

CaliforniaTeacher

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CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



School nurse testifies: 1.75 nurses for 6,800 kids is not enough

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**Save postal
worker jobs**

Get supplies elsewhere

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**Moral Mondays
leader inspires**

Convention delegates act

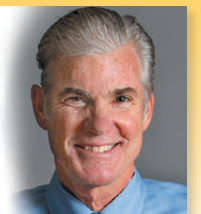
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**Vote Torlakson in
June 3 primary**

Endorsements go mobile

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Up Front Joshua Pechthalt, CFT President



It is only our power that stands between public education and the forces that would privatize and destroy it.



State of the Union highlights CFT succeeds with a vision of social justice

The super wealthy and their swollen circle of reactionary think tanks and echo chamber conservative media are committed to eradicating what remains of the labor movement and giving corporations unlimited power over every aspect of American life. Public education stands as an obstacle to such a corporate world committed to keeping wealth and education in the hands of a few.

The CFT stands as a barricade and a beacon of progressive, social justice unionism, fighting on many fronts.

- At a time when the labor movement is shrinking, our membership is growing as unrepresented educators in California see the CFT as a fierce defender of their rights and choose to be part of our family.

- The latest attack on public education has been the Vergara lawsuit. This attack on the rights of educators, accompanied by a false narrative about bad teachers and evil education unions, masks the systemic factors that influence learning: funding, economic inequality and cuts to social services. The CFT is working closely with the AFT educate the public about the importance teacher protec-

tions play in allowing us to advocate for students.

- The fight to keep City College of San Francisco open and accredited is part of a larger vision that sees public higher education as affordable for all. While the Accrediting Commission for Community and Junior Colleges appears willing to use intimidation to create compliant community colleges, our efforts to build grassroots opposition to the commission's behavior have dramatically changed the situation from a year ago. Our ongoing organizing and work in the media have isolated the commission and raised questions about its actions.

- We are currently part of a coalition with many of our Millionaires Tax and Proposition 30 partners in an effort to amend Proposition 13 in 2016 so that homeowners and small business owners are protected against escalating property taxes while large businesses are properly assessed based on the fair market value of their properties.

- The CFT has also been part of the Refund California coalition led by ACCE to expose unfair lending practices by banks; we are now exploring

an oil severance tax to generate additional revenue.

- The Strategic Campaign Initiative provides organizing grants to locals, is building a new cadre of organizers, and serves as a template for the AFT.

- The CFT has launched a campaign called Healthy Kids, Healthy Minds to connect the health of our students to their success in school. We are working with Assemblyman Richard Pan, a former pediatrician, on AB 1955 that will couple federal and state dollars to put a nurse and mental health professional in every school and make sure that libraries are open when needed.

It is only our power that stands between public education and the forces that would privatize and destroy it. In state after state, anti-union forces have turned back the clock 100 years; we know that relying on politicians or the courts is futile. But we can fight back and we must. The future of our members, our students, our families depends on our winning.

Josh Pechthalt

ON THE COVER

CFT President Josh Pechthalt, left, listens as Sandy Linebarger, a school nurse in Daly City and member of the Jefferson Elementary Federation of Teachers, testifies about the urgent need to increase the nurse to student ratios. "Only 43 percent of districts report having as school nurse on staff," she said before the Assembly Health Committee. Assemblyman Richard Pan, right, D-Sacramento, is a former pediatrician who is carrying the CFT Healthy Kids, Healthy Minds legislation.

PHOTO BY STEVE YEATER



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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EDITORIAL OFFICE
California Federation of Teachers, 1330 Broadway, Suite 1601, Oakland, California 94612
 Telephone 510-523-5238 Fax 510-523-5262
 Email jhundertmark@cft.org

Publications Director and Editor Jane Hundertmark

Contributors this issue: Kenneth Burt, Fred Glass, Elaine Johnson, Jim Mahler, Joshua Pechthalt, Paula A. Phillips, Mindy Pines, Gary Ravani, Bob Samuels, Sandra Weese, Steve Weingarten, Rosanna Wiebe, Emily Wilson

Graphic Design Kajun Design, Graphic Artists Guild





CFT Elections Chair Rico Tamayo performs double duty as a stand-up comedian.

All-Union News

Vote June 3 Primary Election

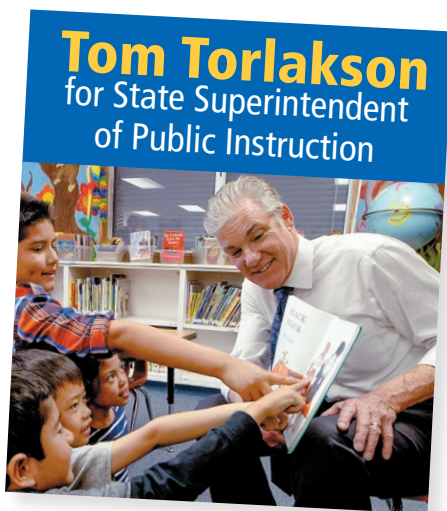
Educators work to reelect Tom Torlakson

THE PRIMARY ELECTION on June 3 includes a number of candidates, but no races are more important for educators than those for governor and superintendent of public instruction.

Gov. Brown partnered with CFT to pass Proposition 30 in November 2012, providing new resources for strapped schools and colleges after seven years of devastating cuts.

Tom Torlakson seeks reelection as the state superintendent. A former teacher and state legislator, he believes the state should collaborate with educators, not attack them. His record of supporting students, educators and public education, including Prop. 30, is praiseworthy. Torlakson has:

- Fought for and won a field test to implement the new Smarter Balance assessments, giving students a one-year hiatus from high-stakes testing;



- Stood with community college instructors, staff and students against the unfair practices of the Accrediting Commission of Community and Junior Colleges;
- Worked to expand early childhood education and career and technical education.

Despite his record of achievements, Torlakson faces a tough campaign from privatization interests making yet another attempt to take over the California Department of Education. The candidate of these special interests is former Green Dot CEO Marshall Tuck, backed by the millionaires who focus their attention on dismantling public schools.

Before recommending candidates, the CFT examines the records of incumbents and interviews challengers. Betty Yee, endorsed for the office of controller, is highly qualified to serve, having performed admirably on the State Board of Equalization. As secretary of state, Derek Cressman will make sure that every vote counts. He is a good-government reformer who led Common Cause for many years.

— By Kenneth Burt, CFT Political Director

From endorsement to accountability

When board members and unions are allied

TWO SCHOOL BOARD MEMBERS

— Steve Zimmer from Los Angeles Unified and Lynda Johnson from ABC Unified — joined union leaders who helped elect them to talk about the importance of board members working with the union during a panel discussion at the CFT Convention.

The reelection of Zimmer last year was a particular triumph since outside money, including a million dollars from former New York City Mayor Michael Bloomberg, went into the campaign to defeat him. Zimmer was a teacher and counselor in Los Angeles Unified for 17 years before being elected to the board.

Betty Forester, AFT vice president of United Teachers Los Angeles, said the local

counteracted the negative narrative of Zimmer as a “lap dog” for the unions by building relationships with people who lived in the district and worked in the schools. She called Zimmer a bridge builder.



Los Angeles Unified Board Member Steve Zimmer with CFT Vice President Betty Forrester.

“I just believe there’s absolutely no daylight between being an advocate for students and being an advocate for teachers and staff,” said Zimmer. “There’s a false divide, and I tried to expose that fiction.”

Ray Gaer, president of the ABC Federation of Teachers, said he learned the importance of communication between education unions and school board members during a successful nine-day strike in 1993.

“If you have a good relationship with the

school board, you win,” he said. “It sets the stage to hire like-minded superintendents.”

Johnson says she reaches out to collaborate with teachers. “We have no hidden agenda,” she said. “There’s open communication, and I try to be available and approachable.”

