

# CaliforniaTeacher

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CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



**ACCESS DENIED**

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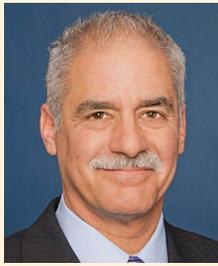
### Affordable Care Act benefits part-timers

Studying insurance options pays off

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## Up Front Joshua Pechthalt, CFT President



We can and must work to ensure that our schools have the personnel to keep students healthy and provide ready access to the vast knowledge contained in libraries.

### Healthy Kids, Healthy Minds legislative program prioritizes nurses and libraries

The CFT is launching a new legislative effort called Healthy Kids, Healthy Minds to ensure that all of California's K-12 schools have a nurse and mental health professional, and a credentialed librarian in an open library during and after school.

While Proposition 30 has helped our public schools, five years of devastating budget cuts have eliminated services essential to keep students healthy and able to learn. Today, few public schools have full-time nurses, mental health professionals or even functioning libraries.

Poor and working class parents struggling to make ends meet have fewer healthcare resources and, unlike more affluent parents, are less able to subsidize services ravaged by cuts.

The consequences for our students are profound:

- Public school children with asthma often go untreated, causing higher absenteeism. In 2007, school-aged children in California missed approximately 1.6 million days of school due to asthma. Today those numbers are likely to go higher.

- A quarter of a million students who need glasses don't get them

because they don't get eye exams.

- Students suffering from epileptic seizures or needing insulin injections cannot count on a nurse at school to administer medication. The Legislature and the courts have placed responsibility for administering these drugs with teachers and classified employees.

- The epidemic of teenage suicide and abusive bullying calls out for mental health professionals, yet for most public schools these positions are luxuries.

Even the fixation on raising test scores has not translated into the resources necessary to keep libraries open and trained librarians on staff. The national focus on market-based reforms has shaped local district budgeting. This fetish has resulted in putting more resources into test preparation and easily quantifiable subjects like math and science, to the impoverishment of other vital subjects like art, music and physical education.

Our Healthy Kids, Healthy Minds campaign will galvanize a broad coalition of educators, healthcare and children's advocacy groups, literacy

advocates, civil rights and community-based organizations. It can link K-12 and higher education by bolstering the nursing programs in our community colleges.

Clearly the state will need additional funding to make this a reality. We are looking at possible funding options including the oil severance tax and lowering the threshold for change of ownership on commercial property. We will gauge interest in such a campaign. As we did with the Millionaires Tax, we will consider polling to assess public support for the Healthy Kids, Healthy Minds concept.

We educators and parents know that our students are not widgets to be pushed along the assembly line of public education. We can and must work to ensure that our schools have the personnel to keep students healthy and provide ready access to the vast knowledge contained in libraries. As we have done so often in the past, the CFT can help make that a reality.

*Josh Pechthalt*



BOB RIHA, JR.

#### ON THE COVER

The University of California often claims new students are "digital natives" and have enough Internet savvy to do their own research. Facing the systemwide loss of skilled reference librarians, UC Riverside librarian Steve Mitchell says, "We provide a human face, a mind and heart in an otherwise large, complex, hard and cold bureaucracy."

PHOTO BY BOB RIHA, JR.



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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# All-Union News



ABC Federation President Ray Gaer with re-elected board member Lynda Johnson, standing, and his family.

## Educators score local ballot box victories Coalition building proves critical to electoral success

**“WE PHONE-BANKED** until we couldn’t talk any more,” reported Pamela Ford, president of the Antelope Valley College Federation of Classified Employees, in describing how her local union worked with campus faculty and community allies to elect Barbara Gaines, a middle school principal, to the board of trustees in this conservative high desert region.

According to Ford, the classified and faculty unions at the community college plan to build on their electoral success by supporting two candidates in the next election. They are also working to formalize a coalition of education unions in the Antelope Valley.

School board and college trustee candidates backed by local educators scored impressive victories in a number of districts.

On the Central Coast, the Salinas



Jefferson Elementary teachers exult in Daly City board election victory.

Valley Federation of Teachers elected three candidates, reports union President Steve McDougall. The union, representing faculty in the high school district, ran an aggressive campaign employing mailers, precinct walks and phoning. The local worked with community and labor allies, coordinating its efforts with the Monterey Bay Central Labor Council.

In the San Francisco Bay Area, Daly City voters elected school board can-

didates supported by the Jefferson Elementary Federation of Teachers in San Mateo County. The nearby San Mateo College Federation of Teachers was likewise successful in its trustee races.

