at Cabrillo College, voiced concerns about repeatability rules limiting student

president of the commission] has steamrolled through San Francisco and is headed for L.A. I don't believe in tyrannical bullies having a place in our system — what kind of help can we expect?"

Medina said he has been looking carefully at the commission.

"Accreditation should be a process for betterment — it's not intended to be punitive," he said. "You can expect I will bring the classroom perspective into the conversation."

— By Emily Wilson, CFT Reporter



— Jose Medina, Chair of the Assembly Committee on Higher Education

Jose Medina knows first-hand the insecurity part-timers have to deal with. That's why he proposed working with the CFT on a bill to take seniority into account with rehiring.

JIM MAHLER
COUNCIL PRESIDENT

Politics is the art of the possible

Thanks to the hard work of our lobbying staff, this year is the first in many legislative sessions that CFT has been successful in getting all of its sponsored bills out of the first round of policy hearings in the State Capitol.

During each legislative session, bills are first heard in policy committees, and if they then pass out of the Appropriations Committee, they are heard on the floor of each house of the Legislature.

For those of us in higher education, there is especially good news this year. The new chair of the Assembly Committee for Higher Education, Jose Medina, has been a solid advocate for education workers' rights, having worked as a part-time faculty member in three districts, and having served on the Board of Trustees for the Riverside Community College District.

Education needs more educators like Jose Medina in the state Legislature.

to Panama, and then moved back to California so his children would have more opportunities. They settled in Ojai because of the good schools. His parents believed education was the key to upward mobility, Medina said, and they expected him and his three siblings to go to college.

This emphasis on education meant when he was teaching history and Spanish and Ethnic Studies in Riverside, he also encouraged his students to go on to higher education — and wanted the district to do the same.

To have an even greater impact, Medina pursued public office. He was elected as a board member on the Jurupa Unified School District Board of Education and then as a trustee on the Riverside Community College District Board, service he calls invaluable training for the state Legislature.

After his speech at the meeting, Medina stayed to listen to questions and comments. John Govsky, co-chair

access and causing enrollment to decline. Edward Raskin with Los Angeles College Faculty talked about the need to support veterans seeking higher education. Phil Crawford from the San José/Evergreen Federation asked Medina to restore funding for disadvantaged students.

Former CFT President Marty Hittelman asked about the gutting of the state's master plan, which promises affordable education for all — Medina said he'd just had dinner with the governor and all he talked about was the master plan.

Hittelman also asked about the Accrediting Commission for Community and Junior Colleges, which has been trying to revoke City College of San Francisco's accreditation.

"California accreditation now gives new meaning to arbitrary and capricious," Hittelman said. "The Beno Express [Barbara Beno is the

Union's community college bills moving

THE CFT-SPONSORED bills listed below cleared the first round of legislative committee hearings and moved to the Appropriations Committee. If they pass Appropriations, the bills will move to a floor vote.

Job security model for part-time faculty

AB1010 (*Medina, D-Riverside*) seeks statewide job security for part-time faculty. CTA is a co-sponsor.

Close classified service loopholes

AB1066 (*Gonzalez, D-San Diego*) puts more stringent requirements on districts, closing the existing loopholes in the Education Code that allow districts to hire "temp" workers year after year.

Accreditation reform

AB1385 and AB1397 (*Ting, D-San Francisco*) seek to rein in the rogue actions of the Accrediting Commission for Community and Junior Colleges and provide more transparency and accountability in the accreditation process.

Strengthen 75:25 full-time/part-time ratio

SB373 (*Pan, D-Sacramento*) requires district to hire only full-time faculty if they want to expand their course offerings above their current size.

University

UC-AFT was honored at CFT Convention for signing up 145 members.



Librarian masters digital tools for workplace and union Carla Arbagey creates infographics to illustrate workload

UC RIVERSIDE librarian Carla Arbagey says, “Technology is like air to me.” It is essential in the library, where she integrates systems and tracks information on more than 3.4 million items.

She is the winner of the 2014 Technology New Leader Award from the California Library Association, and a self-described “type-A personality” who likes things to be tidy, organized, and efficient.

