

California Teacher

CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO

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Momentum for
part-timer equity
is building

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Teachers build
public support

Community outreach works

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Health clerks
protect students

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UC lecturers
start bargaining

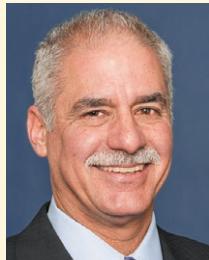
Fighting for equity

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UpFront

Joshua Pechthalt, CFT President



"At its core, education should be about helping young people grow into adults with rich and meaningful lives. Our job is to nourish that growth and build lasting relationships."



COURTESY UTLA

On the Web

>Find regular posts from Joshua Pechthalt on the President's Blog at cft.org.



ON THE COVER

Students support equality for adjunct faculty at San Diego City College during National Adjunct Walkout Day on February 25.

PHOTO BY JAMIE LYTHE

California Federation of Teachers

AFT, AFL-CIO



A Union of Professionals

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

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The joy of teaching: Why we fight to make teaching and learning special

Helping young people mature into adults is one of the rewards of being an educator. Unfortunately, the political tug-of-war enveloping public education can distract us from the special relationships that happen in the classroom. I have been reminded recently why I chose to become a teacher in the first place.

Several weeks ago, I was invited to the 40th birthday party of Norma, a former student of mine at Manual Arts High School in South Central Los Angeles. She was elected student body president because she was smart, confident, and popular. She also took a stand for public education and ultimately for me.

In 1992, shortly after the Rodney King verdict ignited civil unrest, a group of teachers, parents, and Norma and I met to discuss how we could unite the community around the importance of education and show our opposition to cuts being proposed for our schools. Eventually, we organized a one-hour boycott of first period with dozens of teachers, parents, and 1,500 students walking picket lines around Manual to protest the cuts.

The district tried to single me out for punishment. But with the help of Norma, our parent leader, and my union rep (a fellow named Antonio Villaraigosa), we won in arbitration. Norma stood up for her fel-

low students ...and she stood up for me.

Today, Norma is a successful professional with beautiful kids and a loving husband. At her party were other former Manual students who have remained friends. Among them was Salvador.

Salvador was a tough kid and a member of one of LA's street gangs. He sat in the back of my class, quietly taking in the things we discussed: Reconstruction, the Great Depression, the war in Vietnam, and the causes for economic inequality. He was a smart kid; he listened and absorbed.

Salvador did well in school and was accepted into Cal State. But the transition from living in the inner city to moving hundreds of miles away to attend college was too much and he didn't go. Instead, Sal became an electrician. Today he works for a municipality in the LA area.

At the party we talked and talked. He keeps up with politics, is happily married, has kids and is involved in girls' softball. I am intensely proud of the transition Salvador made and the small role I could play.

Another student approached me on February 26 as I left the stage after speaking to the thousands of LA teachers fighting for a fair contract. "Mr. Pechthalt," he said, "my name is Robert and you were my tennis coach at Manual." I recognized him immediately.

When I coached tennis in the mid-1980s, few of the boys and girls knew how to play. But they were enthusiastic, practiced every day and on weekends, and by the end of the season we were a competitive team. Our kids played with aggressive determination and out-hustled teams with more skilled players. Robert and his teammates made the city playoffs three years in a row, something the tennis teams at Manual had not done in years.

Today, Robert is an elementary school teacher and union activist in LA. He still plays tennis. I was a proud teacher and coach seeing Robert after so many years.

At its core, education should be about helping young people grow into adults with rich and meaningful lives. Our job is to nourish that growth and build lasting relationships. When education is focused on getting kids to sit in their seats for hours while we proctor exams that determine their fate, we destroy what makes being an educator so important.

When I see one of my former students like Norma, Salvador, or Robert, I am reminded how lucky I have been to be a teacher. And why we fight so hard to protect what makes education important.

Josh Pechthalt

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

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Graphic Design Kajun Design, Graphic Artists Guild



around the union...



Coast Federation members take in valuable information at the union Leadership Conference.

All-Union News

Catholic school teachers concerned with morality clauses Archbishop's controversial proposals provoke national reaction

FACULTY AT FOUR Bay Area

Catholic high schools have expressed objections to non-inclusive statements about marriage, sexuality, and reproduction made by Archbishop Salvatore J. Cordileone, and concern over his controversial proposals to designate teachers in the diocesan high schools as "ministers" in the faculty handbook and the collective bargaining agreement.

"To say that [teachers] are concerned would be an understatement," said Lisa Dole, an instructor at Marin Catholic and president of the San Francisco Archdiocesan Federation of Teachers, AFT Local 2240. "They are understandably worried about the legal ramifications of the term 'minister'."

In a March 2 meeting with the union executive board, the archbishop said he no longer intends to use the word "minister" in the faculty contract to refer to teachers. However, he rejected the local's request to keep the current



Hundreds gathered at St. Mary's Cathedral in San Francisco for a protest and candlelight vigil against the archbishop's proposed "morality" document on February 15.

SANTIAGO MEDINA/SAN FRANCISCO CHRONICLE/PODCAST
Paul Hance, a Serra teacher and Executive Board officer. "Our union's concern is related to the terms of our employment, which have been negotiated and agreed to by the Archdiocese and union representatives since 1972."

In a statement supporting the Archdiocese teachers, the CFT said, "Archbishop Cordileone's proposals appear to be at variance with the philosophy and direction taken by Pope Francis. No one doubts that religious schools, like all private schools, are free to shape their curriculum in line with the views and mission of the institution. However, those views must be questioned and confronted when they fundamentally violate the constitutional rights of individuals who work in these schools."

Eight state legislators said in a letter to Cordileone, "The standards within the morality clauses would be illegal for any other employer."

— By CFT Staff

language in the collective bargaining agreement.

Local 2240 represents faculty at Archbishop Riordan and Sacred Heart Preparatory in San Francisco,

Marin Catholic in Kentfield, and Junipero Serra in San Mateo.

"We do not question the Archbishop's right to highlight certain church doctrines" said

Electrical workers unleash organizing stewards for social justice

HOW DOES A NEW PG&E worker like Nilda Garcia become an organizer traveling the nation to fight for social justice? Garcia is one of a group of "organizing stewards" that has ignited passion in her union, the International Brotherhood of Electrical Workers, Local 1245.

A multigenerational, multiracial team of these organizers energized educators at the CFT Leadership Conference in February with their story. Led by Fred Ross, Jr. and Eileen Purcell, they are volunteers dedicated to recruiting and training for causes in need of street power.

Volunteering started Garcia's transformation into an organizer. "My neighborhood schools closed," she

said. "We thought we were being targeted. We are in a high-poverty area with largely Hispanic



IBEW's Fred Ross, Jr. and Eileen Purcell

schools. So when the city council race came up, we had a union candidate run against the incumbent. I wanted



Organizing steward Nilda Garcia, IBEW member

to get involved, I wanted to walk my precinct. That's what sparked it for me — it was my community, my school, my precinct."

The IBEW has clocked thousands of hours of volunteer time, saying people are hungry for community.

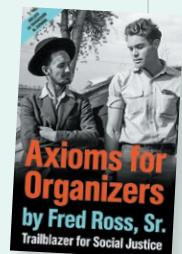
"We're kind of like the ghost-busters of social organizing," said Ross, "Who are you going to call?"

The IBEW Organizing Stewards have worked on IBEW campaigns, labor's Walmart campaign, fought "right-to-work" in Florida, and done

two tours of duty in Wisconsin.

"It's the right thing to do for solidarity," Ross said, "and the right way to train our people." After learning solidarity by living it, the organizers come back informed and well-trained in role-setting, tracking, and accountability.

Ross joined the UFW in 1970 and was trained and mentored by Cesar Chavez and Dolores Huerta. His father, iconic labor organizer Fred Ross, Sr., authored the classic *Axioms for Organizers*. "Good organizers never give up," Ross concluded. "They get the opposition to do that."



— By CFT Staff

CFT sponsors broad range of new legislation

MEMBERS COMMUNICATE their ideas for union-sponsored legislation in a number of ways including governance meetings and resolutions at the CFT Convention. When the CFT adopts a sponsored bill program, lobbyists work to secure legislators to author the bills and shepherd the bills through the legislative process to the governor's desk. The following are the CFT-sponsored bills introduced in January and February for the coming legislative year.