Jim Miller, political director of the AFT Guild at San Diego and Grossmont-Cuyamaca Community Colleges, said his union starts early to recruit candidates and all the trustees in his district have been supported by the union. Not stopping there, the local links the interests of the union to broader social justice issues, such as raising the minimum wage.

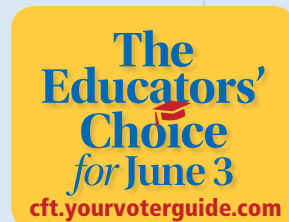
“We need to have a larger vision to survive and prosper,” Miller said. “Students who don’t make a living wage drop classes because they have to get a second job.”

— By Emily Wilson, CFT Reporter

Get endorsements on the go!

FIND THE UNION’S local and statewide endorsements tailored to your local ballot simply by entering your home address into the online CFT voter guide. In just seconds, you will find a personalized list of pro-educator, pro-labor candidates in your area on any device that connects to the Internet.

>Go to cft.yourvoterguide.com.



FOR STATEWIDE OFFICES

- Governor** Jerry Brown
- Lt. Governor** Gavin Newsom
- Attorney General** Kamala Harris
- Secretary of State** Derek Cressman
- State Treasurer** John Chiang
- State Controller** Betty Yee
- Insurance Commissioner** Dave Jones
- Superintendent of Public Instruction** Tom Torlakson



Jerry Brown



Kamala Harris



Betty Yee



Derek Cressman

ON THE BALLOT MEASURES

YES Proposition 41

Authorizes \$600 million in general obligation bonds for affordable multi-family supportive housing to relieve homelessness, affordable transitional and rental housing, or related facilities for veterans and their families.

YES Proposition 42

Requires local government compliance with laws providing for public access to local government body meetings and records of government officials.

INCLUDE THE UNION in your social sphere! To get professional inspiration and the news as it happens, join the discussion. Like CFT on Facebook and follow us on Twitter.

Facebook

f "I'm an unafraid educator with and for undocumented students" say faculty members of the San Jose Evergreen Federation of Teachers. goo.gl/MHMBJj

f Poway teachers got some one-on-one time today with State Superintendent of Public Instruction Tom Torlakson. "We are the richest state in the richest country in the world," he said. "There's no reason we should be 49th." goo.gl/nizHt2

f CFT President Josh Pechthalt and AFT National President Randi Weingarten speak out about the Vergara lawsuit in *Union-Tribune San Diego*. goo.gl/FgMrXu

f It's National Teachers Day on May 6. Thank you teachers! goo.gl/Viy9A9

f Join the CFT Convention fun online — view photo albums. goo.gl/wktbua and goo.gl/A71yPH and goo.gl/i77At3

Twitter

t @CFTUnion President Josh Pechthalt: "Let's balance the responsibility to the future with responsibility to people now." goo.gl/d3Mk4M

t @jeff_freitas ACCJC is wrong again. Their eagerness to close SF City College is nothing short of criminal to the citizens of San Francisco: goo.gl/tPqZGE

t @CFTUnion Packed legislative hearing for Healthy Kids, Healthy Minds!!! Opened up the gallery for CFT overflow! #HKHM

t @CFTUnion VP Melinda Dart: We need school nurses and librarians now! Tax oil extraction! Pass #SB1017.

t @rweingarten Irony — Walmart fights public education — which is underfunded — while getting billions in subsidies and tax breaks

t @AFTUnion Dedicated teachers go beyond academics: bit.ly/1n8Mw22

Educators at French school say "Oui!" to AFT CFT welcomes teachers and staff at Lycée Français de San Francisco

TEACHERS AND STAFF at the French immersion school Lycée Français de San Francisco choose to have the support of strong state and national unions by affiliating with the CFT and AFT.

Members of the Lycée Français Association Lapérouse had been represented by an independent union since 1990, but in recent years negotiations deteriorated. Because of increasingly contentious bargaining, union members determined they needed additional expertise from larger labor organizations.

Lycée Français union leaders met with CFT organizing staff and, after deciding that the Federation was the right fit for them, set up informational meetings in members' homes. At these well-attended meetings, members learned about the benefits of affiliating with AFT and CFT, and heard from Susan Solomon, executive vice presi-



Workers at Lycée Français de San Francisco cast their ballots in support of AFT affiliation.

dent of United Educators of San Francisco, who shared her experience as a CFT member and answered questions.

On March 6 the bargaining unit of 150 individuals voted unanimously to affiliate with the AFT and CFT.

"We are excited to welcome the Lycée Français Association Lapérouse to the CFT family," said Sandra Weese, CFT Organizing Director, "and we look forward to helping them prepare for contract negotiations."

CFT grows through internal organizing

NEARLY 1000 NEW members joined CFT in the past year through new affiliations, new units in local unions and more workplace outreach. Below are the local unions who won Membership Growth Awards this year.

BY NUMBER OF MEMBERS

FIRST Cerritos College Faculty Federation **248 new members**

SECOND AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges **162 new members**

THIRD Berkeley Council of Classified Employees **84 new members**

BY PERCENTAGE INCREASE

FIRST Cerritos College Faculty Federation **49 percent**

SECOND Allan Hancock College Part-Time Faculty Association **38 percent** and Palomar College Council of Classified Employees **29 percent**

THIRD Citrus College Adjunct Faculty Federation **28 percent**

Landmark Cervisi decision turns 25 Part-time faculty won unemployment benefits

IN 1989, the San Francisco Community College Federation won a landmark legal victory that provides unemployment benefits to many faculty members during layoffs.

In *Cervisi v. California Unemployment Insurance Appeals Board* the California Court of Appeals agreed with AFT Local 2121 that a teaching assignment contingent on enrollment, funding, program changes or bumping by a full-time faculty member is not a "reasonable assurance" of employment, and that part-time temporary instructors may therefore be eligible for unemployment benefits.

Earlier faculty victories were out of court and didn't set a legal pre-



cedent. But the state Employment Development Department and governing boards thought they could beat French instructor Gisele

Cervisi and other City College of San Francisco part-time faculty laid off during the three-week winter break.

Before Cervisi, the Russ Decision held that a non-tenured, hourly instructor was not really unemployed if he or she had "reasonable assurance" their teaching position would be there after break.

"The previous standard was unreal," said CFT attorney Bob Bezemek, who argued for Cervisi at the trial and appellate court levels. "An assignment subject to budget cuts

and being bumped by employees with higher seniority was no longer enough to disqualify an unemployed teacher from receiving benefits."

After Cervisi, Bezemek said, there was resistance to the change. "They didn't go quietly," he recalled.

Nonetheless, Cervisi is the law. Part-timers are eligible for unemployment benefits between terms because they do *not* have "reasonable assurance of reemployment." The teacher may qualify for benefits in the periods before or after summer session, during winter break, or if the teacher does not have a summer or fall assignment, or another job.

— By Steve Weingarten, CFT Reporter

➤ To apply for unemployment benefits, go to edd.ca.gov. If the EDD denies your claim, contact your AFT local union to file a timely appeal.

Lobby Day brings unified member voice to State Capitol



PHOTOS BY STEVE YEATER

BIG TURNOUT PACKS TWO KEY COMMITTEE HEARINGS: More than 120 CFT members and staffers flooded the halls of the Legislature on April 29 to press home the need to pass bills sponsored by the union. CFT activists testified before the Assembly Health Committee in support of AB 1955, the CFT's Healthy Kids, Healthy Minds legislation calling for much-needed health services and increased library hours. In the Assembly Higher Education Committee, members advocated for AB 1942, which would restore accountability and transparency to the community college accreditation process.

CFT boycotts Staples to save postal worker jobs Union asks members not to purchase supplies at low-wage retailer

THE CFT IS boycotting office supply retailer Staples at the request of the American Postal Workers Union, which is opposing a no-bid sweetheart deal between the U.S. Postal Service and the giant office supply retailer to operate postal counters in Staples stores. An estimated one-third of Staples' revenues come from the sale of school supplies, many purchased by teachers and other school employees for classrooms.