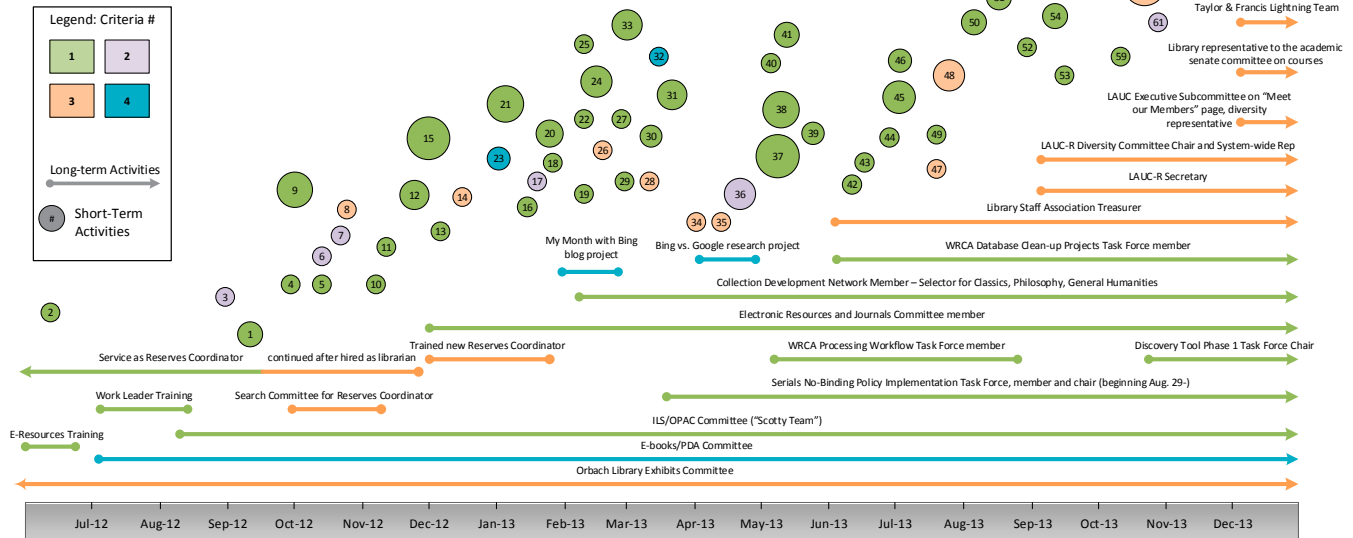
Libraries are in her blood. Her career started at the Escondido Public Library where her mother was a librarian for 40 years. Arbagey has been working at the UCR libraries for 13 years, starting as a student assistant, then library assistant, and now an electronic resources librarian.

Arbagey can turn multi-layered information into colorful and detailed visual timelines. “Infographics effectively communicate messages that are heavy in statistics or other data,” she explains. “They can convey the ‘big picture’ of this data all at once.”

She especially likes to illustrate the depth, breadth, and impact of librarian work. “We feel the effect of management decisions to add more to librarian workload instead of filling open positions in our libraries,” she says.

For her employee evaluations, she illustrates work in service areas covered in the UC performance evaluation and peer review process. By creating workload infographics with color-coded workflow charts, she can show her achievements in areas such as special projects, committee participation, and conference attendance.

Arbagey says this presentation has helped to earn promotions and pay increases. “The more succinct and



striking you can make your case for your evaluation, the better you look to your review committee.”

Her tool of choice is Microsoft Visio, a powerful application for charting, diagramming, graphing and scheduling. (Open-source software, such as Lovely Charts and Open

Office, is also available for free.) She admits there’s a learning curve for Visio, but says it’s well worth it.

Arbagey shares these passions at conferences and professional development workshops. In “Prezi Basics,” she demystifies the online

presentation software program and makes her custom templates available to others. Prezi, Arbagey says, “is better, less rigid than Powerpoint.” She

In this color-coded infographic, Carla Arbagey uses various shapes and sizes to show work performed, conferences attended, and other areas of service covered for her performance evaluation.

and perhaps a message board if, as expected, she becomes local union president this summer when the current president steps down.

— By Mindy Pines, CFT Reporter

SHARON BEALS



Carla Arbagey

On the Web

➤ Find Arbagey’s Prezi templates at prezi.com/user/dzg102shpn13 and more ideas and information on her website, technoyoutopia.com.

presents “Bing it On!,” an exploration of the Bing search engine, and other topics relating to managing and acquiring e-resources at the library.

Infographics can be great union-building tools, too. As a union steward, bargaining team member, and communications officer, Arbagey uses Visio to create visually compelling posters, brochures, and newsletters in service to the union. She is grateful for the union’s warm welcome because she understands the importance of mentoring.

For union organizing, Arbagey envisions creating color-coded campus maps to indicate where members and non-members work, making it easier to sign up new members and to ensure that the university processes new memberships. She foresees diagramming data to track grievances and contract negotiations.

Members of Arbagey’s local can look forward to better harnessing technology to build the union with more email communication, a blog

BOB SAMUELS COUNCIL PRESIDENT

Fighting to be evaluated

UC-AFT is bargaining the new contract for 3,500 lecturers. The majority of these lecturers are in their first six years of teaching, and under our current contract, get no review. In some programs, none of the faculty teaching the majority of required undergraduate courses have been reviewed in 10 years.

The university argues that lecturers should have no expectation of having a career until they pass their sixth-year review, and it is not necessary to re-view their teaching before they come up for a continuing appointment. But most lecturers never make it to their sixth year.