In Los Angeles County, candidates backed by the ABC Federation of Teachers, Citrus College Adjunct Faculty Federation, El Camino Federation of Teachers, El Rancho Federation of Teachers, and the Hawthorne Federation of Classified Employees won at the polls.

“Our candidate took first place,” said William Zeman, president of the Citrus College Faculty Federation. The local, representing part-time faculty on campus, worked with the full-timers’ union on the campaign to achieve a significant political shift. “A majority of the board is now sympathetic to faculty,” said Zeman.

— By Kenneth Burt, CFT Political Director

## Don’t sign on the dotted line! State initiative attacks public employee pensions

**SAN JOSE MAYOR** Chuck Reed is mounting a major attack on educators’ pensions. He has filed a voter initiative with the Secretary of State and may start collecting signatures in early 2014 to qualify it for the November ballot.

The initiative aims to repeal the vested rights of public employees and allow government employers to cut, change or eliminate the retirement benefits and retiree healthcare benefits of current employees.

Members of CalSTRS, CalPERS and UC retirement plans would be affected.

Four mayors of California cities

have joined Reed, but others have voiced serious opposition. Nineteen mayors signed a November 26 letter urging that Reed abandon his effort to force public employees to pay more toward their retirement.

Some of the initiative’s most onerous proposals would:

- Allow any government employer that finds its pension or retiree healthcare plan is substantially underfunded, or declares a fiscal emergency, to: 1) increase the retirement age; 2) require employees to pay a larger share of the cost; 3) reduce retiree pensions, healthcare benefits, and cost-of-living adjustments; and 4) reduce benefits agreed upon during collective bargaining.

- Deem invalid any labor agreement executed within 12 months before the

effective date of the initiative if it is inconsistent with the measure.

- Remove oversight authority provided by the Public Employment Relations Board for all retirement and retiree healthcare issues and give courts exclusive jurisdiction.
- Empower the Legislature to serve as government employer with respect to pension benefits of CalSTRS members, and districts as government employer with respect to retiree health benefits.

Californians for Retirement Security, a multi-union coalition in which CFT is a partner, is monitoring the initiative and says cities and the state of California have already done plenty to cut back pensions and that voters should not weigh in on an issue best decided at the bargaining table.

> Learn more at [LetsTalkPensions.com](http://LetsTalkPensions.com).



## Social Sphere

**IF YOU ENJOY** Facebook and Twitter, be sure to include the union in your social sphere. To get valuable tips, union news as it happens and join the discussion, like CFT on Facebook and follow us on Twitter.

**f** Talk to your students about Nelson Mandela’s life and legacy. Find clips from the movie *Mandela: Walk to Freedom* and Common Core-aligned lesson plans at [sharemylesson.com](http://sharemylesson.com).

**f** The U.S. House Committee on Education and the Workforce wants to know about working conditions of part-time faculty. Testify online by December 20 to expose the inequity of adjunct teaching in the community colleges and universities. [goo.gl/KqooM](http://goo.gl/KqooM)

**f** Josh Pechthalt writes about why we need to invest in schools and social services now to protect this generation from being left behind. [goo.gl/1SgFb0](http://goo.gl/1SgFb0)

**f** View the photo album from the annual CFT Council of Classified Employees Conference. [goo.gl/0s9xEx8](http://goo.gl/0s9xEx8)

**f** CFT Ben Rust Award winner Ken Lane died at age 85. Union photographer for many years, Lane devoted his professional life to teaching English at UC Berkeley and unionizing teachers. [goo.gl/2MuWue](http://goo.gl/2MuWue)

**t** @CAFedofTeachers “Make no mistake, the so-called ‘pension crisis’ is manufactured. Slashing pensions at the ballot is foolhardy.” [sacbee.com/17RaBT5](http://sacbee.com/17RaBT5)

**t** @jeff\_freitas David Berliner in Morgan Hill: “Poverty is what is killing the learning environment.”

**t** @speedolini5 Randi Weingarten keeping it real on *All In With Chris Hayes*. Way to represent!

**t** @CAFedofTeachers Jackie Speier: The ACCJC is a travesty.

**t** @greenhousenyt ALEC, American Legis Exchange Council, plans to make right-to-work laws, rolling back public pensions focus for 2014. [goo.gl/t42Vwn](http://goo.gl/t42Vwn)

## AB86 Town Hall Members voice strong opinions

**Tom Lawson**, teacher at Salinas Adult School and a member of the CFT Adult Education Commission, described challenges facing rural areas and talked about the need for credential reciprocity, sharing of records, and privacy, in particular, for undocumented students.