"These no-bid contracts point to a dirty deal," said CFT President Joshua Pechthalt. "By the simple act of asking our members and educators across the country to buy their school supplies elsewhere, we put postal service management and a profit-seeking corporation on notice that the quality of mail delivery is not for sale."

Last fall, the postal service announced that postal counters



would open in 82 Staples stores in four states, 29 of them in California. The postmaster general has announced

his intention of expanding the Staples partnership to 1,500 Staples locations nationwide following the trial period. The APWU sees this Staples "pilot" as the first step in privatizing retail operations of the U.S. Postal Service and eliminating local public post offices.

"The consumer will suffer," Pechthalt said. "A lack of postal training means less mail security and worse service, without any cost savings for the consumer."

Staples workers — earning minimum wages and meager benefits — will staff the in-store postal counters, rather than uniformed postal employees paid a living wage. Staples sales clerks receive little training and are not required to have a background check or take an oath before

handling U.S. mail. Staples also has a high rate of employee turnover.

"This is the people's post office, and the people have choices," said Pechthalt. "We want to send a clear message to the U.S. Postal Service and Staples that we value public service. Our members have choices where to buy school supplies, and we won't shop at Staples as long as it operates postal counters without professional postal workers."

CFT has long been opposed to the privatization of public services in schools, colleges and other public institutions, especially when the contractual terms between the government agency and the private contractor are cloaked in secrecy. The CFT Executive Council passed the resolution on April 28, and it calls on the CFT to introduce a similar resolution at the AFT Convention in Los Angeles this July. — By CFT Staff

➤ Learn more about APWU's Stop Staples Campaign at stopstaples.org and at apwu.org.



Lobby Day protest against Chevron

THE LEGISLATURE'S repeated failure to pass an oil extraction tax pulled protesting community members, including CFT members attending Lobby Day, to the Capitol and nearby Chevron offices on April 29.

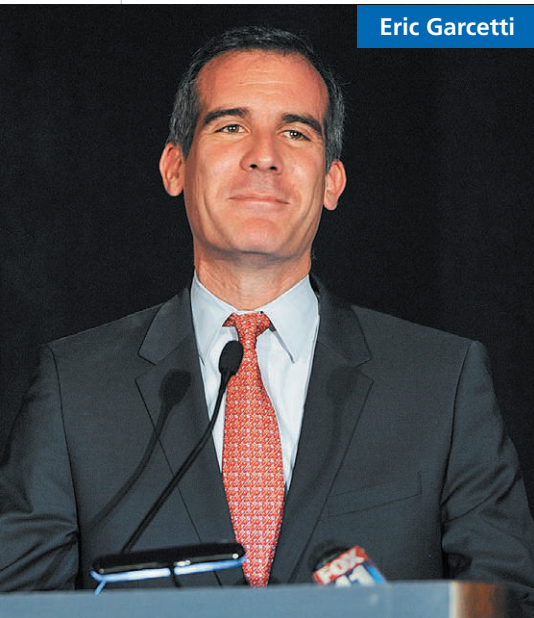
California is the fourth largest oil-producing state, but Big Oil's influence on state politics has blocked an extraction tax that would add \$2 billion to state coffers. All other major oil-producing states have such a tax.

➤ Track Senate Bill 1017 (Evans, D-Santa Rosa), which calls for the oil extraction tax, at BigOilBeacon.com.



CFT Vice President Melinda Dart shouts out the union's support for the oil severance tax in the lobby of Chevron offices.

Delegates gather in Manhattan Beach to resolve vital issues, hear inspirational speeches, honor outstanding service, and renew bonds of friendship and solidarity



Eric Garcetti

Los Angeles mayor allies with CFT and educators

In some cities, the education unions and the mayor engage in battle. But that's not the case in Los Angeles where Eric Garcetti was elected mayor in May 2013 with early support from the CFT. He welcomed Convention delegates Friday morning by saying he always keeps his education background in mind.

Along with being a teacher himself — International Affairs at the University of Southern California and Diplomacy and World Affairs at Occidental College — Garcetti has a grandmother who taught in public school. That gives him respect for and an understanding of teachers, the

mayor said, adding that the support of the CFT meant the world to him.

"We remember every student," the 43-year-old mayor said. "We remember their faces. And there's always that student, usually in the last row, who is very quiet, and finally when she raises her hand, she changes everybody's mind."

Teachers and school staff change lives for the better every day, the mayor said, giving as an example a former student who wrote him saying she had planned to go into business, but after a class trip to meet Kofi Annan, she became a human rights activist, starting an organization to

help girls and women.

Garcetti talked about concrete things he has done and plans to do, including a program to create thousands of summer jobs for high school students; the need for health clinics and more counselors in high schools; and reducing the dropout rate.

"Every student who drops out isn't just a statistic — he's a story," Garcetti said. The mayor ended by promising to support educators to get what they need to do their jobs. "Are you ready for an education system you can be proud of?" Garcetti asked. "I'll be with you on every initiative you have."

AFT President continues to champion issues of California educators

From helping pass Proposition 30, which raises billions of dollars for education, to fighting back against *Vergara v. California*, a lawsuit filed on behalf of nine student plaintiffs which seeks to dismantle teachers' rights, AFT President Randi Weingarten stands up for California educators and students.

"She could have said, 'Good luck,'" CFT President Josh Pechthalt told Convention delegates. "But instead she said, 'How can we help you? What resources do you need?' She pushes back on billionaires trying to destroy public education."

After asking for a moment of silence for former CFT President Raoul Teilhet, who died last June, Weingarten talked about some of those trying to destroy public

education — such as David Welch, the founder of Students Matter, which launched the Vergara lawsuit; Michelle Rhee, who formed the anti-union lobbying group Students First; and the oligarchic Koch brothers.

"They like this notion of austerity," Weingarten said. "They want a race to the bottom. They want to demonize and marginalize — they want a second gilded age."

As the labor movement has diminished, so has the middle class, Weingarten said. She talked about the need for building it back up.

"You hear this all the time with Vergara — 'Why do they have due process and I don't?'" Weingarten said. "The point of the labor movement is we should all have that. We have to change the conversation from 'Why do they have that and we don't?' to 'We should all have that.'"

Weingarten talked about strategies

to stand up to corporate interests and have an impact. Why is it, she asked, that people such as Grover Norquist, the man behind the famous anti-tax pledge, wants so much to get rid of the labor movement?

"We are the only institution that can create power for regular people,

and that's why they want to kill us so much," Weingarten said. "If we come up with solutions, engage our members and are community-focused, with a little badass thrown in, we can turn this around every single time. That's what we proved with Proposition 30."



Randi Weingarten





Attorney General launches anti-truancy campaign

Keynote speaker Attorney General Kamala Harris told Convention delegates she wouldn't be standing there if not for her first grade teacher, Mrs. Wilson, who attended her graduation from law school.

"It's not a job, it's a calling," Harris told the delegates. "You're raising our leaders and educating our community and our state and our nation."

Harris went on to talk about her focus on elementary school attendance and how her career as a prosecutor taught her about the need for accountability. "A child going without an education is tantamount to a crime," she said. "They're not just children of the parents or the school, they're children of the community."

Pointing out that California's constitution mandates a right to an education for all children, Harris said she commissioned her office to do a report on truancy in public schools. She called the findings — that over one million truant students a year cost the state in a variety of ways — stark and unsurprising. If a third-

"It's not only an issue of babies going without education — it's wasted potential and wasted dollars. We need to get these kids to school so you can teach them and they can learn."

grader is not reading at grade level, it's four times as likely that student will drop out of high school, statistics show. That leads to millions of dollars in lost income and lost taxes, as well as more spent on the criminal justice system and public health costs.

"It's not only an issue of babies going without education — it's wasted potential and wasted dollars,"



Kamala Harris

Harris said. "We need to get these kids to school so you can teach them and they can learn."

