



## Community action thwarts charter chain agenda

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### Vergara: What you need to know

Lawsuit threatens educators

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### Healthy Kids, Healthy Minds

New union legislative campaign

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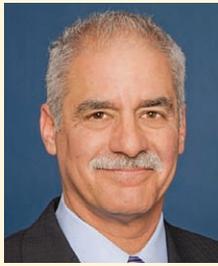
### CFT releases part-timer pay study

First statewide comparison

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## Up Front Joshua Pechthalt, CFT President



### The Vergara lawsuit: Anti-public education ideology cloaked in civil rights rhetoric

Lawyers from the California Attorney General's office... have argued that the political motives behind the Vergara lawsuit are really about scapegoating education unions rather than solving any real issues facing public education.

Public school educators face a new threat in the form of the *Vergara v. California* lawsuit, which aims to declare unconstitutional five provisions of the *Education Code* that ensure seniority, due process and other rights for K-12 teachers. (See page 7)

The principal funders of the suit are billionaires Eli Broad and David Welch (co-founder of Students Matter). Broad, who became a key funder and leading spokesperson for the Michelle Rhee brand of education reform, secretly contributed to the Arizona PAC that funneled money into California to defeat Proposition 30 and pass Proposition 32.

The lawsuit, directed at the state and the California Department of Education, and joined by the CFT and the California Teachers Association, contends that provisions of the *Education Code* violate students' civil rights. *Vergara v. California* claims that seniority

and due process rights protect ineffective teachers at the expense of better, newly hired teachers during layoffs and that cumbersome and costly dismissal procedures make it difficult to fire ineffective teachers.

The Vergara legal team includes attorney Ted Olsen, renowned for defending George W. Bush before the Supreme Court in *Gore v. Bush*, and attorneys from the prominent law firm that has represented Chevron, Wal-Mart, Dole and other major U.S. corporations.

Lawyers from the California Attorney General's office, working with Jim Finberg representing the CFT and the CTA, have argued that the political motives behind the Vergara lawsuit are really about scapegoating education unions rather than solving any real issues facing education.

Top education experts including Linda Darling-Hammond and Jesse Rothstein, as well as teachers, superintendents and others, have stepped forward to show that these essential provisions in the *Education Code* give teachers protection to advocate for students, while ensuring that teachers are able to do their jobs free

from intimidation and nepotism.

This lawsuit comes on the heels of years of devastating cuts to public education during which tens of thousands of educators lost jobs. The CFT's success with Proposition 30 resulted in stabilized funding for education, and for putting the state on a path to economic growth. As a result, California schools have improved budgets and are restoring vital programs.

While the Vergara case poses a serious threat to educators and public education, it also provides us an opportunity to do what we do best, *organize*. Together, the CFT and the AFT are educating Californians about the anti-teacher, anti-union message of the billionaires behind the lawsuit.

As the case progresses, we can show our members, parents and community partners a more robust vision of public education, one that truly addresses the needs of students. We can turn Vergara on its head by building a powerful coalition that defends equity and the civil rights of all children.



ROBERT FULTON

#### On the Web

> Want to stay current on the union's perspective? Find regular posts from Joshua Pechthalt on the new President's Blog at [cft.org](http://cft.org).



#### ON THE COVER

Teachers, parents and students rally to influence a vote of the Morgan Hill Unified School Board on the proposed opening of charter schools operated by corporate management companies.

LORA SCHRAFT/MORGAN HILL TIMES



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.

- PRESIDENT Joshua Pechthalt  
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**Graphic Design** Kajun Design, Graphic Artists Guild





The CFT Leadership Conference provided time to network with colleagues.

# All-Union News

## Inspiring speakers set for annual Convention

**THE CFT CONVENTION** boasts an impressive line-up of speakers and union action at the 72nd annual event that will be held March 21-23 at the Manhattan Beach Marriott.

CFT welcomes California Attorney General Kamala Harris, the first woman, the first African American, and the first South Asian to hold the office in the history of the state. As chief lawyer for the people of California, Harris led a bold response to the state's foreclosure crisis by writing the nation's most comprehensive package of foreclosure reforms.

Also in the national spotlight is guest speaker and civil rights leader Reverend William J. Barber II, president of the North Carolina NAACP. In opposition to massive cuts to Medicaid, unemployment benefits, and public education funding, Bar-

### Reclaim the Promise California

ber helped mobilized the Forward Together Moral Monday Movement, a multi-racial, multi-generational gathering of thousands for protests at the North Carolina General Assembly.

Finally, AFT President Randi Weingarten will speak on current AFT campaigns and national priorities.

Delegates will be able to choose from among nearly three dozen top-notch workshops. The Convention

will also elect delegates to the AFT and the California Labor Federation Conventions.

CFT Convention is open to all CFT members, with elected delegates representing their local unions having the right to vote. The Convention is the Federation's highest policymaking



Rev. William Barber



Randi Weingarten



Kamala Harris

body; delegates shape union positions on issues affecting members.

>For up-to-date information on CFT Convention, visit [cft.org](http://cft.org).

## Social Sphere

**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** President Pechthalt pens op-ed in the *San Jose Mercury News*, "Vergara lawsuit just an 'AstroTurf' attempt to dismantle teachers' rights." [goo.gl/0s9xE8](http://goo.gl/0s9xE8)

**f** Secretary Treasurer Jeff Freitas testifies before the Senate Education and Assembly Higher Education Committees to say, "include adult educators in the consultation process." [goo.gl/37xCX3](http://goo.gl/37xCX3)

**f** Union photo album! Faces from the CFT Leadership Conference. [goo.gl/OFiagg](http://goo.gl/OFiagg)

**f** Democratic staff of the House Education and the Workforce Committee released the findings of the eForum on the state of contingent faculty in higher education. [goo.gl/DH48tX](http://goo.gl/DH48tX)

### Twitter

**t** @andra\_hoffman Inspired 2 nite after teaching; so good 2 help a struggling student to feel successful. #bestjob

**t** @AFTunion 12 things you should never say to a teacher. [bit.ly/1o62jL2](http://bit.ly/1o62jL2)

**t** @rweingarten Concerned about Wall Street profiting off our higher education system? Sign up at [higherrednotdebt.org](http://higherrednotdebt.org)

**t** @Tefere\_Gebre If the minimum wage had kept pace with wages for the top 1%, it would be \$28.34. [goo.gl/Ble4Er](http://goo.gl/Ble4Er)

**t** @jeff\_freitas Just like doctors, teachers need training and professional development. Let's focus on PAR instead of VAM.

**t** @UESF All smiles as teachers line up to pick up 40,000 free books for their students! @FirstBook

## Proposition 30 leads way to fiscal recovery

**FOR THE SECOND YEAR** in a row, Proposition 30 has enabled reinvestment in education and other critical services throughout California. With the state's projected budget surplus and an increase in Proposition 98 funding, schools and community colleges should be in better fiscal shape than in recent years. Gov. Brown also wants to catch up on nearly \$6.4 billion in remaining deferred payments. Despite this uptick, many critical services remain underfunded in this budget.

Proposition 98 would generate \$61.6 billion for schools and colleges, an increase of \$6.3 billion compared to the current year. The governor is proposing a constitutional amendment to strengthen the state's "rainy day fund," which would not change the guaranteed level of funding, but would include creation of a Prop. 98



reserve to even out education spending and prevent cuts. Following are summaries by division of education:

**Early Childhood** would see a pilot program to improve outcomes for CalWORKs families by providing licensed subsidized child care and other services, plus an increase in non-Proposition 98 monies for CalWORKs Stages 2 and 3.

**K-12 Schools** would net \$4.5 billion in the Local Control Funding Formula in its second year. Brown proposes an increase of \$25.9 million for county offices of education LCFF and \$33.3 million to support a 0.86 percent COLA for categorical programs that remain outside of LCFF.

Facilities would see a \$400 million boost, including \$316 million in energy efficiency funds from Proposition 39.

**Adult Education** is seeing the development of regional consortia called for in last year's budget, slated to be completed by early 2015, and the Brown administration states its intention to invest in adult education in 2015-16.

**Community Colleges** would share in a 4.2 percent increase in spending for all of higher education. Key proposals for the colleges include \$592 million to eliminate remaining deferrals; 0.86 percent cost-of-living adjustment (\$48.5 million); and 3 percent enrollment growth/restoration (\$155.2 million). (See page 14)

**University of California** would gain an ongoing increase of \$142 million, in addition to the four-year annual commitment of \$125 million that began for both UC and CSU in the current year. These infusions require the systems to freeze tuition at 2011-12 levels.