**Susan Lopez**, member of the CFT Adult Education Commission and ESL teacher at City College of San Francisco, said 100,000 people in the city living below the poverty line could benefit from ESL and adult classes.

**George Porter**, instructor of Older Adults at Berkeley Adult School and member of the Berkeley Commission on Aging, voiced his concern that adult education will provide remedial work for the community colleges and a trade school option for high schools, instead of providing real learning for adults.

**Bruce Neuberger**, member of the CFT Adult Education Commission and ESL teacher at both San Mateo Adult School and City College of San Francisco, said to win the battle against corporate education reformers, we must include students because we need their strength.

**Jeri McGovern**, coordinator of the Fifty Plus (Older Adults) program at San Mateo Adult School, talked about the necessity to assess existing programs and the need for representation of the programs not included in AB86.

**Katie McDonald** of the Berkeley Adult School talked about teaching students coping with mental illness, a disability rarely mentioned but increasingly present in our culture.

**Marilyn Noble**, a Family Literacy teacher in one of the few remaining Oakland Adult Schools, former member of the CFT Adult Education Commission and experienced advocate for people coping with poverty and oppression, talked about the need to have a means in place for students, especially women, to grow a new vision for themselves.

## Adult Education

# New regional consortia meld state programs Grassroots action required to meet community needs

### EVER SINCE WALL STREET

crashed into Main Street five years ago, adult education has been in a state of change. Until five years ago, adult education in California was stable: Classes were provided primarily through K-12 districts as a protected categorical, and in a few cities, as non-credit offerings at community colleges.

adult education community, leading the governor, in his May Revision, to propose a new “regional consortia” system patterned on the LAO recommendation and now embodied in two pieces of legislation passed in July.

SB91 provides that if a K-12 district had an adult school in 2012-13, it must keep that school open and funded at the same level through



Cynthia Eagleton, kneeling, with teachers and students at the San Mateo Adult School.

In 2009, faced with financial meltdown, the Legislature pulled adult education out of its protected status, making its funding available to K-12 districts to backfill areas of need. Consequently, more than 70 K-12 adult schools closed. The survivors shrank in size and scope. Jobs were lost, many of them union.

In December 2012, the Legislative Analyst's Office recommended better coordination between K-12 and community college delivery systems, funding adult schools as a separate item in K-12 district budgets, and narrowing the traditional wide-ranging mission to only six core academic programs. The LAO report appears to be the blueprint by which the governor and the Legislature are creating new structures.

The governor's budget proposal in January 2013 suggested housing all adult education in the community colleges. This met resistance from the

2015. This was intended to stop the shutdown and shrinkage of surviving adult schools.

AB86 charges the Community College Chancellor's Office and the California Department of Education with establishing the regional consortia system, which will launch in 2015-16, and provides \$25 million for planning. A consortium must include at least one K-12 adult school and one community college. Beyond 2015, K-12 adult schools must be in regional consortia to receive dedicated state funding.

The AB86 Work Group, charged with implementation, recently held four town halls across the state to gather public input (See left) on the consortia system and grant applications. Though non-competitive, the grants create the potential for conflict within consortia and further erosion of service to the community because of the essential inequity between

### On the Web

- >Legislative Analyst's Office report [goo.gl/oYjICE](http://goo.gl/oYjICE)
- >AB86 website [ab86.cccco.edu](http://ab86.cccco.edu) (including town hall audio)
- >California Council for Adult Education [ccaestate.org](http://ccaestate.org)
- >CFT Adult Education Commission [goo.gl/ufTgrI](http://goo.gl/ufTgrI)

community colleges, which have stable funding, and K-12 adult schools, which do not.

The California Council for Adult Education recently announced that the Department of Finance is now convinced K-12 adult schools need stable funding and will respond to continued pressure from the field. A return to designated funding would change the dynamics within individual consortia, within K-12 districts, and throughout the state by re-emphasizing the value of adult education, particularly in rural areas, which have largely lost adult schools and have remote community colleges.

AB86 also tasks the consortia with providing a six-program “core mission.” If adult schools want to provide popular “outside the core” programs such as Parent Education and Older Adults, they must do so on their own dime, which might depend on community affluence rather than need.