UC negotiators say it would be too time consuming and costly to do the reviews — making instructional quality such a low priority that the university does not think it worth the time or expense to review the effectiveness of its frontline instructors.

TOP: SHARON BEALS

You are the union...



At a Convention workshop, Jack Carroll, second from right, said adult educators don't know what's next.

ADULT EDUCATION

Funding in limbo... The last few years have been a terrible time in the adult education world, according to Jack Carroll, the executive director at the **Pajaro Valley Federation of Teachers**. Carroll, who teaches office skills to adults, hopes AB86 will alleviate that by providing \$25 million for adult education.

"We've been in kind of a

suspension for the last two years with no state funding," he said. "Everyone thinks the new state budget will have money for adult ed."

Kathy Jasper, president of the **San Jose Federation of Teachers**, and like Carroll, a member of the CFT Adult Education Commission, sure hopes so.

"We've cut our program by 10 percent and cut teachers by 20 percent," she said. "The budget won't be settled

LOCAL 1021

Organizing wins advances...

Capping months of escalating member actions, **United Teachers Los Angeles** reached an agreement with L.A. Unified that resulted in a 10 percent salary increase (partially retroactive) and groundbreaking

contract language on class size and counselor-student ratios. The new contract establishes class size caps, class size averages across all grades and provides \$13 million for class size reduction in grades 8-9. Another \$13 million increases secondary school counseling services to attain

LOCAL 2216

Putting students first... Brandon Sportel was one of 37 teachers nationwide who won a 2015 Milken Educator Award and its \$25,000 cash prize. Sportel is a special education teacher at Canalino Elementary School, where he leads the school choir, and is a member of the **Carpinteria Association of United School Employees**.

"I am very surprised and humbled," Sportel said. "I thank my instructional assistants — they help me to be a better person. Our teachers here at Canalino are the most loving, caring and always put the students first." He also praised school administrators who have "allowed me to take risks that have benefited the students."



COURTESY MILKEN FOUNDATION

till June, so they'll lay teachers off and rehire in the summer."

Susan Lopez, a non-credit ESL teacher from the **San Francisco Community College Federation of Teachers**, says the recession also hit non-credit in the colleges hard, though not as hard as K-12 adult education.

Lawmakers tasked the California Community College Chancellor's Office and the California Department of Education to implement AB86.

Adult educators around the state formed about 70 consortia to develop regional plans. On the surface that sounds good, Carroll said.

"The goal was to get two giant institutions, community colleges and adult education, talking to each other," Carroll said. "We didn't get as far as anyone would want. It was more of a wish list identifying what people would do if you gave them a check. The Legislature expected plans to be in place and pumping along, and they're disappointed. We don't know what's next."

the newly established 500:1 student-to-counselor ratio. The teacher evaluation process will be streamlined.

LOCAL 61

Who you gonna call?... When Allison Leshefsky, a physical education teacher at Paul Revere Elementary, got harassing letters from a landlord trying to evict her from a rent-controlled apartment, and saw others in her building evicted, she turned to an organization she counts on — her union.

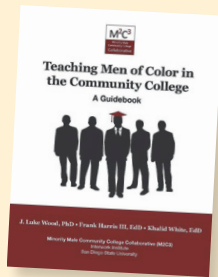
United Educators of San Francisco didn't let her down, helping to organize a rally at City Hall protesting the harassment and evictions.

That's why Leshefsky won her union's Political Action Award at CFT Convention said UESF President Dennis Kelly — for using the union to solve a problem and showing a belief that the union is there for you.

Rank & Files

Mediha Din, a part-time sociology instructor and member of the El Camino College Federation of Teachers, Local 1388, received a Gerald C. Hayward Award for Excellence in Education from the California Community Colleges, which comes with \$1250. The award recognizes Din's creative teaching strategies and outstanding work with at-risk students from diverse academic and cultural backgrounds, service as faculty advisor for the Muslim Student Association, and initiatives to engage students in community service.

Khalid White, an Ethnic Studies professor at San Jose City College and member of the San Jose/Evergreen Federation of Teachers, Local 6157, has co-authored a new guidebook titled *Teaching Men of Color in the Community College*. His coauthors at San Diego State University coordinate the Minority Male Community College Collaborative there. Order the book at m2c3.redshelf.com.



Janet Eberhardt, a community relations specialist at Monroe Elementary and member of United Educators of San Francisco, Local 61, was named the 2015 Education Support Professional of the Year by the National Education Association — an honor that came with a \$10,000 check. In her 29 years with San Francisco Unified, Eberhardt has worked to mentor students and families. She, like all UESF members, belong to both the NEA and the AFT.

Andra Hoffman, a part-time political science instructor and member of the Glendale College Guild, Local 2276, was elected a trustee of the Los Angeles Community College District, edging out her opponent by a half a percentage point (35.48 percent to 34.99 percent of the vote) to win an at-large seat.