— By CFT Staff

### On the Web

>For detailed information, download the CFT State Budget Brief at [goo.gl/hxGL5R](http://goo.gl/hxGL5R).





## CFT-Sponsored Bills

### EC/K-12 EDUCATION

**Provides academic support and health services at school sites**  
AB 1955 (Pan, D-Sacramento)

Establishes a demonstration program for school districts with over 55 percent of unduplicated high-need students to apply for adjustment to base revenue from Local Control Funding Formula towards increased library hours and other uses, and maximizes Local Educational Agency billing to Medi-Cal to pay for school nurses and mental health professionals, and help defray the cost of case management with county health services.

**Creates teaching credentials in theatre and dance**

AB 2254 (Calderon, I. D-Whittier)  
Authorizes the development of two additional single-subject teaching credentials, one in dance and one in theatre, with grandfathering provisions.

### CLASSIFIED

**Promotes healthy workplaces**

ACR 79 (Bocanegra, D-Los Angeles)  
Legislative resolution that promotes healthy workplaces and calls for the elimination of abusive work environments.

### COMMUNITY COLLEGES

**Provides district funding stability**

AB 1199 (Fong, D-Cupertino)  
Provides financial stability for a community college district that faces loss of funding associated with enrollment targets.

**Creates incentives to hire more full-time faculty**

Creates financial incentives for community colleges to reach the 75:25 ratio of full-time to part-time Full-Time Equivalent Faculty, or FTEF.

**Supports temporary replacement of full-time faculty**

Legislative resolution supports replacement of a full-time faculty member on sabbatical or long-term medical leave with a temporary full-time employee who is qualified, and whenever possible, from the same institution.

# CFT campaigns to bring back nurses, libraries

## Union-sponsored legislation inspired by labor-community vision

THE CFT HAS LAUNCHED an ambitious legislative initiative for K-12 schools called Healthy Kids, Healthy Minds, which is embodied in the new

nizations and educators. “The CFT is committed to working with our established community partners,” he said, “including ACCE, the Courage Campaign, California Calls and



## Healthy Kids, Healthy Minds

union-sponsored bill, AB 1955, carried by Richard Pan, D-Sacramento, a pediatrician with a track record of improving health in local neighborhoods.

Pan, a former educator and chief medical officer of the Sacramento School Unified District, has written extensively on schools and health, and chairs the California Assembly Committee on Health. AB 1955 takes advantage of the Local Control Fund-

Mobilize the Immigrant Vote.” More grassroots groups have recently expressed interest in joining the coalition, including California PICO.

In the new legislative session, CFT is also sponsoring bills and resolutions on a range of topics from combating oppressive work environments to K-12 dance and theatre instruction, from sabbatical and temporary leaves for community college faculty

In districts with the highest need, state funds would be identified and become available to hire more school nurses, school psychologists, and increase the number of hours that libraries are open each day.

ing Formula and available Medicaid federal funds to bring health services and more support to EC/K-12 schools. In districts with the highest need, state funds would be identified and made available to hire more school nurses and mental health professionals, and increase the number of hours that libraries are open each day.

Healthy Kids, Healthy Minds is a component of the CFT’s Quality Public Education Campaign, an umbrella program that addresses issues of equity, access, pedagogy, funding and other elements needed for progressive educational change.

CFT President Josh Pechthalt calls Healthy Kids, Healthy Minds “a galvanizing tool” for bringing together a broad coalition of healthcare professionals, children’s advocacy groups, literacy advocates, civil rights organizations, community-based orga-

to incentives that maintain the full- to part-time faculty ratio in the colleges.

One prominent issue to which CFT will continue to devote resources is City College of San Francisco’s battle for fair accreditation and reforming the Accrediting Commission for Community and Junior Colleges, the sole accrediting agency for community colleges in California.

AB 1199, a bill CFT sponsored last year, calling for stabilization of community college funding, carried by Assemblyman (and CFT member) Paul Fong D-San Jose, will move ahead in revised form. CFT will also support several new bills that propose broader accreditation reform, including a bill (see page 6) authored by Assemblyman Rob Bonta, D-Oakland, calling for increased transparency in the ACCJC.

— By Al Hernández-Santana,  
Legislative Director

## California schools by the numbers

### SCHOOL NURSES

**2,815:1**

ratio of students to school nurse in 2012

**750:1**

recommended ratio of well students to school nurse from the National Association of School Nurses

**225:1**

recommended ratio of students who need daily professional nursing services to school nurse

### LIBRARIANS

**8,127:1**

ratio of students to librarian in 2012

### COUNSELING

**841:1**

ratio of students to counselor in 2012

**250:1**

ratio of students to counselor recommended by the American Counseling Association

**1,469:1**

ratio of students to psychologist

**14,772:1**

ratio of students to social worker

### >>The statistics above place

**California far behind** other states and far below recommended ratios for these critical services. School-based health services can boost academics, improve attendance, reduce suspension and expulsion rates, and lower drop-out rates. For disadvantaged students, research shows that the root causes of poor educational outcomes may often be health-related. While education alone cannot eradicate poverty, schools can coordinate the supports and services to help families thrive and students succeed academically.

# CFT advisory committee analyzing impact of \$71 billion CalSTRS funding gap

**THE LEGISLATURE HAS** begun public hearings to address a \$71 billion funding gap in the pension system for K-14 teachers. Without an increase in contributions, CalSTRS predicts its assets will be depleted in about 30 years.

CFT Senior Vice President Lacy Barnes, also president of the State Center Federation of Teachers, said the CFT has formed an advisory committee

of 2011, CalSTRS investments and deposits were valued at \$181 billion, but fund actuaries say that represents only 67 percent of the amount needed to fund present and future pensions.

CalSTRS estimates that its investments will deliver a 7.5 percent



Lacy Barnes

evaluate the “state’s long-term role as a direct contributor to the plan.”

Secure pensions are critical for attracting and keeping qualified teachers. The governor already established a two-tier system, in which new teachers will pay more, yet receive reduced pensions.

Further complicating matters are the critics who say public employee pensions are dead weight on state, city and school budgets. Defined benefit plans that provide guaranteed payouts to retirees, they say, no longer exist in the private sector, so public workers should not get them either. These critics often focus on retirees who earn over \$100,000 per year. CalSTRS pensions, however, are modest, averaging \$3,300 per month for a teacher with 25 years of service.

Both CalSTRS and CalPERS say defined benefit pensions for their members are guaranteed in the U.S. and California Constitutions and by case law.

— By Malcolm Terence, CFT Reporter

“Our efforts will be primarily aimed at preserving secure retirements for our members.”

— Lacy Barnes, CFT Senior Vice President

tee that has begun analyzing solvency issues faced by CalSTRS, how these problems will ultimately affect CFT members, and what legislative solution will produce fair and equitable results. “Our efforts will be primarily aimed at preserving secure retirements for our members,” Barnes said.

The CalSTRS portfolio was pummeled by steep market declines in the 2008 economic meltdown and the 2001 dot.com bust. By the close

annual return, but in 2013 they grew by 13.8 percent. Actuaries called the gain significant, but insufficient to close the gap.

Legislation calling for increased contributions (up to 15 percent total) must balance the conflicting demands of teachers, districts and the state. A decade ago, the state reduced its contributions, resulting in the loss of \$10 billion that could have helped build the fund, although the governor wants to

## CalSTRS switches to paperless delivery for statements

**EACH FALL, CALSTRS** provides its members with an annual account statement, the *Retirement Progress Report*, which provides an overview of a member’s benefits and account

activity for the previous fiscal year.

As a result of recent legislation, CalSTRS will begin delivering all *Retirement Progress Reports* exclusively through its secure member website, myCalSTRS, unless members request mail delivery by **June 16**.

Individual reports back to 2002 will be available for view on myCalSTRS.

➤ Learn more at [calstrs.com/retirement-progress-report](http://calstrs.com/retirement-progress-report). If you don’t already have a myCalSTRS account, it’s easy to register at [myCalSTRS.com](http://myCalSTRS.com).