ALL EDUCATION

Install classroom function door locks

AB677 (Dodd, D-Napa)

Requires the doors of classrooms, offices, or other rooms where students and school staff gather in public schools, colleges, or universities currently being constructed, or in those that are being modified, be equipped with locking mechanisms that allow the doors to be locked from the inside.

EC/K-12 SCHOOLS

Post annual HVAC reports online

AB1126 (Rendon, D-Lakewood)

Requires public schools to post copies of the annual heating, ventilation, and air conditioning unit inspection reports on the school website.

Charter school operations

AB787 (R.Hernandez, D-West Covina)

Requires charter schools to comply with political reform statutes, the Brown Act and the Public Records Act, and be governed by boards that are either elected by the public or appointed by public officials who are accountable to the electorate. Disallows for-profit corporations to operate charters, and ensures that charter school employees are covered under the Educational Employment Relations Act.

Equal student access to charter schools

SB322 (Leno, D-San Francisco)

Ensures equal access to all interested charter school students and prohibits practices that discourage enrollment or disproportionately push out segments of students already enrolled. Ensures that charter school discipline policies are fair and transparent and that a charter student's constitutional right

to due process is protected. Requires districts to collect data annually about teacher turnover at each district school, and at each charter school.

CLASSIFIED

Permanent classified service positions and adequate staffing levels

AB1066 (Gonzalez, D-San Diego)

Prevents schools and colleges from misusing the ability to hire temporary classified employees indefinitely instead of utilizing permanent classified employees for the same positions.

COMMUNITY COLLEGE

Job security and due process for part-time faculty

AB1010 (Medina, D-Riverside)

Creates minimum standards for part-time

faculty job security. Establishes a seniority list in addition to protections against assignment load reductions. Faculty who qualify for the seniority list after six semesters of satisfactory service may be released only following two consecutive semesters of negative evaluations.

Limit fees of creditors

AB1385 (Ting, D-San Francisco)

Disallows fees charged by an accreditation agency to increase due to legal costs.

Accreditation reform

AB1397 (Ting, D-San Francisco)

Creates accreditation reform to include transparency of governance and policy.

Strengthen 75:25 full-time/part-time faculty regulation

SB373 (Pan, D-Sacramento)

Increases the ratio of full-time to part-time faculty by mandating districts hire only tenure-track faculty if they wish to grow above 2014-15 fiscal year levels. Prohibits newly hired tenure-track faculty from performing overload assignments during their probationary periods.

— By CFT Legislative Staff

CFT says extend Prop. 30 to make education funding whole The union analyzes the governor's budget proposals for 2015-16

GOV. BROWN proposes increasing funding for all divisions of public education in his 2015-16 budget and continues to restore cuts made to education during the Great Recession.

As compared to the current year budget, the governor boosts K-14 education funding by \$7.8 billion and foresees \$65.7 billion coming in from Proposition 98. He also pays down remaining deferrals for both K-12 and community college districts. The proposed budget includes:

Early childhood/K-12: Capped childcare programs would see a 1.58 percent cost-of-living adjustment; State Preschool would get 4,000 new slots. For K-12 schools, the governor allots \$50.7 billion to the Local Control Funding Formula, a \$4 billion increase

from 2014-15; remaining categorical programs will see a 1.58 percent COLA. He proposes one-time monies for programs including technology infrastructure, emergency repair, and teacher preparation and assessment.

Community colleges: The governor funds enrollment growth at 2 percent and COLA at 1.58 percent. Additionally, he proposes \$200 million for Student Success and Support Program and Student Equity Plans, \$49 million to fund non-credit rate equalization, \$48 million in one-time funds for Career Technical

On the Web

>>Read the full CFT Research Department budget brief on the union website at goo.gl/KwNzsS.



Education, and \$29.1 million for expansion of Apprenticeship Programs.

Adult education: The governor proposes a \$500 million block grant for adult education to fund courses in elementary and secondary basic skills, citizenship, ESL, programs for apprentices and adults with disabilities, and short-term career-technical programs. To ease the transition to the new block grant,

2015-16 funding will be provided to K-12 districts in the amount of their current maintenance of effort for adult education. Future funding will depend on consortium plans and reporting.

UC: The governor's proposal includes an increase of \$120 million conditioned upon tuition remaining flat.

While the governor's budget proposal is a step in the right direction, California continues to underfund education and many critical social service programs. With the looming expiration of Proposition 30, CFT is advocating to extend the measure to raise the revenue needed to provide California students and communities with the highest quality public schools and colleges.

— By Emily Gordon, CFT Research Specialist



Teachers elected to public office can effect social change

Four-time board member Sandra Nichols has advice for educator candidates

FOUR-TIME BOARD election winner Sandra Nichols says more teachers should enter the political arena because it is a path to social change.

Nichols served three terms on the board of the Pajaro Valley Unified



COURTESY SANDRA NICHOLS
Board member Sandra Nichols makes her point.

School District while she was a teacher in neighboring Santa Cruz. She moved out of the Pajaro district in 2012 and into Santa Cruz County, where she ran for the County Board of Education in her fourth winning election bid.

In all the elections, Nichols faced opposition. Her opponent in the most recent race was a retired administrator who received less than 20 percent of the vote, while Nichols garnered an 80 percent landslide. Her fellow trustees selected her as board president in December.

Nichols says teachers bring an articulate intelligence to politics "that should influence the political climate in the United States." And she has a piece of advice for aspiring candidates: Get a mentor who knows the ropes and can advise you at each new

"(Holding elected office) gets you in. They know you convinced people to vote for you so it becomes a ticket to talk to powerful people."

step in a campaign.

Surprisingly, Nichols and her husband Peter, also a retired teacher, actually like campaigning. "It's good exercise — mental and physical," she enthuses. But Nichols confessed that fundraising is very difficult for her.

Unions have been very generous, she said, and the endorsement of the Monterey Bay Central Labor Council

opened doors to local unions that contributed campaign funds and volunteers. In the county board election, Nichols was endorsed by two members of the assembly, a state senator, local elected officials, the CFT and locals including the Greater Santa Cruz Federation, the Pajaro Valley Federation, and the Santa Cruz Council of Classified Employees.

Even winning has demands. She boasts that she has missed

percent of the tax burden.

While serving on the Pajaro board during successive rounds of funding cuts, Nichols sided with the Pajaro

"...teachers bring an articulate intelligence to politics that should influence the political climate in the United States."

Valley Federation and union president Francisco Rodriguez in trying to protect small class sizes and reduce administrative costs instead of decreasing programs and services.

One of her earliest causes was fighting an NCLB mandate. She proposed that parents could opt out of the automatic sharing of

their child's information with military recruiters, and won by a 5-2 vote with one of the two no-vote board members threatening to resign.

Nichols worked for most of her 31-year career as a speech and language specialist, much of it on a bilingual assessment team. She first ran for office 14 years ago in reaction to passage of Proposition 227, the statewide ballot measure that placed restrictions on bilingual education. The Pajaro district, where she served three board terms, is more than 80 percent Latino and many students have limited English proficiency.



KEVIN JOHNSON/SANTA CRUZ SENTINEL
Nichols presents a Seal of Biliteracy to Pajaro Valley high school senior Nancy Fuentes.

only two meetings in her 14 years on two school boards, flashing the smile that may be her most effective campaign tool.

But the smile quickly fades when she lists the problems that face

"Francisco and I had the same point of view: Teachers are the crucial link in every student's career. I say protect the teachers."

Nichols has also been a persistent critic of the annual high-stakes testing required under NCLB and especially the "shaming of teachers" by the public release of test results. As a prolific writer of op-ed pieces on education policy, she makes her opinions known. Their flavor is reflected in titles such as "Low pay, lack of respect and NCLB create crisis in morale" and "Another education reform gimmick on the way!"

On the Web

>>Read articles and essays by Sandra Nichols on her blog *Education Matters* at tellingthertruth.com/education_matters.



COURTESY SANDRA NICHOLS
Nichols and husband Peter, center, prepare for the Santa Cruz TV program "Teacher Speak Out!"