Supporting teachers in doing their jobs and fulfilling the promise of California's constitution is her priority, Harris added. She pledged to collaborate with the CFT and state legislators to make sure teachers and school

staff have that support, and she talked about a collection of bills in Sacramento prioritizing truancy and absenteeism. Harris said she backs the CFT's Healthy Kids, Healthy Minds campaign, which would provide extended library hours, mental health professionals and nurses to schools with the greatest need.

"There are a whole lot of kids not

in school because of asthma or dental problems," she said. "These children are capable of doing anything if we support what you need to do to educate them."

Harris also pointed out the direct connection between education and public safety and how dropouts lead to higher crime rates.

"The best way to address crime is through prevention," she said. "If we're dealing with it in the emergency room or the prison system, it's far too late and much too expensive."

Harris ended her speech by saying California was still a leader in the nation — for example, in fighting back to retain rights to collective bargaining.

"The country still looks to us to see what change looks like," she said. "The only way we will stay true to that is by making sure we prioritize the education of our children."



Resolutions debated and passed call for:

- More legislation requiring locks that allow classroom doors, and other rooms where students and staff gather, to be locked from the inside.
- Amending the Education Code to allow sick leave balances of community college part-time faculty to be reported simultaneously from all districts where they work, or have worked, upon their retirement.
- Strengthening the standards required for charter school approval and ensuring equal access and non-discriminatory practices by preventing student segregation and social stratification.
- Increasing course repeatability options necessary for student success in the community colleges.
- Collection and annual reporting of information about visual and performing arts education.
- Equal representation of teacher and staff organizations in the adult education consortia.
- Laws that grant rights of due process, seniority, and permanent status to career substitute teachers.
- Recommitment to the 1960 California Master Plan for Higher Education and new legislation calling for reinvestment in the broad and inclusive mission of the community colleges.

Delegates also passed constitutional amendments to increase member per capita and establish a Council of Retired Members.

➤ To read the full Convention report, go to cft.org/governance/resolutions-and-policy.

Awards



Field representative honored with Ben Rust Award

It's not his height, his beard or his "elfin face" that make Dick Hemann stand out, said United Educators of San Francisco President Dennis Kelly. It's his jokes.

"They teetered on the edge of wholly inappropriate and were often interrupted by Dick's laugh, yet we all waited for them," Kelly said when introducing Hemann, the recipient of this year's Ben Rust Award, which is the union's highest honor given to a member for his or her commitment and involvement in education and the union movement.

After noting he came from a long line of union printers and carpenters, Hemann talked about how his manager at his first job out of high school — selling Fuller brushes — gave him some good advice that he later applied to union work: to remember



Dick Hemann, a high school English teacher, was a CFT field representative for more than 18 years. He negotiated dozens of contracts, improving the work lives of countless CFT members.

the law of averages would be on your side as long as you were persistent and kept knocking on doors.

During Hemann's 20 years as a high school English teacher, he was told to shave off his beard; a teacher was fired for wearing a miniskirt;

and an administrator told him he needed to censure satirical stories for the school paper he advised such as one a student wrote about a wagon train throwing the schoolmarm to the wolves. He refused.

Hemann, a field representative for

CFT for 18 years, spoke about his pride in having worked with his CFT colleagues, but also called out certain "pigheaded administrators" for getting him involved in school politics. "So thank you, you boorish dumpkopfs," he said. "I couldn't have done it without you."

He summed up lessons learned, like this: Remember the law of averages, don't wear a miniskirt or a beard, and stay away from wagon trains. As promised (or threatened), he closed with a pretty terrible pun that went like this: He called the Marriott to see if they could make eggs Benedict for breakfast, but they told him they didn't have enough Buick hubcaps. Why would they need those? Here he channeled Perry Como and crooned to the tune of "Home for the Holidays" "There's nothing like chrome for the hollandaise." Bada bing, bada boom.

>Learn more about Hemann's life in the union and the Ben Rust Award at cft.org/about-cft/ben-rust-award.

San Diego education advocate named Legislator of the Year

CFT's Community College Council President Jim Mahler called state Senator Marty Block, who represents the cities of San Diego, Coronado, Del Mar and Solana Beach, the union's "go-to guy on every issue for decades," when awarding Block the CFT's Legislator of the Year Award.

Block has a strong education background — currently he chairs the Senate Education Committee, and he held the same position for the Assembly Higher Education Committee. Before that he served as a member of the San Diego County Board of Education and as president of the San Diego Community College District Board of Trustees. Block has consistently

supported progressive education policies and Mahler says Block works to include all the players in education. "Educating our students requires the work of both faculty and staff," Mahler said. "Marty gets that."

Block, whose award came at the end of a packed morning that included AFT President Randi Weingarten, a moving presentation on the life of Raoul Teilhet, the CFT's first full-time president, and a keynote address from California Attorney General Kamala Harris, joked about the inopportune timing after saying how much the award meant to him.

"Jim told me I was going to get an award," the senator said. "Then he told me I was going to follow Kamala Harris. Then he told me it would be the last thing before lunch."

Marty Block



Block said he wants to focus on ensuring proper funding for California schools and colleges. And one more thing.

"I'm committed to protecting your very well-earned pensions," he said. "And I'm talking about defined benefit pensions — real pensions."



Reverend William Barber II



Leader of Moral Mondays Movement brings delegates to their feet

North Carolina's Reverend Barber says it's time for some righteous indignation.

"These are serious times," Reverend William Barber II told the CFT Convention delegates on Sunday morning. Barber is president of the NAACP in North Carolina and the leader of the fast-growing

Moral Mondays Movement, which protests cuts to education, healthcare and food stamps. He worked delegates into a fervor telling them that sometimes they needed to get out of their conference seats and go into the streets to fight back against things they think are wrong, and that it's time for some righteous indignation.

"I stopped by this morning to tell you no political majority has a right to run roughshod over constitutional values," Barber said. "There must be a struggle because power concedes nothing without a demand — it never did, and it never will."

Programs like Headstart, Med-

icaid and Pell Grants show a moral commitment to lift the poor, Barber said — and he claimed those programs have been a success just as Social Security has been in reducing poverty, and children whose families receive food stamps less likely to be the victims of abuse. But now we're engaged in violence against the poor,

"When elephants feel an attack coming, they form a circle and put the children in the middle. We can't allow elephants in the wild to have more sense than us."

Barber said, cutting those programs that help them. He cited statements such as those by Congressman Paul Ryan (R-Wis.) who said these types of programs just make the poor lazy. Ryan suggested cutting them, along with taxes for the wealthy. Here, Barber quoted his own mother: "Poor people aren't lazy — but somebody has a real lazy mind if that's the way they think."

Public education has also suffered, Barber said, with teachers being devalued and seg-

regation increasing in schools. Barber points out that public education is hardly a new liberal idea — the Puritans called it necessary, and Thomas Jefferson suggesting tax dollars be used to fund it. Now that is threatened, Barber said.

"Extremists have decided on an all-out assault on public education," he

said. "It's almost as if they believe in the dumbing down of society."

With North Carolina's governor and the state Legislature cutting funding for public education, along with programs that help people in poverty, such as unemployment and Medicaid, Barber has mobilized the multi-racial, multi-generational Forward Together Moral Monday Movement, engaging in mass protest and civil disobedience.

It's not about right and left, Barber said — but

about right and wrong.

"We weren't what the media calls a bunch of liberals," said Barber, who for the past 22 years has been pastor of the Greenleaf Christian Church in Goldsboro, North Carolina. "We're African American and we're white and we're Latino and we're Native American and we're business leaders and students and parents and we are gay and straight, and we are North Carolina and we have stood up to say, 'We ain't goin' nowhere.'"