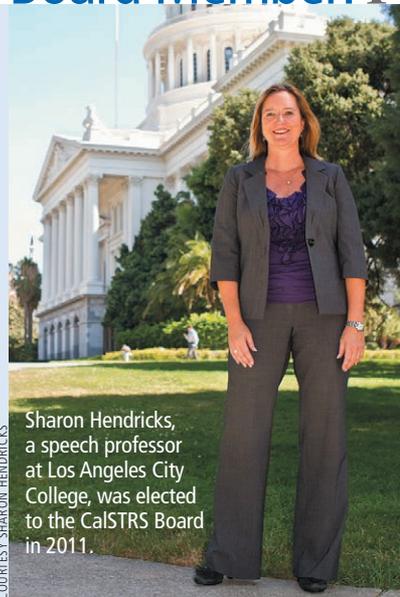
## CalPERS raises employer and state contribution rates

**CALPERS, THE RETIREMENT** system that serves many classified employees in California schools and colleges, has upped the contribution rate for employers and for the state, a shift intended to close the gap between the fund’s assets and its long-term commitment to retirees.

As the largest public pension fund in the nation with more than \$277 billion in assets, CalPERS administers health and retirement benefits for more than 3,000 public school, local agency and state employers.

The rate increases for local public agencies will be phased in over five years with costs spread over 20 years. CalPERS staff estimate local governments could see costs rise up to 5 percent of payroll for typical state employees and up to 9 percent of payroll for safety classifications in year five of the phase-in.

## Board Member: Perspective on the shortfall



Sharon Hendricks, a speech professor at Los Angeles City College, was elected to the CalSTRS Board in 2011.

**CALSTRS REPORTS** that its unfunded liability grows by \$22 million every day that nothing is

done. While most California public pension funds can raise annual employer rates when they need more money, CalSTRS requires legislation to raise rates.

Although the governor’s new state budget proposal did not include specific language addressing long sought-after rate hikes for CalSTRS, he did commit to begin meeting with key constituency groups over the next year to create a plan for long-term solvency for CalSTRS. The governor calls for a CalSTRS plan that would be enacted in the 2015-16 fiscal year and phased in over several years.

Another issue is how much each of the three CalSTRS contributors would increase their contributions. Currently, teachers pay 8 percent, school districts pay 8.25 percent and the state pays

approximately 5 percent.

A CalSTRS legal opinion argues that the teacher contribution is a “vested right” protected by court rulings that also bar pension cuts unless offset by a new comparable benefit.

Gov. Brown, in a press conference, commented, “I’ve set forth a period of time to meet with all the stakeholders and work it through. It’s going to be daunting. It has to be done, and sometimes it’s hard to get things done until people really see the disaster ahead.”

There is general agreement that the gap cannot be bridged by investment returns alone, said Jack Ehnes, CEO of CalSTRS.

— By Sharon Hendricks, campus chapter president for the Los Angeles College Faculty Guild, AFT Local 1521

# Judge rules trial required to determine legality of ACCJC actions

## CFT lawsuit advances significant step toward fair accreditation in community colleges



A San Francisco judge ruled in a December 26 hearing that the accreditation of City College cannot be revoked until a trial determines if the ACCJC acted unlawfully.

COURTESY LOCAL 2121

**CITY COLLEGE OF** San Francisco started 2014 with some much-needed good news. San Francisco Superior Court Judge Curtis Karnow ruled that the school's accreditation cannot be revoked until a trial determines whether the Accrediting Commission for Community and Junior Colleges, or ACCJC, acted unlawfully in sanctioning the college. Karnow said in his ruling that closing the college would be "catastrophic."

It's a huge win, says Robert Beze-

mek. "Although the students and faculty won, several of the big issues are left to be decided at the trial. We feel confident we can answer the judge's questions." The trial is expected to take place later this year.

Meanwhile, CCSF continues to gain support. House Minority Leader Nancy Pelosi held a press conference at the school's Chinatown campus, praising Karnow's decision and saying she and other members of Congress want to subject the

**"I want to share with everyone else something that's completely insane. What's happening at CCSF is important to the rest of the state."**

— Maya Bendotoff, Executive Director, Cabrillo College Federation of Teachers

mek, attorney for the CFT. Bezemek, along with San Francisco City Attorney Dennis Herrera, filed suit against the accreditation agency and won a partial injunction based on the ACCJC violating federal regulations, having very few faculty members on evaluation teams for CCSF, and conflicts of interest. Although the judge didn't stop the ACCJC from sanctioning the state's other 111 community colleges, which Herrera sought, Bezemek was delighted with Karnow's decision.

Bezemek says the judge asked both sides tough questions at the hearing on December 26, and agreed closing the college — or the threat of closure hanging over it — would cause enormous harm.

"We were overjoyed to know we could not be discredited," Bezemek

said. "Although the students and faculty won, several of the big issues are left to be decided at the trial. We feel confident we can answer the judge's questions." The trial is expected to take place later this year.

Meanwhile, CCSF continues to gain support. House Minority Leader Nancy Pelosi held a press conference at the school's Chinatown campus, praising Karnow's decision and saying she and other members of Congress want to subject the

ACCJC to harsher scrutiny. Another local politician, San Francisco Supervisor David Campos introduced a resolution to reinstate local control to CCSF's elected Board of Trustees. California Community Colleges Chancellor Brice Harris removed the school's trustees last July and installed a Special Trustee in their place.

The attention from public leaders is starting to have an effect on the ACCJC says Jaime Borrazas, who

retired from teaching English as a Second Language at CCSF last spring.

"People are opposing them, and some punitive measures are being set," he said. "They're a little bit on the run and not so happy."

Borrazas is a participant on panels comprising CCSF students, faculty members and trustees that the CFT has organized to visit community colleges and inform them about the accreditation fight.

Although retired, Borrazas says

accreditation commission," he said.

Several locals and Academic Senates have passed resolutions condemning the ACCJC and supporting CCSF. One of those resolutions came from the Cabrillo College Federation of Teachers where Executive Director Maya Bendotoff wants people to know the ACCJC's actions don't affect only San Francisco.

"I want to share with everyone else something that's completely insane," she said. "What's happening at CCSF is important to the rest of the state."

Shannon Lienhart is president of the Palomar Faculty Federation, where students, teachers, staff and administrators packed an auditorium to support CCSF.

"There's something really wrong with the ACCJC," she said. "People were stunned that after the ACCJC made this decision, the campus passed a parcel tax and rose to meet the conditions the ACCJC wanted, and the ACCJC just said, 'Too bad.' I don't think people understand this group has the power to shut down a community college. We want to build political awareness around this situation."

— By Emily Wilson, CFT Reporter



JUSTIN VAN BIBBER

City College trustee Rafael Mandelman, right, joins a public forum at Palomar College.

he wants to be involved in outreach about CCSF and its battle with the ACCJC. "It's important for faculty to understand what their union is doing to defend them from a predatory

## Rob Bonta introduces fair accreditation bill

**WITH CFT LEADERS** at his side on February 19, Assemblymember Rob Bonta (D-Oakland) introduced the Fair Accreditation for California Community



Rob Bonta introduces AB 1942 on February 19.

Colleges Act, legislation that will reform the accreditation system.

"While California community colleges are widely recognized as a model of higher education excellence and access for low-income students," said Assemblyman Bonta, "current

actions by the ACCJC have compromised and unfairly singled out community colleges in an inconsistent manner." His bill, AB1942, will:

- Introduce competition to the accreditation process by allowing community college districts to choose their accreditation agency.

- Restore transparency and accountability by requiring an accreditor to make decisions at a public hearing and disclose income and expenditures of accreditors' employees and contractors.

- Restore fairness by requiring an accreditor to provide due process and notice about evaluations, and allow colleges to appeal decisions.

- Maintain the integrity of accreditation by eliminating potential conflicts of interest by accreditors by requiring annual public disclosure of charges to member institutions, fiscal data for accreditor's employees and contractors, and all income and expenditures.

# Vergara v. California scapegoats educators, targets basic rights

Misguided lawsuit an act of political misdirection



ROBERT FULTON

Fifth grade teacher Gaby Ibarra from the ABC Unified School District rebuts arguments in the *Vergara v. California* lawsuit at a press conference held February 20 outside Los Angeles Superior Court. Behind her, from right, CFT President Joshua Pechthalt, CTA President Dean Vogel, and other community members.

## Q What is the Vergara lawsuit?

**A** Last year a group calling itself “Students Matter,” funded by David Welch, a conservative Silicon Valley millionaire, filed *Vergara v. California*. Using a group of students as a front, the lawsuit challenges a number of constitutional rights of California teachers, including tenure, due process and seniority rights during layoffs. The suit alleges that these rights infringe on the constitutional right of students to an equal education. The trial opened on January 27.