It took grassroots efforts, often led by CFT members, and powered by adult learners, to stop adult education from being completely decimated. Immigrants, parents, job seekers, seniors, all understand adult education stabilizes lives and communities.

Our involvement matters. We have the right and responsibility to create an adult education system that serves the people of California in a just and effective way. — By Cynthia Eagleton

**Cynthia Eagleton** has taught ESL at San Mateo Adult School since 1998, and is a member of the San Mateo Adult School Federation of Teachers, Local 4681. A third-generation union member, she blogs at [AdultEducationMatters.blogspot.com](http://AdultEducationMatters.blogspot.com).

# Congresswomen lead forum in support of City College

## Fair accreditation, transparency demanded of out-of-control agency

CAÑADA COLLEGE alumnus and Congresswoman Anna Eshoo called community colleges lifeboats and springboards for Californians. Congresswoman Jackie Speier said they keep our workforce vibrant. And state Sen. Jim Beall said seven of his nine siblings went to community colleges, the only way they could afford higher education.

These three hosted a forum, “Is

“One thing is absolutely clear to me, and I think everyone on this panel — I firmly believe in City College of San Francisco.” —Jackie Speier, US Representative, 14th District

the Accreditation Process for California’s Community Colleges Fair and Accountable?” to scrutinize the Accrediting Commission for Community and Junior Colleges, which last July decided to revoke City Col-

legating agency following several blows to the agency’s legitimacy. Since the CFT filed a 280-page complaint against it in April, the Department of Education has found the agency violated federal regulations, San Francisco City Attorney Dennis Herrera, the CFT, and Save CCSF all filed lawsuits against the ACCJC, and the state Joint Legislative Audit Committee approved a request by Beall and Republican state

Sen. Jim Nielsen to audit the ACCJC. Nielson called ACCJC President Barbara Beno the most “arrogant, condescending and dismissive individual” he had ever dealt with.

Assemblymember Tom Ammiano



In a show of state and national support for fair accreditation, two congresswomen, Jackie Speier and Anna Eshoo, were joined by state assemblymembers Jim Beall and Tom Ammiano.



Fortright San Mateo District Chancellor Ron Galatolo said, “Simply put, the punishment does not fit the crime.”

lege of San Francisco’s accreditation in July 2014. Speakers included CFT President Josh Pechthalt, faculty union President Alisa Messer, and David Yancey, president of the San Jose/Evergreen Faculty Association.

“We’re here to get some answers, and we’re here to ask some questions,” Speier told the packed room at CCSF’s Diego Rivera Theater on November 7. “One thing is absolutely clear to me, and I think everyone on this panel — I firmly believe in City College of San Francisco.”

Speier and her colleagues are seeking Congressional scrutiny of the

said he was thrilled the issue of accreditation had the attention of two Congressional representatives. He extorted people to be warriors, not victims, and denounced the “hubris, arrogance, and corruption” of the ACCJC.

Ron Galatolo, chancellor of San Mateo Community College, said he’s been trying to get people to pay attention to that hubris and corruption for six years. He asked the audience to put “City College should be closed forever because. . .” before the 14 recommendations made by the ACCJC’s evaluation team to show how they have nothing to do with education. One

example Galatolo cited is “City College should be closed forever because it did not develop a comprehensive plan for equipment maintenance and replacement.” He wants the mandate saying California has to use the ACCJC for accreditation changed.

Since students are wary of attending a college they perceive as being in chaos, enrollment at City College has experienced two years of precipitous decline, meaning millions of dollars less from the state.

“The only plausible explanation for City’s massive enrollment decline is the severe, overzealous action taken by the ACCJC,” Galatolo said. “Simply put, the punishment does not fit the crime.”



AFT local presidents Alisa Messer, San Francisco, and David Yancey, San Jose, speak out.

He went on to say that the state’s entire community college system is under threat from the ACCJC. While the average sanction rate for the six other accrediting agencies in the country hovers around two percent, the ACCJC sanctioned 66 percent of the community colleges in California from 2003 to 2013.

Galatolo said people have warned him the ACCJC could retaliate against the three colleges in his district. “They said, ‘Don’t raise this, we’re all trying to survive here, don’t make this an issue,’” he said. “It’s time to make this an issue.”

That was something faculty members, staff, and students at CCSF have been waiting to hear.

“The tides are turning, right?” said CCSF Student Trustee Shanell Williams. “It’s so rewarding after this long, crazy year of fighting for our college.”