Nichols was the trustee who pushed the district to begin awarding a Seal of Biliteracy on the high school diplomas of students proficient in two languages. Pajaro teachers went on to work with CFT to pass a law that awards the certificates to students statewide.

The most valuable aspect of holding elected office, Nichols says, has been opening the doors of legislative offices in Sacramento. "It gets you in," she said. "They know you convinced people to vote for you so it becomes a ticket to talk to powerful people."

—By Malcolm Terence, CFT Reporter

California's schools. Topping the list is Prop. 13, which strangles property tax assessments in the state, forcing students into overcrowded classrooms, often with inadequate facilities, she said. Her solution would be to remove Prop. 13's protections for corporations, which now pay 28 percent of property taxes, but keep it for homeowners, who shoulder 72

TEACHERS
+
BERKELEY



UNITED
FOR OUR CHILDREN

IN FEBRUARY, Berkeley teachers posted 1,000 "Black Lives Matter" signs in classrooms, hallways, administrative offices and on school grounds to highlight recent court decisions on the police shootings of young black men. They are also distributing "Black Lives Matter" lesson plans and resources to teachers in every grade level at the nearly 20 district sites.

"With everything going on around Ferguson and the non-indictment in Staten Island of the officer who killed Eric Garner, we wanted to do something," says John Becker, Berkeley High English teacher and vice president of the Berkeley Federation of Teachers.

"A lot of the disproportionality issues that arise in our justice and

Berkeley teachers commit art for justice

Two union campaigns strengthen the bonds of community



Teachers from Berkeley Adult School enlist the support of bakers and confectioners at Acme Bakery just down the street from their campus.

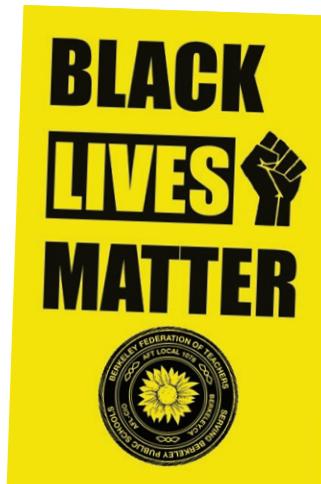
PHOTOS COURTESY LOCAL 1078

Knutson, a long-time social justice activist, site representative, and local union organizer, compiled the resources. High school visual arts

LeConte Elementary, the project builds lasting connections by keeping the com-

"It's too easy to look at educational outcomes and conclude that black and brown lives are less important. Teachers want to assure students in a district of mostly students of color, that their lives matter too."

— John Becker, Vice President, Berkeley Federation of Teachers



"As a union, we organize around things beyond our contract, the kinds of things kids deserve," Blanchard said about the organizing made possible by a grant from the CFT Strategic Campaign Initiative. "It's about building partnerships."

When Blanchard canvassed the community, everyone she asked posted a window sign. "Some businesses keep signs up

from all three years of the project," she said. "Especially when there are a lot of 'bad teacher' narratives out there, the community sends a positive message to the school board and the district."

This year's artistic community sign was designed by King Middle School teacher Julie Searle. It features a quilt motif and communicates that Berkeley and its teachers are "United For Our Children."

"As we enter contract negotiations, it's reassuring to know that most people support their local teachers," Blanchard concluded. "With such a visual display of support, we feel more confident in our bargaining."

— By Mindy Pines, CFT Reporter



John Muir Elementary teachers get a double shot of support from baristas at A'cuppa Tea.

police systems arise in our schools, too, like suspension and dropout rates," explains Becker. "It's too easy to look at educational outcomes and conclude that black and brown lives are less important. Teachers want to assure students in a district of mostly students of color, that their lives matter too."

Elementary school teacher Maggie

teacher Miriam Stahl, a screen printer and also a union site representative, created the poster.

"The response has been great. Students, teachers, and administrators are asking for more," Becker says. "Teachers report that the signs help their students feel like they are in a safe place." The teachers' local is printing a second batch of signs and the classified local is getting involved, too.

MEANWHILE, IN THE third annual "Teachers Across Berkeley" campaign, Berkeley members are visiting local businesses and asking them to post window signs to show support for teachers in the union's 2015 contract negotiations.

According to local union organizer Dana Blanchard, a teacher at

munity informed about the union's contract campaigns and its quality education agenda. The campaign has helped win a parcel tax to maintain some of the smallest class sizes in the Bay Area as well as fund libraries, art, parent outreach programs, and expanded course offerings.



Jefferson Elementary teachers and students canvas the neighborhood near the school.

Change the narrative: Choose books and movies that matter

Educators write from the heart and an English movie that will inspire

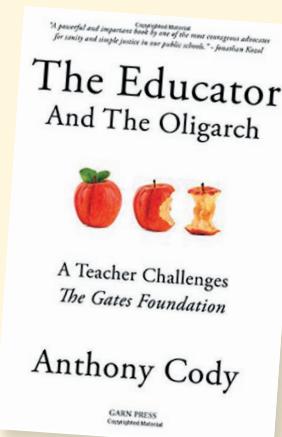
The Educator And The Oligarch: A Teacher Challenges The Gates Foundation | By Anthony Cody

Point by point, in *The Educator and the Oligarch*, Anthony Cody takes on the wealthiest man in the world, and his foundation, to defend the teaching profession and public education from corporate education reform.

Cody makes the case that poverty is the greatest handicap to students' academic performance. He lays bare the many contradictions of corporate education reform, such as calling for student success while measuring it by tests that are intentionally designed to fail most students. He deconstructs the agenda of data-driven reform, with its high-stakes tests, educational technology and market-based competition

between schools, offering constructive alternatives for restoring trust in education.

The author, one of Oakland's first National Board Certified teachers, spent 24 years in Oakland's high-poverty schools, in 18 of which he taught middle school science and math. He served as a consulting teacher in the Peer Assistance and Review program and led



district-wide efforts to improve instruction.

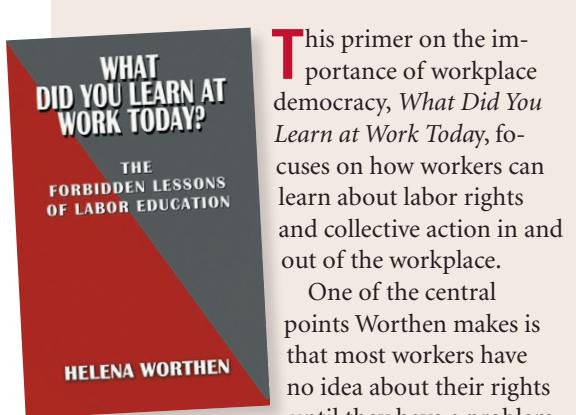
Cody has received many awards for his education writing, including first prize from the Education Writers of America for his blog, Living in Dialogue. He helped organize the Save Our Schools March in Washington, D.C. and founded the Network for Public Education with Diane Ravitch. He warns

of the many dangers we face when market forces drive the educational

system. From standardized testing, charter schools, value-added measures and teacher evaluations, Common Core, device-centered vs. student-centered education, to what is the purpose of K-12 education, Cody convincingly argues against the Gates Foundation. He speaks up for students and those who teach them.

Cody is a leader in the fight to protect students from failed experimentation and the consequences of profit-driven education. This is a must-read for students, parents, educators and administrators — anyone desiring to put public education policy on a better path.

What Did You Learn at Work Today: The Forbidden Lessons of Labor Education | By Helena Worthen



This primer on the importance of workplace democracy, *What Did You Learn at Work Today*, focuses on how workers can learn about labor rights and collective action in and out of the workplace.

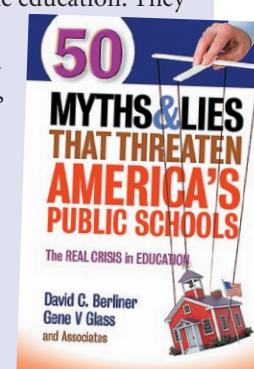
One of the central points Worthen makes is that most workers have no idea about their rights until they have a problem and then it is often too late in a political system that sides with the employer.