## Q Who is behind this lawsuit?

**A** The funders of Vergara are using civil rights rhetoric to curtail teacher rights. The backers of this lawsuit — especially Welch, a charter school entrepreneur—include a Who’s Who of anti-union, anti-public education

## Q What’s at stake in Vergara?

**A** Anti-public education “reformers” insist that rules and regulations make it impossible to fire “bad teachers.” Yet during the first two years of a teacher’s career, administrators can fire her or him for any reason or no reason. After that, administrators must document the problem necessitating the teacher’s dismissal, and convince two out of three people on a panel of experts to agree. A teacher’s right to a hearing before dismissal is not unfair to students.

## Q How will Vergara impact the teaching profession?

**A** Attracting and retaining teachers have always been among the biggest problems in education, which demonizing attacks like Vergara have only worsened. Teachers need reasons to stay in a profession perceived as dif-

the right to teach to academic standards and curriculum in a balanced fashion, with all points of view aired.

## Q Why is seniority a target of the Vergara lawsuit?

**A** Schools need a mix of younger and more experienced teachers to build a stable teaching workforce. Younger teachers bring new ideas and the most recent pedagogy. Older teachers bring wisdom, the knowledge that comes with resolving classroom problems over many years.

Vergara wrongly presumes that layoffs by seniority mean bad teachers are kept while good teachers are dismissed. Seniority is the only fair, transparent way to administer layoffs, ensuring equal treatment for all teachers and avoiding the arbitrary authority of administrators.

## Q What is the union doing?

**A** CFT and the California Teachers Association joined the defense last year, challenging Vergara as a “meritless lawsuit by corporate special interests attacking teacher professional rights.” Both unions are working to keep the *Education Code* intact. The AFT is actively supporting CFT efforts. — By CFT Staff

## Q&A the Vergara Lawsuit

ficult, underpaid and often undervalued. Too many teachers leave the field within the first five years. Vergara targets laws that benefit the education system as a whole, providing due process when a teacher is accused of misconduct or poor performance, and objectivity in times of layoff.

## Q How does “tenure” protect academic freedom?

**A** Educators play a special role in a democratic society in challenging assumptions and raising difficult questions. What people often call “tenure,” or simply having the right to a hearing before dismissal, became law because political pressures and the arbitrary actions of administrators have degraded academic freedom:

“If this lawsuit succeeds, I might not have a job next year, not for anything I’d done in the classroom, but because my principal didn’t like me, or my clothing, or something I’d said.”

—Laura Lacar, Gahr High School, ABC Unified School District

groups and individuals, like Parent Revolution and Eli Broad. They are funded by the usual arch-conservative billionaires and their front groups using fair-sounding names such as “Students Matter” and “Students First” to mask a privatizing, union-busting agenda.



## Q Does the lawsuit address any real issues?

**A** The premise of Vergara is that public schools are failing, and bad teachers are the reason why. Yet by reasonable measures, most public schools are succeeding. While the role of the teacher is always important, external factors such as underfunding, economic inequality and poverty present the greatest barriers to student success. Vergara addresses none of these.

## On the Web

>Learn more on the CFT website at [goo.gl/hXn6Tk](http://goo.gl/hXn6Tk).



LORA SCHRAFF/TIM MORGAN HILL TIMES



# Morgan Hill educators

The latest flashpoint in the big-money expansion by charter school chains in Silicon Valley is Morgan Hill, a bedroom community with rural roots just south of San Jose.

Within the last year both Rocketship Education and Navigator Schools petitioned to open charter schools in the Morgan Hill Unified School District. Following swift mobilization and communication by the union and community groups, the school board denied both applications.

Both charter chains then appealed to the Santa Clara County Board of Education. In January, Rocketship withdrew its application; later that month, the county board rejected Navigator's appeal.

"When the petitions were filed, we had to act quickly," says Theresa Sage, president of the 384-member Morgan Hill Federation of Teachers.

Concerned community members wrote a petition contesting the charters and supporting neighborhood

schools, and posted it on MoveOn.org; it ultimately collected nearly 1500 signatures.

The petition explained that Rocketship's plan would result in closing a neighborhood school and shifting large numbers of students and teachers to different school sites. The petition also explained that 75 percent of Rocketship teachers are Teach for America interns who have had just

**"Dr. Berliner spoke about the effects of poverty on test scores, which is a big issue in our district. We absolutely believe we need to address the opportunity gap. And to do that we need to bring people together behind our public education system."** — Theresa Sage, President, Morgan Hill Federation

five weeks of teacher preparation.

To deliver their message, Morgan Hill teachers and parents packed the November meeting of the county board of education to speak out against the charter applications.

In December the union and the district sponsored a public forum featuring noted educator David Berliner, Regents' Professor Emeritus of Education at Arizona State University, and author of the pioneering book, *The Manufactured Crisis*, that debunks claims about the failure of American public schools.

"Dr. Berliner spoke about the effects of poverty on test scores," Sage said,

**"which is a big issue in our district. We absolutely believe we need to address the opportunity gap. And to do that we need to bring people together behind our public education system."**

A panel discussion following Ber-



Teachers, parents and students pack a Morgan Hill School Board meeting last fall. Union President Theresa Sage, shown second from right, with Treasurer Terri Eves-Knudsen, right.

## Silicon Valley entrepreneurs' ideological push for charter schools

In 2012 the Silicon Valley Community Foundation, run by the high-tech industry, formed an organization to promote charters, Innovate Public Schools. It got its first \$750,000 from the Walton Foundation, and \$200,000 from Silicon Valley sponsors. Investment in charters is tax deductible.

With eight charter schools and 12 more already approved in Santa Clara County, Rocketship is a major force. Company founder John Danner is on the board of a company that sells Dreambox educational software. He recently left Rocketship to start another educational software company, Zeal, whose main client is Rocketship.

Rocketship holds its national board

meetings (where parents are supposed to have input) in the exclusive members-only Silicon Valley Capital Club.

Rocketship's subsidiary, Launchpad LLC, buys land and then builds and leases schools to Rocketship. To get its charter school petitions approved, Rocketship is part of an education reform establishment that spends heavily on politicians and local school board races.

The Santa Clara County Schools Political Action Committee (created by the California Charter Schools Association) and Parents for Great Schools raised hundreds of thousands of dollars for the 2012 election — \$50,000 from Netflix founder Reed Hastings, \$10,000 from Rocketship board member Timothy Ranzetta, and

\$40,000 from John Fisher, son of GAP founders Don and Doris Fisher, among the world's wealthiest clothing manufacturers. John Fisher, who started the \$25 million Silicon Schools Fund, promotes "blended learning," eliminating teachers by circulating students in and out of computer labs.

Control of the Santa Clara County Board of Education has been a key goal of these "reformers." The PACs spent over \$250,000 to try to knock out Santa Clara County Board of Education member Anna Song, who survived nonetheless. "Had donors given money directly to support high-performing schools, they would have had a more beneficial impact," Song told the *San Jose Mercury News*. — DB

liner's presentation that included two teachers, two administrators and two community members, inspired resolve in the more than 100 community members in attendance.

The county's denial of the Navigator petition and the withdrawal of the Rocketship appeal followed the next month.

About half the district's 8,700 students are Latino. Critics charged that school test scores are low, especially in those schools where Latinos are the majority. "In some schools poverty is a big issue," Sage responds. "The poverty rate is 23 percent in our district."

Until passage of Proposition 30 and launch of the Local Control Funding Formula, Morgan Hill schools

# Silicon Valley charter chains eye San Jose suburb fight to keep community-based schools



LORA SCHRIFT/MORGAN HILL TIMES

Orleans, Texas and Washington D.C.

Rocketship's charter application in Morgan Hill specified that its staffing ratio would go from 35.9 students per teacher in 2014-15 to 41.3 in 2016-17. Seventy-five percent of teachers are hired from Teach for America, and the learning lab is staffed by non-credentialed paraprofessionals. According to an article in *EdSource*, "Rotating students from four classes per grade into the lab, operated by lower paid, non-credentialed tutors and staff, elimi-

tion, beyond teaching to the test. "We want our students to know how to use technology in life, art and music," she explains. "We've taken furlough days and even increased class sizes in order to keep programs so that kids have a wide range to choose from."