When the rallies began, only a few people showed up, Barber said, but recently, tens of thousands have come and more than 900 have been arrested for civil disobedience during the past year. That kind of unity is what's necessary to turn things around, Barber says. The song of another reverend, Al Green, "Let's Stay Together," swelled at the end of Barber's speech, as the audience rose to its feet, and Barber talked about the power of togetherness.

"When elephants feel an attack coming, they form a circle and put the children in the middle," Barber told them. "We can't allow elephants in the wild to have more sense than us."

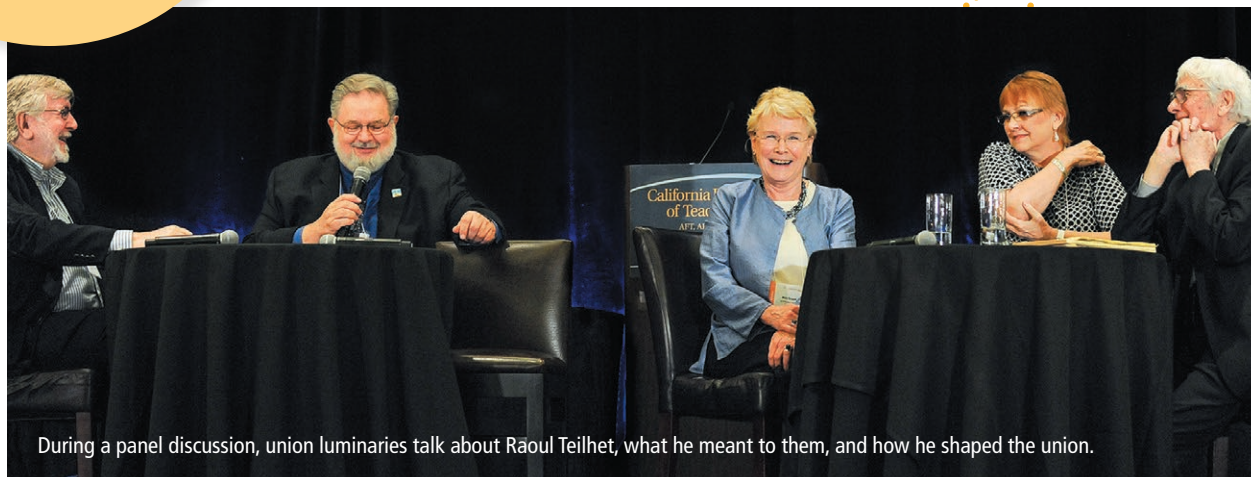


Remembrance



Teilhet's democratic, socialist politics embraced the broadest possible inclusion of people and issues on the side of social justice. He welcomed the participation of classified employees in CFT, beginning with San Francisco paraprofessionals, but soon expanded to school employees. Teilhet viewed teachers as a natural ally and strength in collective bargaining. He was a visionary state school leader.

Former CFT President Raoul Teilhet led the union from 1968 to 1985.



During a panel discussion, union luminaries talk about Raoul Teilhet, what he meant to them, and how he shaped the union.

Raoul Teilhet: Delegates celebrate life of courageous former president, labor pioneer and visionary leader

Raoul Teilhet, president of the CFT from 1968 to 1985, who oversaw the successful struggle for a collective bargaining law for education employees, was “a rock star,” said AFT Vice President and United Educators of San Francisco President Dennis Kelly. CFT President Emeritus Miles Myers read a poem and thanked Teilhet for the good times.

Long-time CFT staffer Annette Eisenberg told of Teilhet leaving a registration form on her desk after finding out she had never voted, and how he made everyone feel they mattered.

“He taught me the union. I miss Raoul every day.”

— Mary Bergan, President Emeritus

CFT President Emeritus Mary Bergan told of how, working as a lobbyist for the CFT, she would drive from Berkeley to Sacramento in her Mustang with no air conditioning, stop mid-way to use a pay phone and call Teilhet to talk over what was going on. His help was invaluable, she said. “He taught me the union,” Bergan

said. “I miss Raoul every day.”

During a general session celebration of Teilhet, who died last year due to complications from Parkinson’s disease, people who had the pleasure of working with the Pasadena history teacher and labor leader, spoke about his humor, his leadership and his love for the union.

Membership in the CFT more than

“Raoul showed us how to have courage and how to be disrespectful. He showed us what a union is.”

— Marty Hittleman, President Emeritus

quadrupled under Teilhet’s leadership. He wasn’t afraid of making demands, said the third CFT President Emeritus, Marty Hittleman, talking about how Teilhet led a progressive union, coming out against the Vietnam War, for example, when the AFT supported it. “Raoul showed us how to have courage and how to be disrespectful,” Hittleman said. “He

showed us what a union is.”

The stories and jokes (Hittleman recalled Teilhet saying, “Someone who can fog up a mirror,” in response to the question of who makes a good union member) continued at a workshop about Teilhet with



Marty Hittleman

Myers had put together a slideshow of various highlights of Teilhet’s career— including him with first-time Gov. Jerry Brown and labor leader Cesar Chavez. Along with coming out against the Vietnam War,

Teilhet vocally supported affirmative action, and when state senator John Briggs tried to pass an initiative banning gay teachers, Teilhet debated him. Myers showed slides of thousands packing the CFT-led March for Education in 1967 in Sacramento.

“Hellfire, there’s people everywhere you look!” Myers exclaimed. “Here’s the point — the teachers’ union was not a silly dream. We did a hell of a lot.”



Miles Myers

many of the same people — and a few more — sharing their memories.

Former Congressman Howard Berman credited Teilhet for giving him his start when Teilhet hired the unseasoned attorney in the 1960s to fight for the rights of teachers at small school districts around the state.

“Raoul sticks with me to this day,” Berman said. “Not only was he a bright guy and charismatic — he trusted an inexperienced guy who had never been in a trial in his life.”



Dennis Kelly



Annette Eisenberg

> Read more about the life of Raoul Teilhet on the CFT website at cft.org/member-services/scholarships

Around CFT

Rescue Federation members pose for a selfie on the Capitol steps.



Courage Campaign honors CFT President Pechthalt with top award

JOSHUA PECHTHALT was the recipient of this year's United in Courage Award from the Courage Campaign. The United in Courage Award is given each year to a progressive leader who exemplifies courage and collaboration in the pursuit of a more fair and just society.

The Courage Campaign honored Pechthalt for work to bring together a strong coalition of partners to ensure increased, yet progressively raised, revenue for funding vital human services and public education in California.

At the April 22 event in Sacramento, the online advocacy group also praised Pechthalt's current work in fighting for school-based health-care services and expanded library hours so that children in California are healthy, safe and able to achieve their goals. That work is encompassed in the Healthy Kids, Healthy Minds campaign and accompanying legislation, AB 1955.

The Courage Campaign was one of CFT's community partners in the Millionaires Tax and in putting Proposition 30 on the ballot.

COURAGE CAMPAIGN



Courage Campaign's Paul Song, left, and Rick Jacobs, right, with Josh Pechthalt and Senator Mark Leno.

Get to know the State of Your Union

TO READ

ABOUT what the union did in the past year, check out the State of the Union, Annual Report 2013. In it, you will find a capsule summary of the CFT's priorities and accomplishments in 2013, a summary from each of the union's division councils as well as union financials and other interesting snippets.

- >View the document on the union website at goo.gl/kQ2xxQ.
- >To read the full State of the Union speech as presented by CFT President Josh Pechthalt to delegates at CFT Convention on March 22, go to cft.org/state-of-the-union-speech.



Secretary Treasurer Jeff Freitas

Mark your Calendar

VOTE in the California Primary Election on June 3. Gear up for election season 2014! Get the union's endorsements on your phone or any Internet-connected device at cft.yourvoterguide.com.

Union Summer School offers five days of training and leadership development for emerging and veteran leaders who want to hone their skills. Summer School will be **June 23-27** at the Kellogg West Conference Center & Hotel, Cal Poly Pomona. Learn more at goo.gl/X5NbMu.