Worthen explains that we do not teach students about the workplace and labor rights. Instead, students are socialized to accept a non-democratic workplace. She points out that we think of workplace literacy as a way to retrain workers for a new post-industrial economy and not as a needed education in labor history, laws, and rights. Unlike traditional education, labor education focuses on collective knowledge and increasing consciousness of the surrounding economic and social systems.

50 Myths and Lies That Threaten America's Public Schools: The Real Crisis in Education | By David C. Berliner, Gene V. Glass, and Associates

In *50 Myths and Lies That Threaten America's Public Schools*, educational psychologist David C. Berliner, Professor Gene V. Glass and 50 scholars debunk the myths corporate reformers use to attack public education. They argue against the reformers' logic, reveal the holes in data used to support those myths, and present more credible data. They expose the political and economic interests behind those creating the myths, pointing out what they have to gain.

The authors cover a wide range of topics including charter schools, teacher accountability and Value-Added Models, unions and the teaching profession, and how U.S. schools compare to those in the rest of the world. The book's short, readable, information-packed essays will arm every educator, student, community member, and policymaker with what they need to understand the misinformation that threatens our public education system.



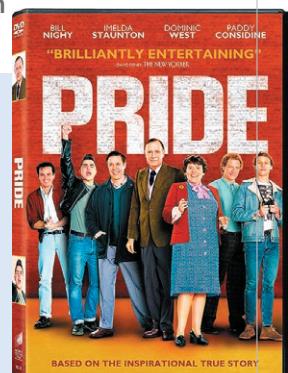
Pride | Written by Stephen Beresford and directed by Matthew Warchus

In the movie *Pride*, gay activists from London help miners during the lengthy strike of the National Union of Mineworkers in the summer of 1984. But the British-produced movie doesn't focus on details of the strike, except to pointedly show that Margaret Thatcher blocked access to the union's strike funds.

Rather, it tells the clash-of-cultures story of how a group called Gays and Lesbians Support the Miners bonded with the families of striking miners in a small town in rural Wales. Although the story is little known and happened 30 years ago, it may be the mother of community-union outreach stories.

The movie captures the 1980s, both the good and the bad. It is also funny at times, calling to mind *The Fully Monty*, *Calendar Girls*, and *Waking Ned Devine*, with the kind of humor only the Brits can do.

Pride is now available for purchase on dvd or to view online.



Students call for adjunct equality at San Diego City College.



COURTESY LOCAL 2199

Precarious employment issue re-emerges in national spotlight

National Adjunct Walkout Day began at UC Santa Cruz with lecturers lined up behind the large puppet of "Saint Precaria." They then walked through the wooded campus to the amused response of students.

The lecturers posted their chosen saint's image on a webpage, pledging below it "solidarity with adjuncts across the nation. UC Lecturers begin our journey out of darkness and

— proletariats of academic labor known as Lecturers or Non-Senate Faculty."

Ellen Schrecker, professor of history at Yeshiva University, called it "absolutely a brilliant tactic" in a Huffington Post interview. "Adjuncts need to inform the public, especially their own students, about their situation and the precarity... of their employment, and how it is impacting their education. Students don't know how terrible their working conditions are."

part-time instructors were in the majority, working at wages far below the tenured level, and often having to reapply to teach the same course every year.

Last year, Dan Kovalik, a lawyer for the United Steel Workers in Pittsburgh, exposed the bitter experience of Margaret Mary Vojtko. At 83 she'd been an adjunct French teacher at Duquesne University for 25 years, but when she contracted cancer she had no health benefits to pay for radi-

ejected her. Finally administrators terminated Vojtko, saying she was not "effective" despite her popularity among students. After calling Kovalik and pleading with him to intercede for her, she walked out onto her front lawn and died of a heart attack.

While Vojtko's case is extreme, on UC campuses the NAWD demonstrators had plenty to say about low salaries and insecure jobs. At UCLA graduate student workers were



JAMIE LITTLE

The AFT Guild organized campus rallies at three San Diego community colleges.

into the light of a just contract: Saint Precaria's Pilgrimage begins as we walk the campus, holding high our icon saint, bringing awareness to the working conditions of the Precariat

"Adjuncts need to inform the public, especially their own students, about their situation and the precarity... of their employment, and how it is impacting their education. Students don't know how terrible their working conditions are."

—Ellen Schrecker, history professor, Yeshiva University

The day of action (#NAWD on social media) sparked demonstrations across the country on February 25, highlighting the crisis of insecure, low-paid jobs in higher education. According to one analysis, in 1970 full-time tenured professors, with guaranteed jobs and decent salaries, accounted for 77 percent of the faculty in higher education. By 2009

ation treatment. Teaching three classes a semester, she was making \$25,000 a year. Then the university reduced her to one class. Her electricity was cut off, so she worked nights at a fast food restaurant, sleeping in an office during the day until Duquesne

UC San Diego students and teachers took to the streets in support of #NAWD.



COURTESY LOCAL 2034



"Change will only come if we get organized and speak for ourselves." — Joe Berry, San Francisco Community College Federation of Teachers

PHOTOS BY JAMIE LYTTLE

enthusiastic supporters. "They're going to end up in these uncertain jobs and they know it," says Goetz Wolff, president of UC-AFT Local 1990 and a UCLA lecturer in urban planning. "Half of the credits in basic classes here are taught by lecturers. The national action was very important, because students are unaware of the distinction between lecturers and ladder faculty. They just see us as teachers. Now they're waking up to our conditions,

and how they are affected."

Wolff calls it "adjunctification — the neoliberal process by which the university shifts risk to employees, and increases their vulnerability." He warns tenured faculty that they, too, are in the crosshairs of politicians and administrators seeking to end tenure completely. "Unless they get moving, they will lose big time."

Rallies at three of the five San Diego community college campuses highlighted the same problem for community college faculty. There, too, over half the classes are taught by part-time faculty, who make up 70 percent of the district's teachers.

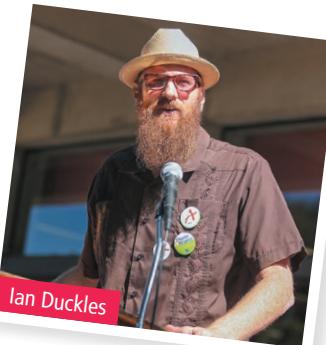
"Our most significant problem is our unequal pay," explains Ian Duckles, a part-timer who also teaches in another district to earn enough to survive. The state Education Code limits adjuncts to 57 percent time or less, virtually mandating a freeway flyer existence. "A lot of our work is essentially unpaid — serving on committees, working on curriculum

development, participating in shared governance," he adds. "And for teaching the same class, with the same credential, we get much less than full-timers."

To increase the visibility of part-timers, the AFT Guild produced buttons with the scarlet letter: "A is for ADJUNCT." The union collected 800 signatures on letters to the governor, telling him to include money for equity pay and paid office hours in his budget.

The union also brought Joe Berry to speak at two of the San Diego rallies. Berry, a retired labor educator from the San Francisco Community College Federation of Teachers, is the author of *Reclaiming the Ivory Tower*, now virtually required reading for adjunct activists.

Berry, who estimates that the contingent sector of higher education in the United States now includes over a million people, emphasizes that the NAWD protests demonstrate a



Ian Duckles

groundswell among educators. "Change will only come if we get organized and speak for ourselves," he says, pointing to the organizations created by the adjunct movement — the New Faculty Majority, the Coalition of Contingent Academic Labor, and others.

Berry believes that defending part-timer rights is intertwined with protecting the community college system itself, and cites City College of San Francisco as evidence. "We have the best contract for adjuncts in the country, with 80 percent pro rata and a commitment to reach 100 percent, substantial job security, and a real preference in hiring for full-time positions," he says. "This gives us a vision of what's possible."

He emphasizes that NAWD actions at hundreds of campuses demonstrate a growing movement. "People are ready to talk about nationally coordinated actions now. It must have been like this in the movement for the 8-hour day, or when we got unemployment insurance in the 30s."