In 2012 the union and the district initiated a dual Spanish/English immersion program at one elementary school, covering culture as well as language, for kindergarten to second grade. They also organized a sec-

"One good thing to come out of this experience is that it brought parents to school board meetings, and if that continues, I hope we can engage people we don't normally hear from." —Gemma Abels, Morgan Hill mentor teacher

nated the expense of one teacher per grade or about \$500,000 per school."

Morgan Hill mentor teacher Gemma Abels insists that existing staff and the district are committed to carrying out the mission of public schools to provide a rich educa-

ond academy with a focus on math and music. Two more with a science focus will open this fall.

The union's partnership with the community includes Project Roadmap which supports first-generation college-bound students.

Sage and Abels emphasize the need to increase parent involvement. "One good thing to come out of this experience," Abels says, "is that it brought parents to school board meetings, and if that continues, I hope we can engage people we don't normally hear from."

— By David Bacon, CFT Reporter

received only \$5,200 a year per student in ADA, one of the state's lowest rates. "We have to address that, look at our own practices, and continue our commitment to increasing student achievement. That means working with the district and engaging our community. But a corporate takeover isn't the right answer."

Sage charges that the charter wave exploits years of budget austerity. "We've had a cut of \$16 million since 2008," she explains. "So this charter push has come in at the peak of the impact of those lean years, and it's been very aggressive."

The charters proposed in Morgan Hill aren't schools organized by active community members looking

for local control. Rocketship had proposed opening a new charter in Morgan Hill as part of an expansion that includes 20 charters county-wide, schools in Milwaukee and Nashville, and plans for more in Memphis, New



PHOTOS BY KAE JENNY-SPENCER



David Berliner, above, brought his expertise to Morgan Hill, where he joined teachers and community leaders in a public forum and panel discussion.

# Domestic Worker Bill of Rights corrects historic wrongs

## Seven-year journey to bring overtime protections to personal attendants

**THEY WORK IN** the shadows of society and have been excluded from the most basic of labor protections. Yet those domestic workers who care for seniors, children and the disabled, have risen above their historic isolation, built an effective coalition and performed the seven years of heavy lifting that saw their struggle succeed.

Starting January 1, personal attendants, mostly women and immigrants working for minimum wage, will receive overtime pay for the first time. Under the Domestic Worker Bill of Rights, signed by Gov. Brown last fall, they will receive 1.5 times their regular rate of pay for more than 9 hours work in a day or 45 hours in a week.

Speaking through a Spanish translator at the CFT Leadership Conference on February 6, Sylvia Lopez, a domestic

cent are primary breadwinners. A 2012 study found nearly one in four domestic workers reported having no food in their homes at some point in the previous month.

when they negotiated the passage of the Fair Labor Standards Act, the landmark labor law enacting minimum wage and overtime.

When California began regulating



Sylvia Lopez shares her story as a 25-year domestic worker and leader in the coalition.

as “a source of rewarding activity” or “merely for supplemental income.” As a result, domestic workers who cared for property were given full wage and hour protections, while those who cared for people were not.

Now that the Bill of Rights has become law, the coalition is working to educate personal attendants so it can be universally implemented. The governor will convene a commission of domestic workers and employers to study the impact of the bill. The bill sunsets in 2017 if it is not extended or made permanent.

— By Jane Hundertmark, CFT Publications Director



At the bill-signing, coalition members surrounded Gov. Brown, crying, thanking him. Brown was visibly moved. Personal assistants provide a wide range of services in California homes.

The exclusion of domestic workers from labor protections is rooted in the refusal of Southern Congressmen to include their African-American housekeepers and nannies in 1938

labor protections for domestic work in 1976, the state’s Industrial Welfare Commission justified excluding personal attendants based on the rationale that caregiving work was done



Katie Joaquin, left, said 75 percent of domestic workers are primary breadwinners.

worker of 25 years, said, “It has been 75 years that we were excluded from labor laws. We need to unite to fight for a better life for women, our children and for immigrants.”

Personal attendants are caregivers who, as live-in or live-out employees, spend a significant amount of time caring for children, the elderly or people with disabilities, and do not spend more than 20 percent of their time in a week performing non-caregiving duties such as housekeeping.

According to Katie Joaquin, campaign director for the California Domestic Workers Coalition, there are approximately 250,000 domestic workers in the state, their median wage is \$10 an hour and 75 per-

### California Domestic Workers Coalition shares strategies for success

#### Create the right structure for input and collaboration

»Over the years, we learned how to strike the balance between coordination and autonomy. We learned the importance of having the right staff in place, creating a structure for domestic workers to make informed decisions and partner organizations to strategize, which created shared ownership.

#### Make your actions creative, colorful and celebratory

»Domestic workers brought their children to actions, and wore colorful clothing. Every time the coalition was in Sacramento, legislators would feel it. Our movement was joyful and insistent.

#### Understand the importance of the grassroots working together

»There’s no such thing as an unlikely ally. Our coalition partnered with employers of domestic workers, faith groups, women’s networks and unions.

#### Know your target

»We created visibility for this work that often operates in the shadows. We needed to make sure those images would land on the eyes of our targets—that key decision-makers saw and heard about it.

#### Capture the frame and tell the story your way

»Create a buzz and tell the story. Our first attempt at legislation was tagged “the babysitter bill.” Framing this issue as correcting a long-standing exclusion helped us get traction.

#### Select the right champions

»We chose Tom Ammiano — someone who was willing to push the boundaries, but also negotiate. Ammiano, a progressive from San Francisco, carried AB 241, the Domestic Workers Bill of Rights.

#### Invest limited resources carefully

»Initially we mobilized once a month in Sacramento — bringing 300 people for hearings — but that wasn’t feasible over time. So we asked ourselves, when do we really need people at the Capitol? We accepted that it may take many years to win.

#### Share your victories

»Whenever there was a victory, a new ally, the bill getting out of committee, we shared it and involved all of our allies and members in each victory, creating a significant shift in public opinion over time. At the bill-signing, members of the coalition surrounded the governor, crying, thanking him. Brown was moved.

# Around CFT

## CFT welcomes new Legislative Director

**AL HERNÁNDEZ-SANTANA** joins CFT as the union's Legislative Director. Hernández-Santana brings more than 15 years of legislative experience to CFT, having worked for the Assembly Committee on the Judiciary and as an advocate



Al Hernández-Santana

for several statewide organizations including the California Catholic Conference and the Latino Coalition for a Healthy California.

Hernández-Santana has advocated on state budget issues and brings legal, regulatory, analytical and media experience to the legislative arena. He has a master's degree in city planning from UC Berkeley and a law degree from UC Hastings College of Law.

## Union establishes Retiree Organizing Committee to build new chapters

**THE CFT HAS** established the Retiree Organizing Committee to help local unions take advantage of the experience, skills and commitment of retired union members.

The goal of this new standing committee is to organize AFT retiree chapters around the state so that retirees may continue to contribute to their unions — and have opportunities to connect with former colleagues.

One of the first steps is to keep retired members on the local union membership roster. "Most of our members do not know that AFT offers lifetime membership to retired union members," said Laura Rico, committee co-chair and retired presi-



Laura Rico

dent of the ABC Federation of Teachers. "It doesn't cost the local or the retiree anything, and it helps keep retirees 'in the loop' on important issues."

Joining Rico as co-chair is veteran organizer Margaret Shelleda, retired CFT Executive Director. The committee met in January to develop the first elements of an organizing plan and is sponsoring a workshop at the CFT Convention about AFT and CFT resources available for organizing retiree chapters.

> To get help organizing a retiree chapter or to expand outreach to retired members, write to the committee co-chairs by emailing [lrco@cft.org](mailto:lrco@cft.org) and [mshelleda@cft.org](mailto:mshelleda@cft.org).



Margaret Shelleda

Genesther Taylor, president of the private sector local at Sacramento Jobs Corps.



## Mark your Calendar

**Convention** is **March 21-23** at the Manhattan Beach Marriott. (See story page 3) The union's **Division Councils** will meet Friday evening **March 21**.

**Cesar Chavez Day** on **March 31** means classroom lessons about Chavez and the labor movement! Find classroom resources on the CFT website at [goo.gl/UkOxfl](http://goo.gl/UkOxfl).

**Labor History Month**, thanks to successful CFT legislation last year, is now celebrated during the entire month of **April**. Find lesson plans on the CFT website at [goo.gl/UkOxfl](http://goo.gl/UkOxfl).