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

AFT Convention is in California this summer! Be a delegate to the biennial convention that runs from **July 11-14** at the Los Angeles Convention Center. Talk to your local union leaders about running as a delegate. Learn more about national convention at aft.org.

Executive Council will be held **September 13** at the CFT Administrative Office in Burbank.

ALL-INCLUSIVE CFT WEEKEND will be **September 27-28** in Northern California at the San Jose Marriott. On Saturday, **September 27**, the **Committees** will meet from 10 am to 3:30 pm. **Division Councils** will meet from 4 to 10 pm. On Sunday, **September 28**, **State Council** will convene from 9 am to 1 pm...all at the San Jose Marriott.

AFT Local Leadership Development Training will be held in the Central Valley on **October 10-12** at the Double Tree in Modesto. Learn more from the CFT Training Department.

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

General Election is **November 4**. Get the union's endorsements on your phone or any Internet-connected device at cft.yourvoterguide.com.



Raoul Teilhet SCHOLARSHIPS

High school senior scholarship recipients 2014

THE CFT RAOUL TEILHET

Scholarship program awarded scholarships to 22 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.

Noelle Alaimo, daughter of Gail Alaimo, Greater Santa Cruz Federation of Teachers

Hailey Baker, daughter of Randy Baker, San Rafael Federation of Teachers

Eric Casteñeda, son of Federico Casteñeda, Pajaro Valley Federation of Teachers

Katelynne Dangl, daughter of Sherrilyne Dangl, Newport-Mesa Federation of Teachers

Emil De Guzman son of Magdalena De Guzman, United Educators of San Francisco

Emily Flores, daughter of Joel Flores, Newport-Mesa Federation of Teachers

Danna Friedman, daughter of Debra Leiter-Weldy, Carpinteria Association of United School Employees

Kyle Huizinga, son of Erin Huizinga, Oxnard Federation of Teachers and School Employees

Shyla Jackson, daughter of Rayne Lardie, San Francisco Community College Federation of Teachers

Charitey Lee, daughter of Anastasia Lee, ABC Federation of Teachers

Miguelina Manriquez, daughter of Jorge and Karen Manriquez, Pajaro Valley Federation of Teachers

Jamie McCain, daughter of Mikyong-Hannah Cho McCain, Gilroy Federation of Teachers and Paraprofessionals

Harrison McDonough, son of Shane McDonough, Salinas Valley Federation of Teachers

Madalyn McDougall, daughter of Catherine McDougall, Greater Santa Cruz Federation of Teachers

Vikram Melkote, son of Neeta Sharma, Peralta Federation of Teachers

Samantha Muñoz, daughter of Jacqueline Muñoz, Lompoc Federation of Teachers

Caitlin Naasz, daughter of Harlow Naasz, Newport-Mesa Federation of Teachers

Enya O'Kane, daughter of Yvonne O'Kane, Ventura County Federation of School Employees

Raphael Palefsky-Smith, son of Leslie Smith, Pajaro Valley Federation of Teachers

Emily Seckington, daughter of Kathleen Seckington, Poway Federation of Teachers

Christopher Szarek, son of Bruce Hubschmitt, Poway Federation of Teachers

Michael Wagenveld, son of Mike Wagenveld, Poway Federation of Teachers

Pre-K and K-12

Diane Garcia, a school nurse from Oxnard, advocates for Healthy Kids, Healthy Minds.



Imagine nurses, mental health professionals, open libraries Healthy Kids, Healthy Minds legislation provides necessary student supports in every school

NEARLY ALL 29 of Sylvia Qualls' fifth-grade students have experienced trauma. Some are in homeless shelters, others in foster care. Some face domestic violence. Their lives are affected by drugs, alcohol and gangs.

Qualls says the 550 children at Mintie White Elementary School in Watsonville have little access to psy-



chological services. The school shares with two other sites a psychologist who spends much of her time attending individualized learning meetings and assessing students for resource specialist services. Though an intern counselor sees individuals and small groups two days a week, many of Qualls' students get no counseling in or out of school.

Many of Qualls' students have

asthma, diabetes, ADHD, life-threatening food allergies and undiagnosed problems that prevent them from learning.

"I don't have the ability to diagnose common maladies," said Qualls. The

after school.

Joann Borbolla is a counselor at E.A. Hall Middle School, also in Watsonville, where approximately 600 students share the same challenges as Qualls' students. Borbolla meets

students with complex medical needs is 1:125, she serves 2,200 regular and special education students at one site and travels to a continuation school up to three times a month. Garcia knows that AB 1955 would provide critical support for hundreds of kids with health and emotional needs.

In contrast, Oxnard High School's certificated librarian, Jennifer Brickey, feels fortunate to have the support and budget she needs. The library is open before and after school. She works with classes during scheduled times. In an average week, 200 students get library passes to research or finish assignments.

With a largely immigrant, limited English-speaking population, Brickey feels a responsibility to establish a culture of literacy and positive learning relationships. "Libraries should be in the forefront of Common Core implementation, and adjust to the new demands of teaching."

Wes Davis, president of the Oxnard Federation and a social studies teacher, sees AB 1955 as a social justice issue. "We must ensure the academic success of our students even when they do not get their health and emotional needs met at home," he said. "We want kids to be in class, but students need services that teachers cannot provide."

"If we can provide care after school instead of sending them home, kids won't miss out on learning. When a kid is sick and we have to ask a parent to leave work, we place a huge burden on that family."

"Healthy Kids, Healthy Minds will ultimately save the schools money," Davis concludes. "It's smart legislation."

— By Mindy Pines, CFT Reporter



Pajaro Valley teachers and librarians joined Josh Pechthalt at a press conference for Healthy Kids, Healthy Minds, left to right: Sylvia Qualls, Wendy Temblador, Joann Borbolla and Sarah Henne.

certificated school nurse is on campus only one day a week.

The library is staffed by a part-time library tech and closed after school. Many of Qualls' students can't get to the public library. "If students are expected to do project-based learning

weekly with the highest-risk students. She facilitates drug and alcohol groups three times a week and does ongoing crisis intervention.

"Kids bring so many issues to the classroom in addition to typical adolescent problems," she says. Borbolla

"We want kids to be in class, but students need services that teachers cannot provide."

— Wes Davis, President, Oxnard Federation of Teachers and School Employees

and think critically, they need access to a library with current materials, and someone to introduce them to literature and digital literacy."

The Pajaro Valley Federation of Teachers' member sees the CFT's Healthy Kids, Healthy Minds legislation as a big step toward addressing these gaps. AB 1955 will take advantage of Medi-Cal funding to put a nurse and a mental health professional in every school. It will make sure libraries are open before and

observes students in class, visits homes to understand family situations and helps teachers plan behavior modifications. She refers many students and families to agencies outside school where they are often put on waiting lists. Borbolla says academic success depends upon a multifaceted approach with teams of teachers, counselors and nurses.

In Oxnard, school nurse Diane Garcia is stretched thin. Although the recommended ratio of nurse to stu-

GARY RAVANI
COUNCIL PRESIDENT

Weak "studies" buttress "failing schools" myth

Conservative think tanks are fond of releasing what they call "studies." The term "study" is applied to provide the implication that they are academic papers or research.

The criteria for research, however, include providing supportive data and peer review of the work. The think tanks often do neither.

The press is frequently gullible, printing the results of the "studies" as if they were science. This tendency exacerbates the mythology of "failing public schools."

One organization that takes it upon itself to do real peer review of the "studies" is the National Education Policy Center. The NEPC has debunked numerous studies, including some done by the Gates Foundation.



TOP: LAURA KURBE

On the Web

► Learn more about the Healthy Kids, Healthy Minds campaign on the union website at goo.gl/b8ytQm.



Lisa Agcaoili, from the Lawndale Federation, advocates for passage of AB 1638.