— By David Bacon, CFT Reporter



Joe Berry

FEBRUARY/MARCH 2015 CALIFORNIA TEACHER 9

Estate planning matters! Living trusts for union members

If you thought living in California was expensive . . . try dying in California

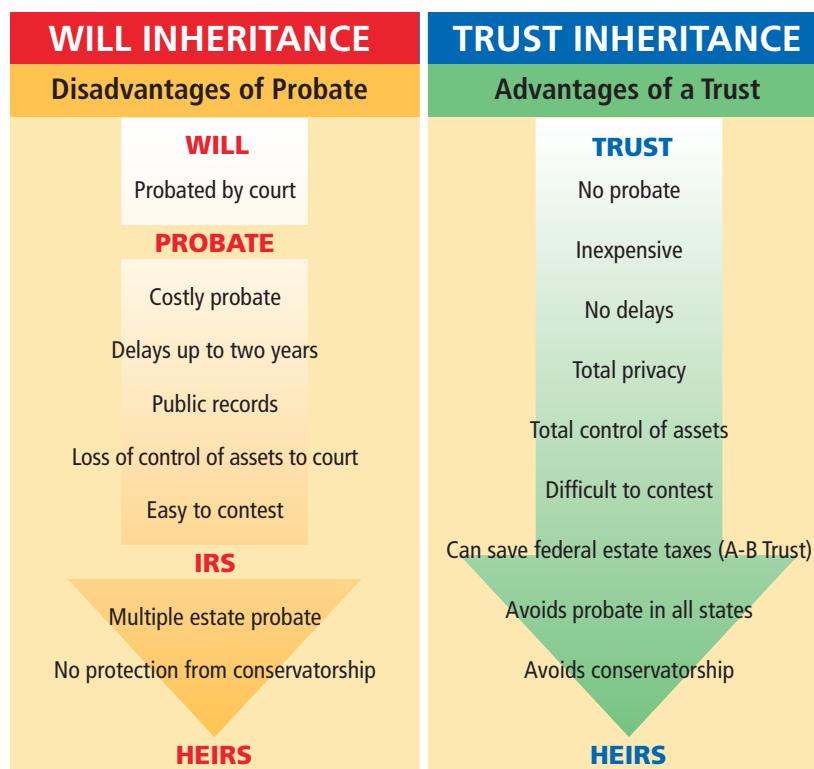
HOW WOULD YOU FEEL if something happened to you and your loved ones were left fighting over your last wishes? And if up to 15 percent of your estate, possibly more, went to pay for taxes, probate costs, and attorney fees? Don't let this happen. CFT-endorsed United Estates Planning can help you with estate planning, at a reasonable cost. An experienced estate-planning attorney can prepare a living trust according to your specific wishes, then meet with you to explain how to "fund" your trust and answer any and all questions you may have.

What is a revocable living trust?

A living trust is a legal document used to plan and organize your estate. A living trust can be created when you transfer your property from your individual name to the name of your trust. Control remains with you. A living trust may save your loved ones thousands of dollars in probate costs and other fees, as well as unnecessary delays that can go on for months or years. In addition, it can eliminate many of the emotional strains that can be caused by your death and the settling of your estate.

If I have a trust, do I also need a will?

Yes. A pour-over will is designed to work with your trust. All of your real estate and smaller assets, which you may have neglected to put into your trust, will be gathered up and "poured" over into your trust, even after death.



How long does it take to prepare a living trust?

Your living trust, pour-over will, and transfer documents can be prepared in two to three weeks, or less, if needed.

Will an attorney prepare my trust?

An experienced estate planning attorney will draft your trust be available to meet and discuss all documents.

Why have an attorney prepare my trust and will?

An improperly prepared document can be disastrous to your estate and beneficiaries. The attorney will keep a notarized copy of all documents on file to protect you. An experienced attorney can give guidance to creating a trust that will fit your specific wishes.

Does a trust make sense for a modest estate?

As a general rule, if your gross estate is over \$150,000, it will be probated with or without a will upon your death.

» To learn more or set up an appointment, contact United Estate Planning by phoning **(800) 557-9177** or through the web at unitedestateplanning.com.

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

Veterinary discounts



PETS ARE LIKE FAMILY, but just try to get them on your health plan: Even a PPO has no P for pets. Well, at least they don't need college tuition or an expensive wedding. Seriously, vet bills can add up. At participating veterinarians, you can save 25 percent on preventive care, shots, lab work, surgery, X-rays, medications, and more. All pets are covered, including exotics and horses, with no exclusions for older pets.

> Learn more at unionplus.org/AFTpets or phone **(888) 789-7387** (Code: UP2003)

Auto buying program



THE AFT+ AUTO BUYING program brings you two ways to save money: TrueCar allows members to get pre-negotiated, best-market pricing on new and used cars and trucks without having to negotiate with the dealer. Hertz Rent2Buy offers members a three-day test rental, at a special daily rate, on older fleet cars Hertz is retiring. If you decide to buy the car, get \$250 off Kelly Blue Book price and your rental fees will be refunded.

> Learn more at unionplus.org/autobuying

Tires and service



GOOD TIRES AND regular maintenance are important for safety and to extend the life of your car. Save on Goodyear tires, auto parts, and preventive maintenance at company-owned

Goodyear stores or Just Tires. Regularly priced Goodyear tires and car service are discounted 10 percent, with 5 percent discounts on sale tires and preventive maintenance.

> Visit unionplus.org/goodyear to locate participating stores and print a coupon.

Around CFT

New Farmworker Comix commemorates UFW Grape Strike

IN TIME FOR the 50th anniversary of the Delano Grape Strike, resulting in the founding of the United Farm Workers, the CFT Labor in the Schools Committee has produced *Farmworker Comix: A History of Farm Labor Struggle in California*.

Written by San Francisco elementary teacher Bill Morgan, and illustrated by Zap Comix artist Spain Rodriguez and Jos Sances, the bilingual booklet traces worker struggles in California's fields from the 19th century on. The booklet is for fourth grade and up.

>To order, phone the CFT Oakland office at **510-523-5238**. Price: \$3 each, or \$2 each for 10 or more.



Los Angeles field rep Karen Curtis retires, CFT welcomes Martha Figueroa

KAREN "KC" CURTIS has retired from staff after serving as a CFT field representative for 22 years in the Los Angeles region.

Curtis was also frequent trainer at CFT conferences, teaching the ins and outs of grievance handling, collective bargaining, contract negotiations, union building, retirement, and how to defend against bullying. She served as staff liaison to the Early Childhood Committee for many years.

Before joining CFT staff, Curtis worked as a classified employee at Compton College and served as president of her local, the Compton College Federation of Employees, AFT Local 3486.



Karen "KC" Curtis

MARTHA FIGUEROA joins CFT staff as a field representative, bringing more than 10 years experience in the labor movement and the nonprofit sector.

Most recently, Figueroa worked at Mobilize the Immigrant Vote where, along with the CFT and community organizations, she helped pass Proposition 30 by harnessing the voting power of new communities of color. She has also done extensive work on immigration reform.

Prior to that, Figueroa served as communications director for Brave New Films, on both online and off-line campaigns, including healthcare reform initiatives.

Figueroa will be based in the CFT Burbank office.



Martha Figueroa

Lobby Days: Be a lobbyist for a day in the State Capitol

YOUR PRESENCE IN the halls of the California Legislature gives a human face to education and to our union. To achieve just that, the CFT is hosting its annual Lobby Days on April 20-21 in Sacramento.

Make your voice heard on issues contained in CFT-sponsored bills moving through the Legislature such as more open and equitable charter school operations, fair and transparent accreditation for the community colleges, maintaining the ratio of full-time to part-time faculty in the colleges, and closing the loophole that allows temps to work in the classified service year after year.

Lobby Days begin Monday evening with a dinner meeting at the Holiday Inn Sacramento-Capitol Plaza to brief attendees on current bills before the Legislature and to organize lobbying teams. Tuesday kicks off with a group picture at 8:30



STEVE YEATER

CFT members and Vice President Francisco Rodriguez, president of the Pajaro Valley Federation, talks with legislative staffers in the State Capitol during CFT Lobby Days.

a.m., followed by another briefing in the Capitol. Throughout the day, members are able to talk with their legislators during pre-scheduled one-on-one meetings. Legislators will also address larger groups on key issues during scheduled briefings.

>To register with CFT and reserve rooms online go to cft.org (direct link goo.gl/gUWccM). The deadline to reserve rooms at the Holiday Inn at the CFT room rate is April 3. For more information, phone the CFT Sacramento office at **916-446-2788**.