**AFT Paraprofessionals and School-Related Personnel Conference**, an information-packed and fun-filled event, will be held **April 10-13** in Buena Vista, Florida. Learn more at [aft.org](http://aft.org).

**AFT Higher Education Conference** for community college and university members will be held on the same weekend, **April 11-13**, in Baltimore. Learn more at [aft.org](http://aft.org).

**Lobby Days** in the State Capitol on **April 28-29** provide members an opportunity to talk one-on-one with elected representatives in the California Legislature. The event begins Monday night at the Sheraton Grand Sacramento Hotel. See story at left to learn more, or go to [goo.gl/gUWCcm](http://goo.gl/gUWCcm)

**CFT MEGA WEEKEND** kicks off with a Friday night **EC/K-12 Conference** on **May 16** at the Marriott LAX. **Standing Committees** and **Division Councils** will meet the following day on Saturday, **May 17**. On Sunday, **May 18**, **State Council** will convene...all at the Marriott LAX.

**Union Summer School** offers five days of training and leadership development from **June 23-27** at the Kellogg West Conference Center & Hotel, Cal Poly Pomona. Registration for classes will begin soon. Learn more at [goo.gl/MOKRgx](http://goo.gl/MOKRgx)

**AFT Convention** will be held in California this summer! Mark your calendars for **July 11-14** in Los Angeles. Learn more at [aft.org](http://aft.org).

## Lobby Days: Putting a face to education in the State Capitol

**YOUR PRESENCE** in the halls of the California Legislature gives a human face to our fight in support of education and our members.

To achieve just that, the CFT is hosting its annual Lobby Days on April 28 and 29 in the state Capitol. Make your voice heard on issues before the Legislature such as the CFT's Healthy Kids, Healthy Minds campaign, equity for dance and theater K-12 instruction, fair accreditation for the community colleges, maintaining the ratio of full-time to part-time faculty in the colleges, and the important role that classified employees play in the workplace.

Lobby Days begin Monday evening with a dinner meeting at the Sheraton Grand Sacramento Hotel to brief members on current bills before the Legislature and to organize lobbying teams. Tuesday kicks off with a CFT group picture at 8



Being in the state Capitol strengthens relationships: CFT Vice Presidents Dennis Kelly, Elaine Merriweather and Melinda Dart meet with San Francisco Senator Leland Yee.

a.m., followed by another briefing in the Capitol. Throughout the day, members will fan out in the Capitol to talk with their legislators at individual meetings. Legislators will also address larger groups on key issues during briefings.

The deadline to reserve rooms at the Sheraton Grand at the CFT room rate is April 8. >To register and download a tentative schedule, go to [cft.org](http://cft.org) (direct link [goo.gl/gUWCcm](http://goo.gl/gUWCcm)) or phone the CFT Sacramento office at **916-446-2788**.

STEVE YEATER

TOP: SHARON BEALS

# Pre-K and K-12



## New legislation proposes universal transitional kindergarten

**SENATE PRESIDENT** Pro Tem Darrell Steinberg, D-Sacramento, has introduced a bill to expand California's Transitional Kindergarten program to give every four-year-old the opportunity to attend a year of school before kindergarten.

The TK program began in 2012 for children who turned five during the first three months of the school year, and were deemed too young for traditional kindergarten. Currently only one



Transitional kindergarten succeeds in providing developmentally appropriate curriculum.

MINDY PINES

**GARY RAVANI**  
COUNCIL PRESIDENT

### Failed Common Core: Lessons from New York

**The New York State** Federation of Teachers recently withdrew support for the state department of education and its implementation of Common Core State Standards, declaring "no confidence" in the state education commissioner.

Politicians in the state capital jumped on board and issued a rare bipartisan statement calling for more time to develop a CCSS curriculum and more training for educators to implement it. United Federation of Teachers President Michael Mulgrew said, "I am very happy to hear that so many leaders in Albany are saying what we have known for two years now, that this is a debacle!"

All this followed the premature roll-out of CCSS-based state tests without a concurrent rollout of CCSS-based materials, teacher training, or time to instruct students in the new content. As a result, over half of New York public school students rated below "proficient" on the tests. Many charter schools fared worse.

New York presents California with a model of how not to implement our new standards and assessments. We will have a one-year hiatus from high-stakes accountability based on the new Smarter Balanced assessments, thanks to the leadership shown by Superintendent of Public Instruction Tom Torlakson — leadership we can't afford to lose in the next election.

in every four preschool age children is eligible for TK, and only half of California's low-income children are served in Head Start or State Preschool.

Steinberg's Kindergarten Readiness Act (SB 837) aims to reduce this gap in early education. SB 837 would provide universal access to TK, expanding the program to serve approximately 470,000 children, up from the current 120,000.

The developmentally appropriate TK curriculum differs from kindergarten, but is aligned with kindergarten standards. Transitional kindergarten is taught by credentialed teachers and helps young children grow socially and physically, and develops language arts readiness, number sense, and problem-solving skills. TK is voluntary, the same as kindergarten.

Steinberg, State Superintendent of Public Instruction Tom Torlakson, and other state leaders recognize the importance of investing in early learning and believe the cost of SB 837, roughly \$198 million annually, is worth the investment.

The expanded program would be funded by new monies generated by Proposition 30. It would begin in the 2015-16 school year and accommodate all eligible students by 2019-20.

Studies show that children attending high-quality preschool programs perform better throughout their school years and graduate high school at a higher rate than their peers. This is especially true for low-income students.

Research has shown that for every \$1 invested in early education, society saves \$7 from reduced grade retention, higher lifetime earnings and especially lower crime rates. A recent study by Fight Crime Invest in Kids shows that high-quality transitional kindergarten ultimately reduces the state prison population by 13,000 inmates, resulting in a savings of more than \$1 billion per year.

— By Mindy Pines, CFT Reporter

### Local Control Funding Formula

## New regulations specify use of funds for targeted students

**ON JANUARY 16**, the State Board of Education adopted emergency spending regulations for the supplemental and concentration grant funds that Local Educational Agencies (districts, county offices of education and some charter schools) will receive under the **Local Control Funding Formula**.

Under the new regulations, each LEA must calculate a "proportionality percentage" for its budget. The percentage is based on its supplemental and concentration grant funding, prior-year expenditures to support targeted students (low-income, English learners and foster youth) compared to its total base funding.

The LEA must identify the proportion-

ality percentage in its **Local Control Accountability Plan** and demonstrate how services for targeted students will be increased or improved by at least that percentage, as compared to services provided to all pupils. LEAs can use these funds under the following regulatory guidelines:

» For districtwide or schoolwide purposes, the LEA must identify expenditures on targeted students and describe in the LCAP how it meets district goals for those students;

» For districtwide services to schools where targeted students account for less than 55 percent of enrollment, districts must also describe how services provided are the most effective use of funds for those students;

» For schoolwide services in a school where targeted students account for less than 40 percent of enrollment, districts must additionally describe how the services are the most effective use of funds for those students.

The State Board also adopted an LCAP template, along with the regulations and a sample scenario that shows how to calculate the proportionality percentage.

— By Emily Gordon, CFT Research Specialist

### On the Web

» Learn more about the new regulations at [cde.ca.gov/fg/aa/lc/index.asp](http://cde.ca.gov/fg/aa/lc/index.asp).





## Early educators fight reckless closure of community Head Start Congresswoman Maxine Waters questions motives of L.A. County Office of Education

**WATTS WAS STILL** smoldering from the riots in 1965 when Kedren Head Start began serving local families. Today, about 350 Kedren employees care for more than 2,100 children at 32 sites from South Los Angeles and Koreatown to the Eastside.

“All of us work in low-income, dangerous areas,” said Margaret Garcia, a family service advocate at one of Kedren’s multiple Watts facilities. An undercurrent of violence runs through the neighborhoods.

Yet it wasn’t a street gang or random mayhem that blind-sided Garcia. It was the Los Angeles County Office of Education.

On January 21, LACOE Superintendent Arturo Delgado demanded that Kedren CEO John Griffith immediately relinquish the program’s Head Start contracts or the 49-year-old nonprofit agency would be defunded. Griffith buckled under the pressure, setting in motion a LACOE blitz to dismantle Kedren and replace it with other providers by June 30.

That outcome, however, is far from certain. LACOE’s strong-arm tactics stirred an angry response by the Kedren board, parents and members of the Early Childhood Federation of Teachers — from family service advocates and teachers to food service

workers, such as technical problems in recruitment and attendance, many were rectified. LACOE was forced to retract an accusation of fraud.