Classified

Staff seek equal access to unemployment benefits Employees struggle to make ends meet when the paycheck stops during school breaks

LINETTE ROBINSON has worked with special needs students at Berkeley High School for four years. Every winter and summer, Robinson, who has worked stints at other elementary and middle schools, tightens her belt and scrapes by during school breaks the best she can. “Most of us won’t see a paycheck from mid-June to the end of September,” she said.

STEVE YEATER



Linette Robinson, left, took her story to legislators and staffers in the state Capitol during the union’s Lobby Day on April 29.

“We spend so much time trying to hide the pain, but it hurts when I work this hard at a government job and still qualify for public assistance.”

— Linette Robinson, Instructional Assistant, Berkeley High School

During summer breaks, Robinson — a mother of four who still has two teenagers at home — has gone on food stamps. During winters, the instructional assistant had used vacation time to cover the two weeks off. Last December, however, the district stopped the policy. “That hurt. We barely make any money, and when you take away those days it really hurts.”

Relief may be on the way. State legislators are debating a bill by Assemblyman Raul Bocanegra, D-Pacoima, to provide classifieds and other public school workers access to unemployment. Bocanegra’s AB 1638 would eliminate the “reasonable assurance of employment” letters that school districts use to deny benefits to staff during breaks. The bill would also create a uniform standard to determine which unemployed workers are eligible for payments.

“This is a question of equity and fairness,” Bocanegra said. “Virtually every other employee is allowed the opportunity to apply for unemployment benefits when they are out of

work. Why is this one group excluded?”

Bocanegra knows first-hand about education employees’ economic struggles. His mother was a teacher’s aide for many years at his local elementary school and his father was a gardener at a local Catholic school.

CFT Legislative Representative Kendra Harris points out that the Bocanegra bill has no direct link to the landmark legal decision CFT won in 1989 in *Cervisi v. California Unemployment Insurance Appeals Board*, which provides unemployment benefits to part-time faculty, and will remain the standard for temporary faculty even if AB 1638 is enacted. (See page 4) Most classified staff, by contrast, are full-time and year-round.

“Some qualify for unemployment benefits, others don’t,” Harris said. “This law would provide districts a uniform response to separate a real layoff from seasonal unemployment.”

Learn more about AB 1638

>Read the bill about unemployment benefits now before the Legislature at goo.gl/nh0hgv



Harris also reminds classified employees that current law allows them to file for retroactive payments if they were denied benefits at the start of summer, then laid off when classes resumed in September.

AB 1638 is pending in the insurance and appropriations committees of the Legislature. If approved as written this year, it would take effect January 1, 2015, and employees would be eligible for unemployment benefits next summer.

“Unemployment benefits would alleviate the pressure during that down period,” Robinson said. “It would help put food on the table when my kids are at home on break.”

Passage, however, is hardly assured. A similar bill that Bocanegra carried last year died. “We obviously hope to achieve a different result this year,” he said. “It’s up to us and our coalition of supporters to convince legislators that this is a good policy.”

Robinson recently went to Sacramento for CFT Lobby Days and broke down in tears when describing the fight to make ends meet to Sen. Jerry Hill, D-San Mateo. “We spend so much time trying to hide the pain, but it hurts when I work this hard at

a government job and still qualify for public assistance.”

— By Steve Weingarten, CFT Reporter

PAULA A. PHILLIPS
COUNCIL PRESIDENT

I ♥ classified staff

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.



TOP: STEVE YEATER

Cabrillo's Susan Stuart supports a resolution about course repeatability.



Community College

Course repeatability rules restrict student access, learning Cabrillo College faculty lead effort to expose failings in new regulations

THE NEW COURSE repeatability regulations, passed by the Community College Board of Governors in July 2012, mean, in most cases, that if students pass a class with a 'C' or higher, they can't take the class again. Many community college teachers see this negatively impacting students who want to study, for example, journalism, creative writing, foreign languages or visual arts.

"We're losing our life-long learners, a really important group that elevates the classroom dialogue and brings in a certain level of inspiration," said Tobin Keller, the chair of the Art Studio at Cabrillo College in Aptos. "We need repeatability for the three things I find most important, which are

depth, breadth and inclusiveness."

The intended goals of these regulations are to prioritize basic skills classes and to help students transfer and complete certificate programs. But

"What is our intention? Isn't it to educate everyone who comes to us?" Stuart asked. "This sets up unnecessary roadblocks to student success."

At a jam-packed workshop called

tor of that program at Cabrillo. She sees the regulations limiting access for students and leaving them unprepared for classes; their confidence slips. "Their educational plan doesn't match what they're able to take," she explained. "And we're losing them."

It's particularly ironic that these regulations went into effect before the passage of Prop. 30 made funding for more classes available, says Maya Bendotoff, executive director of the Cabrillo College Federation.

"We worked hard to pass Prop. 30," she said. "Many districts could be serving more students without these restrictions."

Teachers, tired of seeing student access limited and class enrollment falling, have been taking action to get the repeatability regulations changed. Along with targeting academic senates, Bendotoff urges union members



During a workshop at CFT Convention, faculty members from Cabrillo College explained the regulations and explained how they impact student success.

JIM MAHLER
COUNCIL PRESIDENT

Moving ahead in Sacramento

The Legislature clearly sees the need to reform the accreditation process. Both bills calling for change in the Accrediting Commission for Community and Junior Colleges (AB 1942, Bonta, D-Oakland, and SB 1068, Beall, D-San Jose) cleared committee. Even the CEO organization of the community colleges has issued a public call for change.

On the street, the union's speaker bureau continues to spread the word about the unfair treatment City College of San Francisco has suffered from the ACCJC. Response from participant colleges has been overwhelmingly positive. (Email fglass@cft.org to schedule a presentation.)

With regard to the state budget, we anticipate good news when the governor releases his May Revision. The union has formed a solid coalition with four statewide faculty groups and developed a unified proposal. Our top priorities are more full-time faculty and classified positions and equity pay for part-time faculty, including paid office hours and healthcare.

opponents say the regulations block access for many people in the community colleges are meant to serve.

The short story or poetry can't be mastered in just a 15-week semester,

"Keep the Community in Community College" at the CFT Convention, Cabrillo teachers and others from around the state told story after story of how they see these new regula-

"We're losing our life-long learners, a really important group that elevates the classroom dialogue and brings in a certain level of inspirations."

— Tobin Keller, Chair, Art Studio, Cabrillo College

says Katie Woolsey, an English teacher at Cabrillo. Students taking creative writing often need to take a class more than once to get the most out of it, she says, and the new regulations mean students can't do that — which is frustrating for both them and for teachers, who are losing committed students in their classes.

Susan Stuart, who teaches theater arts at Cabrillo, sees students dropping because they can't take a class again. So students lose a chance to get more experience — and the program loses talented actors, she says.

tions hurting students and how not being able to repeat a class, such as English-as-a-Second Language or intermediate Spanish, stops students from becoming proficient and leads to declining enrollment.

It's more difficult to meet the goal of supporting educational success in Disabled Students Programs and Services, says Beth McKinnon, the direc-

Cervisi turns 25

➤ Read about the union's Cervisi legal decision that brought unemployment benefits to part-time faculty. [See page 4.](#)



BOB RIHA, JR

to look to student senates, the union, and key legislators on education committees to get the Board of Governors, who passed the regulations, to change them. Many people mistakenly believe that since the repeatability regulations were passed in the wake of the Student Success Act, they are part of that legislation, but it's important to let people know that's not correct, Bendotoff says.

"These could be changed with enough pressure on the Board of Governors," she said. "It's not a legislated solution — the change needs to come from the community."

— By Emily Wilson, CFT Reporter



UC-AFT activists Michelle Squitieri, Berkeley; Chris Hables Gray, Santa Cruz; and Bill Quirk, Santa Barbara.