Stephanie Cuadros-Calderon from the Weaver Federation speaks out at the Leadership Conference.



Mark your Calendar

March 20-22 CFT Convention, where delegates will elect officers of the CFT, at the Manhattan Beach Marriott. The union's **Division Councils** (EC/K-12, Classified and Community College) will meet Friday evening.

March 31 Cesar Chavez Day provides an opportunity to teach classroom lessons about Chavez and the labor movement! Find excellent teacher-prepared classroom resources on the CFT website at goo.gl/jhyuZh.

April is **Labor History Month**. That's a whole month to take advantage of the lesson plans and resources prepared by the Labor in the Schools Committee. Visit the CFT website at goo.gl/jhyuZh.

April 16-19 AFT PSRP Conference, the fun and informational annual event for support staff members, hosted by the AFT Paraprofessional and School-Related Personnel division, is being held in Washington D.C. Learn more at aft.org.

April 20-21 are **Lobby Days** that provide you the opportunity to talk one-on-one with elected representatives in the California Legislature. The event begins Monday night at the Holiday Inn Sacramento-Capitol Plaza. See story at left to learn more, and visit the CFT website at goo.gl/gUWccM

May 2 kicks off CFT Mega Weekend in Los Angeles with Saturday morning meetings of the **Standing Committees**. The union's **Division Councils** meet later that day. On Sunday **May 3, State Council** convenes from 9 a.m. to 1 p.m....all at the Four Points Sheraton at LAX.

June 22-26 Union Summer School offers five days of top-notch training and leadership development at the Kellogg West Conference Center & Hotel at Cal Poly Pomona. Check out the three new courses being offered this year! Registration for classes is now open. Learn more on the CFT website at goo.gl/wwGwsH, or phone the CFT Oakland office at **510-523-5238**.

Pre-K and K-12

Terri Eves-Knutsen,
treasurer of the Morgan Hill
Federation of Teachers, at
the Leadership Conference.



Q&A with State Superintendent Tom Torlakson

CFT looks to the next four years and the *Greatness by Design* blueprint

Q1 With districts having more local control over spending under the Local Control Funding Formula, and the state superintendent having little control over higher education, how can more state funds be directed to teacher education as called for in the state's blueprint document, *Greatness by Design*?

A I look forward to working with the state Legislature to direct more support and funds toward teacher education.

Greatness by Design provides a comprehensive plan to rebuild a system that has suffered from years of budget cuts and economic uncertainty. But the changes it recommends are not going to happen overnight.

We are, however, developing and

GARY RAVANI
COUNCIL PRESIDENT



My truth about education

Much school reform rhetoric asserts the road out of poverty is paved with high test scores. Evidence reveals that the opposite is true; the road to high scores is paved by providing a way out of poverty.

It was once believed if working class families had fewer children economic success followed. Analysis showed as conditions for the working class improved, through labor and political organizing, their incomes improved. Then birth rates declined as these groups eased into the middle class.

Recent thinking claims that teenage girls who are single parents undercut chances of escaping poverty. The proposed "solution" was to promote marriage and "family values." But it wasn't single parenthood that caused poverty, it was poverty causing them to be single parents.

The truth about education, for policymakers and politicians, is that poverty must be alleviated and educational achievement will follow.

Q&A

with State Superintendent
Tom Torlakson

trying out new and innovative systems for identifying and encouraging great teaching. I approved the Quality Professional Learning Standards to help guide the state, regions, districts, and schools in developing and providing new educational opportunities. We have provided more than a dozen professional learning modules for teachers to help them achieve career and college readiness for their students.

We are also working on the same kind of professional learning opportunities for administrators. We have updated and strengthened the California Professional Standards for Educational Leaders to ensure they are focused on developing leaders who can guide students and schools to high levels of performance. In short, as you can see, we are well into the transition from the theories and recommendations outlined in *Greatness by Design* to action.

Q2 *Greatness by Design* specifies high-quality induction for new teachers and stipends for teacher-coaches, but BTSA (Beginning Teacher Support and Assessment) was funded through a categorical program. With categoricals eliminated under LCFF, how can we get a high-quality universal induction program?

A We are working with stakeholders to build an implementation framework for an Integrated Professional Learning System. This learning system will provide districts and ultimately schools the tools for developing and sustaining a professional learning system that includes

induction; professional and career development for teachers and administrators; teacher and administrator evaluation; and intervention and mentoring.

The categorical funding that Local Educational Agencies received for their BTSA programs in the past was not really eliminated, it is still provided to LEAs. The LEAs have more flexibility now and can use that funding for BTSA if needed or for other purposes as outlined in their local plans.

Q3 There are varying opinions about the two-year probation period required before teachers receive permanent status? What's your opinion?

A All children deserve great teachers. Attracting, training, and nurturing talented and dedicated educators are among the most important tasks facing every school district, tasks that require the right mix of tools, resources, and expertise. While I have no direct jurisdiction over the statutes overseeing teachers receiving permanent status, I am always ready to assist the Legislature and governor in their work to provide high-quality teachers for all of our students. Teachers are not the problem in our schools, they are the solution.

Q4 *Greatness by Design* calls for high-quality professional learning opportunities for teachers and the state is readying to implement the Common Core standards. Readiness varies dramatically among districts and both the administrators and the school board groups have called for extending the current hiatus on high-stakes accountability measures for another year. What is your opinion?

A Because the Smarter Balanced assessments represent a transition to new standards-based assessments, *Education Code* provides the Superintendent and the State Board of Education the authority to not produce an API for this school year. This will be a public discussion beginning with the next scheduled state board meeting in March. Regardless of this public discussion of the API, schools and parents will receive scores. I urge all schools to continue their preparation for the computer-adaptive Smarter Balanced assessments beginning March 10.



Tom Torlakson

Q5 The evaluation model in *Greatness by Design* specifies multiple measures for determining teacher perfor-

mance, such as employing evaluation teams with members proficient in a teacher's field, which would require more time, more funding, and the will of the Legislature. Under LCFF, how can this be achieved and will you advocate for the model included in *Greatness by Design*?

A Same answer as Question 1.

Q6 Some members of the Legislature may try to create legislation based on the *Vergara v. California* ruling, including the use of value-added methodology for teacher evaluation. What will your position be?

A Same answer as Question 3.

On the Web

► Learn more about the *Greatness by Design* blueprint document at cde.ca.gov/eo/in/documents/greatnessfinal.pdf



Classified

Campus security officer Jose Medina is president of the Hawthorne classified union.



Cuts to health staff endanger schools and communities Health clerks combat outbreaks of communicable diseases

HEALTH CLERKS AND other classified staff are on the front lines in containing California's worst measles outbreak in 15 years, the latest in a series of epidemics fueled by growing numbers of unvaccinated students and budget cuts to school districts' once enviable medical networks.

School districts swung into action soon after a rash of measles cases was reported over winter break. In Lawndale, for example, district nurses sent a letter to parents about the importance of immunizing their children. The RNs also advised those who object to vaccinations for personal or religious reasons that they must file a waiver with the health office, and that medical exemptions require a letter from a licensed doctor. In either case, they made clear, unprotected students may be kept off campus if they are at risk from an outbreak.

Lawndale health clerks — members of AFT Local 4529 — followed the letter up with phone calls to parents and guardians directing them to local medical clinics offering immunizations. Within weeks, the pool of unvaccinated students in the district was nearly eliminated.

In neighboring Hawthorne, about two dozen health clerks — members of AFT Local 6041 — care for up to 10,000 students at 7 elementary

Today, nine of Hawthorne's schools are staffed with a morning and an afternoon health clerk. Pam Cole is one of only three full-time health clerks. Cole works at Hawthorne Middle School, where she began nearly 24 years ago as an aide with the physical

a three-hour shift."

California schools have lowered the bar on health services, even though students are often the most vulnerable to the communicable diseases that race through districts annually. Measles may dominate 2015



Pam Cole works as one of only three full-time health clerks at Hawthorne Middle School.

education staff. She transferred to the health office in 2001, after completing a school nurse program at nearby El Camino College that provided an overview from basic clinical proce-

headlines, but whooping cough was last year's crisis, and tuberculosis is always a threat.