“Kedren didn’t have a chance to respond to those allegations before LACOE posted them on their public

community will suffer,” said early childhood specialist Esmie Grubbs. “No one from LACOE has ever asked parents what their neighborhoods would be like without Kedren.”

Grubbs said AFT Local 1475 members are also asking parents and line-

and Delta Sigma Theta.

“Do these seemingly abrupt closures speak to your lack of management and supervision?” she asked in the letter. “Should the federal government review your role in determining whether or not you are carrying out your mandate, if in fact you are closing Head Start programs rather than working to maintain them?”

Waters said she was disturbed that LACOE wouldn’t help a Head Start program comply with the rules before moving to shut them down, and opened the door to a deeper investigation.

— By Steve Weingarten, CFT Reporter



The Kedren Head Start community mobilized to save the preschool serving children of Watts.

PHOTOS BY DARRELL MOORE

website,” said Mary Najar, who has worked in food services since 1989.

“We’ve established relationships with a lot of families,” Najar said. “It’s amazing how much impact you can have on people’s lives. They remember their staff and teachers.”

Many Kedren staff members live in the communities they serve, and

staff how they would improve the work and rectify the problems identified in the LACOE review. “It turns out that most of these deficiencies can be resolved more easily than LACOE thinks,” the AFT staffer said, “Now we need LACOE to listen.”

The movement is drawing strong support from community leaders and

**PAULA A. PHILLIPS**  
COUNCIL PRESIDENT

### Support, not shutter, Kedren Head Start

**Our members** who work at Kedren Head Start are committed to ensuring that children have a smooth transition from early education into kindergarten.

Kedren workers are fighting closure of their valuable program at a time when the state wants to invest more in transitional kindergarten, and countless research studies have shown that early childhood education helps children, particularly those from low-income families, succeed. Kedren is also the last of three African American-owned Head Starts to close in South Los Angeles.

Kedren Head Start is more than a place of learning. It links children and families to healthcare and community services. Closing this preschool means shutting down a community. This is not the way to help children succeed. This is not the time to shut down Kedren or any other preschool.



“It’s amazing how much impact you can have on people’s lives. They remember their staff and teachers.”

— Mary Najar, Food Services Worker, Kedren Head Start

more than half are former Head Start children or parents. Those connections will be lost if LACOE awards the Kedren contracts to outside agencies.

“It will look on paper like there were no losses, but the truth is the

### Support L.A. early educators

>Like the Early Childhood Federation:  
[facebook.com/aft1475](https://www.facebook.com/aft1475)

>Watch the video: [goo.gl/8vU9dj](https://goo.gl/8vU9dj)



Margaret Garcia



Mary Najar

workers and truck drivers.

LACOE began the confrontation by putting forward a list of more than 700 deficiencies when it reviewed Kedren last year. The overwhelming majority of the “findings” bordered on the inane, including dust on the roof of a storage shed and floor tiles that didn’t match. Of the 100 more serious infrac-

TOP: DARRELL MOORE

Local executive directors Barbara Hanfling and Dan Kaplan network at the Leadership Conference.



# Community College

## CFT releases statewide study of part-time faculty pay Collaborative union effort leads to promising new tool for bargaining

A NEW CFT study has, for the first time, ranked compensation for part-time faculty throughout California and found that salaries vary dramatically across the state.

“The rallying cry of adjunct faculty has always been ‘equal pay for equal work,’” says Los Angeles City College adjunct instructor and CFT Part-Time Committee Co-Chair Phyllis Eckler. The committee, working with the CFT Research Department, authored the analysis, which compares the salaries of part-timers in all 72 community college districts.

“Until this study, it was difficult to compare the pay of part-time faculty with that of full-time faculty doing the same job,” Eckler says. “This really is an ‘apples to apples’ comparison.”

Designed as a tool for contract negotiations and salary schedule comparisons, the study includes the

**JIM MAHLER**  
COUNCIL PRESIDENT

### 2014 is off to a fast start

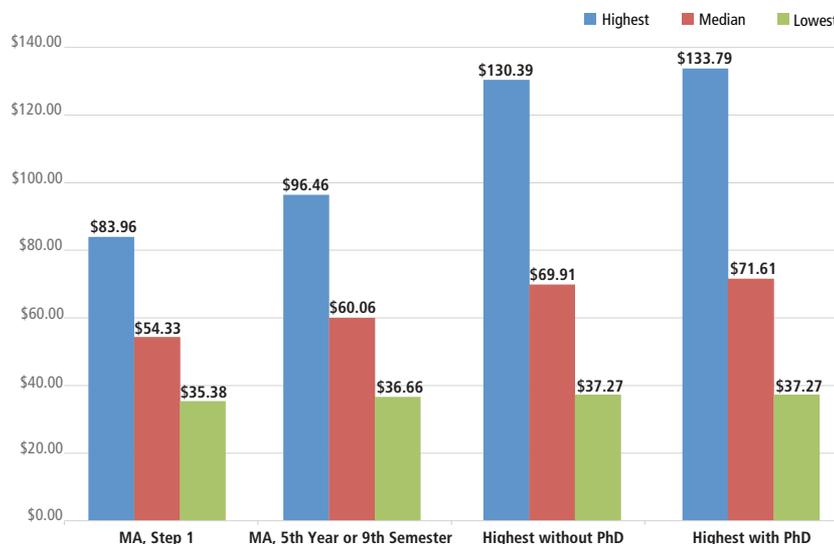
The Legislature has begun this session by introducing bills on key community college issues, addressing the CalSTRS shortfall, and holding hearings about funding priorities for higher education.

As we advocate for more resources to hire full-time classified and faculty, there is hope of boosting the 0.86 percent COLA proposed by the governor.

There is also considerable interest to increase CalSTRS contributions (up to 15 percent total) to bridge the system’s \$71 billion unfunded liability. This increase will likely be shared among employees, employers and the state, but funding has yet to be identified.

Lastly, Assemblyman Rob Bonta has introduced AB 1942 aimed at making the ACCJC more transparent and accountable, forcing it back to its original mission of ensuring the best teaching and learning in our community colleges.

### Part-Time Faculty Salary Comparisons in California Community Colleges 2013



comparative rank of each district on the basis of hourly pay for part-time and full-time faculty, while excluding the pay that full-timers receive for office hours, governance and committee meetings.

“Unlike previous studies,” explains Cabrillo College digital media instructor and committee Co-Chair John Govsky, “the CFT study teased out factors such as office hour pay, which vary wildly from district to district

Starting salaries for part-time faculty holding a master’s degree range from a low of \$35 per hour to a high of \$84 with a median of \$54. For those holding a doctorate with longevity, the breadth is equally large with a low of \$37, a high of \$134 and a median of \$72.



Phyllis Eckler



John Govsky

the coming years, but the first release of the study provides much-needed research to help part-time faculty members secure better wages and benefits at the bargaining table.

“This can be an extremely valuable tool for locals that do not fare well in the rankings,” adds Govsky. “If the data show your local on the lower end of the scale, the local can more forcefully argue for raises.”

— By CFT Staff

“Until this study, it was difficult to compare the pay of part-time faculty with that of full-time faculty doing the same job. This really is an ‘apples to apples’ comparison.”

—Phyllis Eckler, Co-Chair, CFT Part-Time Committee

and can skew the data. Now we can see where salaries rank in the state.”

The study converts salaries to hourly rates and compares them, excluding office hour pay, in four areas:

- **Master’s degree** - Step 1;
- **Master’s degree** - Fifth year or ninth semester;
- **Highest salary** (including longevity) without a doctorate; and,
- **Highest salary** (including longevity) with a doctorate.

### Budget Watch: Time for cost-of-living increases!

#### THE COMMUNITY COLLEGE

Council is keeping careful watch over the governor’s proposed budget for the colleges in 2014-15. The Council wants to shift some money from deferrals to much-needed cost-of-living increases. “The governor wants 0.86 percent in COLA,” explains Council President Jim Mahler, “yet he wants to spend the equivalent of a 10.5 percent COLA in deferral buy-

down. We want to shift some of that deferral money to increase the actual COLA.”

Mahler said that for the past six years of recession, districts have not seen a cost-of-living increase to help fund salary, benefits and ongoing costs. “It’s been six years without a COLA – and it’s definitely time to change course,” he said.

# University



Photographer and professor Fred Lonidier with a camera over his shoulder.