UCLA professor leads mobilization of lecturers and librarians Statewide campaign builds on established strength in campus locals

GOETZ WOLFF has taught at UCLA for more than 20 years, but was generally more involved with Southern California's vibrant labor movement than with the union on his job. Wolff, for example, earned high praise for his six years as research director at the Los Angeles County Federation of Labor, but barely knew the ins and outs of the University Council-AFT.

For the past year, though, the urban planning lecturer has been drawing on his broad union experience to plan and implement a strategy to fully enfranchise UC-AFT's 3,000 lecturers and 300 librarians.

Wolff said the idea for a campaign germinated last September at the UC Berkeley Labor Center, during a week-long training for UC-AFT members and field representatives from four of the system's 10 campuses.

"We envisioned 'You See (UC Democracy)' directly reaching out to members and potential members," he said, "especially to the many non-Senate faculty members being denied the most basic rights of Senate faculty."

The following month the UC-AFT Executive Council approved the campaign's central strategy of increasing the members' voice in crucial, state-level decisions by mobilizing locally.

"Statewide power comes from local strength," Wolff said. "We need to activate our members to continue winning good contracts, but we must be strong all year, not just when we're negotiating."

After decades of UC-AFT representation, the pay and benefits of contingent faculty compare favorably to other universities, though negotiations weren't always smooth. Job actions rocked six UC campuses in 2003. The librarian unit recently ratified a five-year contract and lecturers are preparing to negotiate an agreement to replace one that expires in June 2015.

During April, union locals in Irvine, Berkeley, Los Angeles and San



Urban studies lecturer and labor researcher Goetz Wolff wants to reach out "to the many non-Senate faculty members being denied the most basic rights of Senate faculty."

Diego held listening sessions with lecturers and librarians. An accompanying recruitment drive enrolled more than 150 new members.

At UCLA, for example, the local is mobilizing against the Dean of Social Sciences for capping a Cesar Chavez School of Chicano Studies lecturer before his sixth-year review to prevent

campuses. UC employees won the right to bargain collectively in 1978 after Gov. Jerry Brown signed legislation into law. Librarians affiliated in 1983, followed the next year by the lecturers, who ratified their first statewide contract in 1986.

Today, UC-AFT members work with nearly 60,000 other UC employ-

"Statewide power comes from local strength. We need to activate our members to continue winning good contracts, but we must be strong all year, not just when we're negotiating."

— Goetz Wolff, Lecturer, UCLA Urban Studies

him from holding the appointment. This is known as "churning" or "post-six avoidance," a practice UC-AFT has fought and has addressed by negotiating statewide language giving lecturers reappointment rights.

UC-AFT's roots go back to 1971, when activists formed locals at seven

ees represented by Teamsters, Communications Workers, United Auto Workers, AFSCME and other unions.

"We are the largest group of employees who are carrying out UC's core mission — educating students," Wolff said. "But of all UC employees, lecturers are the hardest to organize. Some only

work on campus one day a week, and others don't work every term."

Wolff has taught for more than 20 years in UCLA's graduate Urban Planning program. He was asked to develop his own courses, such as "Labor and Economic Development" and "The Southern California Regional Economy," that have entered the course catalog.

"I choose to teach half time," Wolff said, "so I can integrate my consulting work with unions, public agencies and community organizations with my classes, and so I can mentor students. The result is that my students begin to link their classroom work with practice in the field, and that often leads to activist jobs."

— By Steve Weingarten, CFT Reporter

BOB SAMUELS
COUNCIL PRESIDENT

Admissions bait and switch

The UC has published its 2014 admissions statistics, and while the system is required to admit all qualified students from California, it is using a secret tactic to increase the number of high-paying non-resident and international students.

UC is admitting California students, but not to the campuses of their choice. Students applying to Berkeley and UCLA are being admitted to Merced and Riverside.

Thirty-nine percent of the 28,555 students accepted by Berkeley and UCLA are not from California, and each of those 11,036 pays \$23,000 extra for tuition, with no financial aid. If all of these students accept, the two campuses would collect an additional \$254 million.

Of the 27,071 admits to Merced and Riverside, 9 percent, or 2,506, are not from California, for an extra \$57 million.

The two elite campuses admitted almost the same amount of students as the two non-elites, but could bring in \$200 million more in tuition revenue.





JANE HUNDERTMARK

Teachers rallied for a higher minimum wage in Berkeley before a city council meeting.

Rank & Files

Sharon Hendricks, a speech instructor, member of the Los Angeles College Faculty Guild, Local 1521, and a member of the CalSTRS Board, was elected by her colleagues as vice chair of the 12-member board for the 2014-15 term. The chair and vice chair provide board leadership, direction and policy development for the largest educator-only pension fund in the world.

Janet Eberhardt, a member of United Educators of San Francisco, Local 61, was named Education Support Personnel of the Year for 2014 by the California Teachers Association. Eberhardt works as community relations specialist and elementary advisor where she serves as liaison between families and the school. She is dedicated to reaching out to families to affect positive change and to encourage healthy interpersonal relationships for children both at home and at school.

Ann Fontanella, an English-as-a-Second Language instructor and at City College of San Francisco, Local 2121, received the International TESOL Teacher of the Year award, the highest honor given by the organization of 12,000 educators representing 156 countries. This award recognizes the exceptional work, service and dedication of outstanding instructors. In conjunction with the award, given in Portland, Oregon, Fontanella presented her work in developing and teaching courses that promote leadership skills in students.

Nancy Shiffrin, an English instructor and member of the Los Angeles College Faculty Guild, has published two collections of poems in print. One, *The Vast Unknowing* collects a wide spectrum of poetry including some relating to the teacher's experience. Shiffrin earned her master's studying with Anais Nin and her doctorate studying Jewish American authors. *The Vast Unknowing* is available at goo.gl/mM30XP.

LOCAL 1078

Raise the wage... Educators are joining the fight to raise poverty-level wages. The **Berkeley Federation of**

Teachers is a leading participant in the campaign to raise the minimum wage in Berkeley and securing a better economic future for the city's families.

LOCAL 957

Organizing for power... Along with teaching eighth-grade English full-time at Sierramont Middle School, Christopher Davis, co-president of the **San Jose Federation of Teachers**, teaches English-as-a-Second Language at night. But even with those two jobs and writing his dissertation for a Ph.D. in education, Davis, winner of a Dedicated Union Activist Award, still mustered the time and energy to talk to everyone at the East Side Adult Education School who wasn't a member of the union. That work paid off when membership grew from 36 to 60 members.



Christopher Davis

In related news, adult teachers in the Metropolitan Education District, and a separate unit of Local 957, just concluded contract negotiations. The MetroEd teachers negotiated a 3 percent increase to the salary schedule starting July 1 and another one-time 3 percent boost in pay at the end of this school year.

LOCAL 1020

Fighting incarceration... Ana Barrera, a social studies teacher at Everett Alvarez High School in Salinas and a union representative for the **Salinas Federation of Teachers**, believes California should be giving young people more educational opportunities — not building bigger institutions to lock them up. So she fought against the plan for a new juvenile detention center in East Salinas, organizing community forums and garnering media attention. Local President Steve McDougall says the union is lucky to have an emerging leader like Barrera, winner of a union activism award.



Ana Barrera

LOCAL 61

Not just a job... Betty Robinson-Harris, an early childhood educator for the San Francisco Unified School District and a member of the **United Educators of San Francisco** who serves on the San Francisco First 5 Commission, won the 2014 CFT

Raoul Teilhet, Educate, Agitate, Organize Award from the CFT EC/K-12 Council.



Betty Robinson-Harris

Robinson-Harris said she loves having a job in which she affects families by working with their children and teaching them to be respectful and responsible. She thanked her ancestors "whose shoulders I stand on" and the union, who she said is a family to her, sharing good and bad times.

"This is not a job for me," she said. "It is my passion."



More than 350 Daly City parents turned out for a community learning event sponsored by the Jefferson Federation on March 8.