"About 10 years ago Hawthorne had a really crazy lice infestation," Cole explained. "It took us weeks to conduct a district-wide check of every student's head."

Cole said Hawthorne health staff also scrambled in 2011, when California school districts began requiring students in seventh grade and above to have a Tdap (tetanus-diphtheria-pertussis) booster.

"It was new to parents and it meant the health staff had to collaborate closely with parents, administrators, and secretarial staff. Now it's OK because doctors began including this immunization along with the others for students."

Cole currently has asthmatics and

"As the other full-timers retired, they were replaced by part-timers. Most have something else, either school or another job. But they don't have any benefits and it's hard to make a living when you only work a three-hour shift." — Pam Cole, health clerk, Hawthorne Middle School

and three middle schools. The large number of health staff is misleading. Classified union president and security staff Jose Medina said the district office has slashed work shifts from up to eight hours daily in the 1990s to three hours.

dures to management and planning.

"As the other full-timers retired, they were replaced by part-timers," Cole said. "Most have something else, either school or another job. But they don't have any benefits and it's hard to make a living when you only work

students with epilepsy, but none who need Diastat injections. She monitors diabetic students' glucose levels, but said they are old enough to administer the medication themselves. The district has distributed EpiPens on campus to inject students going into anaphylactic shock.

The president of the Berkeley Council of Classified Employees, Paula Phillips, said her district eliminated registered nurses decades ago, then phased out the health clerks who replaced RNs, and assigned clerical staff to track vaccinations.

"This is no time to lower the bar on children's health care," Phillips said. "That's why CFT launched our ongoing Healthy Kids, Healthy Minds campaign, because campus health services are the best way we can protect our students."

— By Steve Weingarten, CFT Reporter

PAULA A. PHILLIPS
COUNCIL PRESIDENT

When a colleague dies...

It was 10:33 p.m. on February 16, when I received the sad news in a text from one of my members, "Sorry so late...did you hear William from Berkeley High died Sat..."

William Harris, Will as we called him around the district, supervised food service workers at Berkeley High where more than 3,000 students are served breakfast and lunch every day. He died unexpectedly after being sent home with cold symptoms on Friday.

Like most classified school employees, Will worked two jobs. He worked at the district from 6 a.m. to 2:30 p.m., and at Round Table Pizza from 5 to 11 p.m. He was the sole provider for his family.

His family will receive a \$2,000 death benefit from CalPERS for his burial and funeral expenses. It is not enough. It is time to increase the death benefit. The families of classified employees need more help at these times.

Community College

Judge rules accrediting agency broke the law San Francisco City College wins major court victory for fair accreditation

IN ATTEMPTING TO revoke the accreditation of City College of San Francisco in 2013, the Accrediting Commission for Community and Junior Colleges violated federal law, said Superior Court Judge Curtis Karnow in his final ruling on February 16.

The ruling means CCSF can now ask for reconsideration of its status. Additionally, the judge instructed the ACCJC to be more transparent in their process.

Robert Bezemek, the lawyer for the CFT who filed suit against the accreditation commission along with the San Francisco City Attorney Dennis Herrera, says another of the judge's rulings is key.

"He said they're a business and governed by California common law," Bezemek said. "Last year the ACCJC kept saying 'You can't legislate about

us because we're not a business' — that's one we totally won."

Jim Mahler, president of the CFT Community College Council, would have liked to see the judge go further and wipe the slate clean for

But now he wants to see more.

"The state legislators or the Department of Education or the Chancellor's Office needs to take action to stop them from being the outrageous creditors that they've

This has led to some terrible top-down decisions, he says — such as when Chancellor Arthur Tyler told faculty and staff at the Civic Center Campus, that the facility would be closed due to seismic issues the Friday before the semester started. Two weeks later, the new site was found to have seismic issues as well, and the classes — mostly English as a Second Language and high school equivalency for a largely poor, immigrant population — were dispersed to different campuses.

Killikelly says he doesn't believe the Civic Center faculty, staff and students would have been treated so disrespectfully if there was an elected body to represent their interests.

"There's a certain kind of attitude of no one can really hold us accountable and we can do what we want when we think we need to do it," Killikelly said. "They wouldn't act in the same way if we had our board."

Mahler says the accreditation agency hasn't done itself any favors by how the members treat others — and the judge's decision and the stripping of their accreditation monopoly reflect that.

"I think they're on a power trip, wanting to instill fear in everybody



San Franciscans fight for their college after the judge ruled that the ACCJC committed significant unlawful practices in its handling of the accreditation review at City College.

JIM MAHLER
COUNCIL PRESIDENT

Stop the exploitation

With revenues on the rise, we are hoping that the governor's January budget proposal will yield much-needed improvements in regards to hiring more full-time faculty and paying part-time faculty equal pay for equal work. We lobbied the governor and the Department of Finance throughout the fall semester hoping to make significant progress in these areas.

We are also embarking on new legislation in 2015 to close the "temp" worker loophole that currently exists in the Education Code. This loophole allows K-12 and community college districts to avoid placing workers in the classified service, thus evading the obligation to pay a living wage, provide sick pay, holiday pay, vacation accrual, overtime, and a pension.

If successful, this legislation would create tens of thousands of new permanent classified jobs statewide.

We are looking forward to a more worker-friendly and prosperous 2015!

the college, but generally thinks the ruling is a good one.

"It clearly showed the ACCJC has broken the law and didn't give San Francisco the consideration it deserved," he said.

Mahler says he and others at CFT and AFT 2121, the faculty union at CCSF, have been strategizing to move to another accreditor. They won an important victory in January, when the California Community Colleges Board of Governors stripped the ACCJC of sole authority over accreditation for the state's colleges. This came after a recommendation from the state auditor who called the ACCJC's process inconsistent and lacking in transparency.

This action by the Board of Governors and the judge confirming the accreditation commission violated federal law are good steps, says Tim Killikelly, president of AFT 2121.

been," he said. "Whether we get a new accreditor or a series of accreditors or whatever it is, more action has to take place. It can't just be left where it is."

Along with experiencing damaged morale at CCSF and the shrinking of

"The state legislators or the Department of Education or the Chancellor's Office needs to take action to stop them from being the outrageous accreditors that they've been. Whether we get a new accreditor or a series of accreditors...more action has to take place. It can't just be left where it is." — Tim Killikelly, President, AFT 2121

student population from over 100,000 to about 80,000, Killikelly points to how the threat of losing accreditation affected the governance of the college with "a special trustee with extraordinary powers" imposed, displacing the college's elected board of trustees.

rather than wanting to help colleges," Mahler said. "They're their own worst enemy. Anyone I know who's had a meeting with them says, 'I can't believe these people.'"

— By Emily Wilson, CFT Reporter

West Valley-Mission President Randi Castello and San Jose/Evergreen's Barbara Hanfling take it all in at the Leadership Conference.



University

UC Riverside instructor leads contract bargaining A lot more than compensation is on the negotiating table

HIS VOICE MAY BE a little hoarse and his cold is still hanging on, but Ben Harder is there for the start of bargaining. Harder leads the negotiating team of UC-AFT lecturers. Their contract expires June 30, and the talks started March 3.

Harder, who teaches English composition at UC Riverside, has been involved in negotiations for eight years, and was chief negotiator before. "I like the negotiating process and the way we can (hopefully) come to a reasoned agreement. But most important, we have a real impact on people's lives."

Once Harder started as a lecturer, he was a freeway flyer for six years, teaching courses at UCR, Mt. San Jacinto Community College, and the University of Redlands. "In 1999 there was no such thing as a continuing contract for lecturers at UC. We had to reapply for our jobs every three years," he remembers. "Now we have continuing contracts. Then we were getting a salary starting at \$33,000 a year. Now we start at \$49,000. It's still not enough though. Many of us are paying the student loans we took out to get our PhDs."

While salaries are always a part of bargaining, he outlined three important priorities for the bargaining this year — more stable employment, better benefits, and shared gover-

the lives of lecturers.