## Photographer brings the art of class struggle to wide audience Previously censored works of San Diego professor Fred Lonidier in Whitney Biennial

FRED LONIDIER'S artwork depicting the lives and struggles of maquiladora workers was banished from the Autonomous University of Baja California in 2005. This month artwork telling the story of that censorship

assembled those images into major artworks at the University of Baja's Tijuana campus.

When the owners of the maquiladoras protested, the show was taken down. Lonidier was inspired to docu-

scious work in the 1970s. He has been an activist with organizations that develop solidarity among



my work in a way it never has before," he says. "The Whitney show does that—even street sweepers in the city know this museum. Second, I'm speaking to the art world, especially the activists and young people in it. I'm saying that art should not just

deal with social class. It should deal with class struggle."

The Whitney will also exhibit an early Lonidier work, "GAF Snapshirts," depicting the growth of the chemical and photo company in a series of t-shirts. At the same time, the Maxwell Graham Fine Art gallery will show 15 panels from "The Health & Safety Game," about the experiences of American workers injured on the job, and in June, a broad collection of his labor art.

— By David Bacon, CFT Reporter



Fred Lonidier  
N.A.F.T.A...  
Not A Fair Trade for All

COURTESY FRED LONIDIER

After Fred Lonidier's photographs were removed from a Tijuana exhibition, he installed the art in a large semi-trailer that was driven to the gates of the maquiladoras plants each morning so workers could see their lives reflected. Top right: Lonidier's *GAF Snapshirts* exhibit from 1976.

will go up on the walls of New York's prestigious Whitney Museum of American Art as part of its renowned Biennial exhibition.

With the coming of the North American Free Trade Agreement in the 1990s, Lonidier documented the burgeoning workers' movement in the maquiladoras, the foreign-owned industrial plants just south of the U.S. border where multinational corporations took advantage of low wages and unenforced environmental laws to make everything from jeans to televisions for the U.S. market.

Lonidier, a photography professor and labor activist at UC San Diego, began photographing the workers organizing independent unions in those plants and defending their homes on the margins of Tijuana's industrial parks. In 2002 he was invited to show large panels that

ment its removal and create new panels. He installed the panels in a large semi-trailer with lights and a generator. Every day the truck was driven out to the gates of the plants. Sanyo

and Hyundai workers, going to and from their jobs, could visit the trailer and see their lives reflected. The truck crossed the border to the campuses of San Diego City College and Lonidier's own UCSD campus, where students learned how Mexican factory workers struggled to gain control over their lives and workplaces. Two panels from that show will be on exhibit at the Whitney Museum.

Lonidier began his socially con-

U.S. workers and unions for workers' struggles on the other side of the border, as well as president of the San Diego UC-AFT and a delegate to the central labor council.

**"My commitment has long been that art that challenges the social world be connected in some way to organized efforts towards the same ends."** — Fred Lonidier, UC San Diego

Of his work, Lonidier says, "My commitment has long been that art that challenges the social world be connected in some way to organized efforts towards the same ends. Art has its best chance in tandem with social/political organizations and their allies. Organized labor, the union movement, is the primary connection to consider."

Lonidier has two hopes for the New York exhibition. "First, I'm trying to get the labor movement to see

**BOB SAMUELS**  
COUNCIL PRESIDENT

### College can be free

**The United States** is already spending enough money to make all public undergraduate higher education free, but as I argue in my book *Why Public Higher Education Should Be Free*, what we lack is a federal policy to make this happen.

My proposal would link state and federal aid to the requirement that each university and college receiving funding generates at least 75 percent of its student credit hours in classes taught by full-time faculty. It would also tie aid to a mandated level of direct instructional spending. Further, at least 75 percent of the courses would be taught in classes of fewer than 26 students.

This policy would not only force schools to put more resources into undergraduate education, it would also motivate schools to have more effective learning environments.



TOP: OBRAG.ORG



JAMIE LYTLE

Educators in San Diego County hit the pavement to elect progressive mayoral candidate David Alvarez. Alvarez was defeated, but the massive mobilization brought out 700 supporters for a Saturday precinct walk and built solidarity among unions in the county.

## UC-AFT

### Putting union passion to work

... New UC-AFT Executive Director Amy Hines brings a passion for labor to the **University Council**. For the past several years she worked as an organizer for the California School Employees Association and coordinated the work of 10 labor relations



Amy Hines

professionals representing 14,000 classified employees in more than 125 districts. Hines has worked in unions since 2003, including UAW Local 2322, SEIU Local 1000, and AFSCME Local 3299. Proudly, she said, "I am honored to have been welcomed in all nine UC-AFT locals within my first three months working here."

### Fifty years strong

**Congratulations to...** four California local unions that will celebrate the 50th anniversary of their affiliation with the AFT this year. All locals were chartered on October 1, 1964. Their longevity demonstrates the tenacity, strength and power of local unions in the statewide and national federations.

**Los Angeles College Faculty Guild**, AFT Local 1521

**State Center Federation of Teachers**, AFT Local 1533

**Peralta Federation of Teachers**, AFT Local 1603

**United Professors of Marin**, AFT Local 1610

## LOCAL 61

**42,000 free books . . .** On March 1, literacy advocates and members of **United Educators of San Francisco** gave 42,000 new books to educators and community activists who work with low-income students. The goal: to start building home libraries and a lifetime love of reading in all students.

The "Books on Wheels" event took place when a 53-foot truck arrived at the discount sporting goods retailer Sports Basement. There, dozens of volunteers distributed books to hundreds of teachers, librarians, and social workers. The educators will, in turn, distribute books to their students. Sports Basement donated 10 percent of sales that day to First Book San Francisco.

>Learn more about the AFT-endorsed First Book program at [firstbook.org](http://firstbook.org).

## LOCAL 3581

**Thanks Prop. 30 . . .** Certificated educators in the **Rescue Union Federation of Teachers** will receive an on-schedule salary increase of 5.25 percent retro to July 1, 2013, a settlement both the union and the district feel good about.

The local, situated in the foothills of the Sierra Nevada, also negotiated an early retirement program and reached agreement with the district to share the cost of release time for the local president to conduct union business, which will help the local maintain a 0.2 release time president.



JEANIE HANSEN

On March 1, San Francisco educators gave out 42,000 books as part of AFT's First Book.

## LOCAL 1931

### Fifty members stronger . . .

About 50 non-credit and not-for-credit faculty in the Grossmont-Cuyamaca Community College District just joined the **San Diego AFT Guild**, which represents faculty there and in the San Diego district.

"These faculty members have been exploited for a very long time," explains Jim Mahler, Local 1931 president. "They weren't given paid sick leave as is their right under the *Education Code*, and their salaries were always lower than part-time credit faculty. As first steps, we've initiated their sick leave accrual and moved non-credit faculty onto the same salary schedule as credit faculty."

## Rank & Files

**Linda Sneed**, part-time instructor of English at Cosumnes River College, member of the Los Rios Federation of Teachers, Local 2279, CFT Vice President, and editor of the CFT *Part-Timer* newsletter, is the recipient of the Margaret Quan Part-Time Advocate of the Year Award from the Faculty Association of the California Community Colleges, an honor presented to an outstanding advocate whose work has benefited part-time faculty statewide.

**Beth Landry**, member of the Greater Santa Cruz Federation of Teachers, Local 2030, has created a resource for elementary math students, parents, and teachers. In her book *2, 4, 6, 8! Chanting Our Way Through the Multiplication Tables*, Landry shares chants the students at Bay View School use to learn their multiplication facts. The book is available at [kaleidoscopetoystore.com](http://kaleidoscopetoystore.com).

**Robert Ovetz**, an adjunct instructor at College of Marin and member of United Professors of Marin, Local 1610, recently settled a federal lawsuit with the city of Oakland to settle damages from his arrest at an Occupy Oakland march on January 28, 2012, where he had been beaten and arrested by Oakland police while observing the march. He was studying the Occupy movement for a book he is writing.

**Glenn Corey**, who teaches product design at Novato High School, and is a member of the Novato Federation of Teachers, Local 1986, was a recipient of the Paul G. Allen Family Foundation. The award comes with \$25,000, and honors unsung heroes, K-12 teachers who promote innovation in the classroom.

**Alisa Messer**, president of AFT Local 2121 at City College of San Francisco, got a shout-out from Garrison Keillor on *Prairie Home Companion* when he mentioned her heroic efforts to save City College of San Francisco in a broadcast from San Francisco on January 11.