To make matters worse, lecturers who have a position teaching less than 50 percent don't qualify for Social Security, and the university makes no pension contribution for

faculty committees, although they would likely be refused. "But why," he asks, "aren't we on committees developing curriculum? In the first two years of a student's education, lecturers play a key role. There's not



UC Riverside English teacher Ben Harder heads up the team negotiating for UC-AFT lecturers.

them. Of the 2,947 lecturers in the UC system, 1,779 teach more than 50 percent, and of them, 270 have one-term appointments, disqualifying them from benefits. Some 1,168 teach less than 50 percent. "Between one-third and one-half of lecturers at any given time are not in the Social

one freshman English class in the whole UC system taught by a tenured faculty member. Lecturers and teaching assistants teach all the ESL and first-year writing classes, and all first-year math courses."

Making such a large number of vital instructors so extremely insecure has an enormous impact. "Lots of lecturers leave their discipline," Harder recounts. "Many turn their back on the education system entirely, looking for different union jobs or employment in business. There's a constant cycle of people coming in and out, which can rob the university of its institutional memory."

This insecurity is built into the system by the growing number of people without tenure. Today the UC system employs 8,610 full-time tenure-track faculty and 796 part-time tenure-track faculty. Another 6,655 make up

"I like the negotiating process and the way we can (hopefully) come to a reasoned agreement. But most important, we have a real impact on people's lives."

— Ben Harder, UC Riverside lecturer and UC-AFT chief negotiator

nance. "We have an excessive six-year probation period dominated by term contracts," he explains, "where everyone has to reapply every year. That's at least two or more years longer than probation periods for teachers in K-12 or community colleges." For those six years, there is no stability in

Security system and do not receive any health insurance," Harder charges. "In our view, every lecturer should qualify for Social Security."

As non-tenured faculty, lecturers feel excluded from the university's system of shared governance. They would volunteer to serve on tenure



faculty without tenure, among them lecturers, and then 27,923 graduate student employees work in the system as well.

The union isn't bargaining to change the structure, but believes that working conditions can be substantially improved by negotiating better compensation, recall rights and other protections. The university is pushing in the other direction, for instance shortening the current year's notice for lecturers it intends to permanently lay off.

"Our working conditions constitute a huge part of our lives," Harder says. And that's what makes the negotiation of this contract so critically important.

— By David Bacon, CFT Reporter

BOB SAMUELS
COUNCIL PRESIDENT

The UC budget wars

As part of the Legislature's examination of the UC budget, it has held two hearings to determine how the university uses state funds. The Legislature clearly wants to increase funding for the university; it is also evident that the governor and the Legislature want to know how UC currently spends its money.

There is a growing concern that the increase in nonresident students is contributing to the funding inequality among the campuses, and that eligible students from California are being shut out of the UC system. In fact, during a hearing reviewing the UC response to a state audit on campus funding imbalances, several legislators were bothered that the campuses with the most under-represented minority students are the campuses receiving the lowest funding.

UC-AFT will continue to push for greater budget transparency to ensure that tuition dollars and state funds make their way into the classroom.



TOP: BOB RIHA, JR.

Local Wire

Reporting Local Action Around the State



COURTESY UTLA

Supporters in red filled Grand Park on February 26 in support of "Schools LA Students Deserve."

LOCAL 4986

Judge returns union president to job... Genesther Taylor, a residential advisor at Sacramento Job Corps and president of the **Sacramento Job Corps Federation of Teachers**, is returning to work after being illegally dismissed a year ago. On February 10, a U.S. District Court judge ordered her immediate reinstatement saying her employer had acted with anti-union motivations.

"The company tried to destroy us but could not," Taylor says. "We are a small local with 25 members. They probably thought since we were small, that the CFT would not stick up for us. But everyone rallied behind us. We never felt alone."

Job Corps offers free education and vocational training to young adults ages 16 to 24. Private sector contractors manage the Job Corps centers for the Department of Labor. Under the National Labor Relations Act, a successor employer cannot refuse to hire the predecessor's employees to avoid bargaining with the existing union.

"But when Adams & Associates came in March of 2014," Taylor says, "they ignored the law which gives existing workers the right of first refusal.

LOCAL 1021

LA turns out for education....

Thousands of people jammed Grand Park on February 26 in a rally for "Schools LA Students Deserve." They wore red to send the message to Los Angeles Unified: Teachers will not stop fighting for high-quality education including culturally relevant classes; smaller class sizes in fully-staffed clean and safe schools with social and emotional support for students; and fair compensation for teachers, counselors, nurses and librarians. Students, parents, and community groups joined **United Teachers Los Angeles** at the rally.

UTLA declared impasse in its contract negotiations after the district

failed to bring meaningful proposals to the table on key items. The rally was one of many actions planned to show that 35,000 educators will strike if Los Angeles Unified fails to offer acceptable terms.

"UTLA does not want to strike," said union president Alex Caputo-Pearl, "but no one should doubt our resolve to do so if necessary. This fight is too important for the 640,000 students in LAUSD. To accept what the district has offered would not be fair to these students, their parents, and to the educators, who have not even had a cost-of-living adjustment in eight years. LAUSD must do better."

They engaged in a calculated mission to get rid of our union. They did not rehire excellent employees who'd had many years of great evaluations."

At the hearing before the National Labor Relations Board, a company whistleblower testified that upper



STEVE YEATER

Genesther Taylor testifies in favor of restoring sequestered Department of Labor funding.

management was planning how to get rid of the union. The NLRB filed a petition with the U.S. District Court on the union's behalf. The judge ruled that the local union president needed to be hired to prevent irreparable harm to the collective bargaining process.

Taylor, who has worked at Job Corps for six years, is one of 12 employees illegally let go. A final decision regarding all employees is expected in the coming months.

LOCAL 6538

First contract!... San Jose chiropractic instructors will receive significant salary increases and improved working conditions as a result of their first collective bargaining agreement. The private sector workers in the **Life Chiropractic College West Faculty Federation** chose AFT in 2013.

Full-time faculty will be re-ranked and enjoy salary schedule increases between \$5,000 and \$20,000. The part-time faculty schedule boosts pay \$10 to \$30 per hour. The new local also negotiated grievance, layoff and re-hire procedures, among other strong contract language.

LOCAL 1603

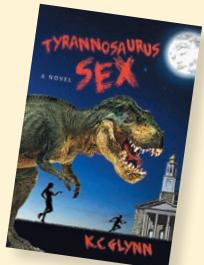
Part-timers win back jobs...

Improperly "un-rehired" part-time instructors in Oakland will return to work — with back pay. The **Peralta Federation of Teachers** and the district settled the re-employment rights grievance filed by the union.

Two part-time faculty at Laney College who were not rehired as specified in the contract, will be reinstated in the spring semester and be compensated for the fall semester classes they lost.

Rank & Files

Kevin Glynn, a social studies and Shakespeare teacher at Los Angeles Senior High School, and member of United Teachers Los Angeles, Local 1021, penned a novel *Tyrannosaurus Sex*, a comic, coming of age novel set in Los Angeles during the heady days of the sexual revolution, from its genesis in the psychedelic sixties to its apogee in the seventies. The novel, published by Cedar Forge Press, is available online from Amazon, Barnes and Noble, and the Seattle Book Company.



Susan Westbrook and **Elaine Johnson** represented the CFT at the 70th anniversary conference of the California Council on Teacher Education on March 19-21. Johnson, a retiree with the Tamalpais Federation of Teachers, Local 1985, and former Assistant to the CFT President, held the presidency of the organization from 1996-98, only the second K-12 teacher to do so. Westbrook, a member-at-large and former president of the EC/K-12 Council, presently serves on the CCTE policy committee as well as its board.

Russell Hill, retiree, Tamalpais Federation of Teachers, Local 1985, and former editor of *California Teacher*, has penned another book, a coming of age novel *Tom Hall & the Captain of All These Men of Death*. Published by Pleasure Boat Studio, the novel deals with the pre-treatment tuberculosis epidemic, racist beatings of Southwest natives, and a 1945 Los Angeles criss-crossed by a thousand miles of electric streetcar tracks.

Philip Levine, renowned poet and member of the former AFT local union, United Professors of California at CSU Fresno, where he taught in the English Department for more than 30 years, died February 14. Levine won the Pulitzer Prize for his poetry about working class Detroit and served as Poet Laureate of the United States for 2011-12.