The lawmakers, who listened to about an hour of public comments after the panelists spoke, pledged that they would work to make changes.

“We need a fair and transparent system to accredit our schools,” Beall concluded. “Believe me, we’re going to do something about this.”

— By Emily Wilson, CFT Reporter

Lisa Agcaoili, a special education paraprofessional in Lawndale, will have health insurance for the first time in more than 20 years.

BOB RHA JR

# Affordable Care Act:

Three part-time educators do the math, find different ways to meet their healthcare needs



**Lisa Agcaoili** nervously waited to speak with a Covered California counselor in a West Los Angeles College cafeteria, where thousands of people had come to a Health and Enrollment Fair for solid information about their options under the Affordable Care Act.

Agcaoili hasn't had insurance in the more than 20 years she has worked with special education students for the Lawndale School District. The instructional assistant isn't eligible for district health plans because she works less than 30 hours weekly. In 2012, she made just under \$21,500, and is raising two grandchildren whom she claims as dependents.

Agcaoili is over 50, suffers migraines and is increasingly concerned about her future care. "If I had medical coverage, I would have gone to the doctor to see why I have headaches every single day."

"We used to think of Medi-Cal as welfare. But it's insurance that we didn't have access to before."

—Carl Williams, President, Lawndale Federation of Classified Employees

The ACA stresses "shared responsibility" among federal and state agencies, employers and insurers. The responsibility of the uninsured is to enroll in a plan or pay a penalty that increases from \$95 in 2014 to \$325 in

2015 and \$695 in 2016.

The penalty is the ACA stick. The carrot is federal subsidies to ease the cost of care for low-income individuals and households. Subsidies will vary according to family size, house-

hold income and zip code.

"No matter what subsidy I get," Agcaoili said, "it would be an expense that I'm not paying now. I'm already struggling to pay my bills."

But the Covered California counselor delivered good news: Agcaoili was eligible for Medicaid with no premiums, deductibles or co-payments. Medi-Cal — as the system is known in California — will also begin providing dental and vision benefits in May.

While news media focused on problems with the ACA website, hundreds of thousands of uninsured Americans have been registering for Medicaid. New rules expanded eligibility to adults without children and those with incomes up to 138 percent of the federal poverty level. (See table at right)

During the first six weeks of open enrollment, more than four times as many people signed up for Medicaid coverage than for private plans. The



## Quick Facts: Affordable Care Act

- Insurance companies cannot deny coverage for pre-existing medical conditions, cancel an employee's policy if he or she gets sick, or deny care to a sick child.
- Health plans must offer free check-ups and preventive care and eliminate lifetime caps on coverage.
- The policyholder only needs to pay his or her portion of the bill, which will vary according to choice of premiums, deductibles and co-pays.
- The government will send a check for its share of coverage directly to the insurer.
- Insurers must refund the money a policyholder pays if they don't spend 80 percent of it on healthcare.
- Young adults can stay on their parents' plans until they are 26.
- Large employers (with 50 or more workers) who fail to offer affordable coverage to employees who work 30 or more hours per week on average will be penalized; however, those penalties have been delayed until January 2015. Meanwhile, some businesses are cutting weekly work schedules to avoid crossing the dividing line between full- and part-time employees.

>Enroll by **December 23** to obtain coverage by January 1. Learn about your options through the Affordable Care Act on the state-sanctioned website [coveredca.com](http://coveredca.com).

# Providing options to part-time workers

Congressional Budget Office estimates that Medicaid will cover 9 million new people next year, compared to 7 million people who will get new private plans.

“We used to think of Medi-Cal as welfare,” says Carl Williams, president of Agcaoili’s union, the Lawndale Federation of Classified Employees. “But it’s insurance that we didn’t have access to before.”

**Paul Humann** has been teaching English Composition part time for three years. In 2012, he earned about \$35,000 for teaching two classes at Santa Cruz County’s Cabrillo College and two classes at San Jose’s Evergreen Valley College. Cabrillo lists him as 45 percent and Evergreen as 40 percent.

Humann is 31 and was covered by his parents’ medical plan until he was 24, though he doesn’t consider himself one of the “young invincibles” who doubt they will need medical insurance. “I had asthma as a kid, so I appreciate the value of a healthcare plan.”

Part-time faculty can often access union-negotiated district health benefits. Humann plans to find the best plan for his needs and resources and enroll in it by December 15, but it has been hard to navigate the labyrinth of deductibles, premiums and co-payments and come up with a strategy.

Both his campuses offer health coverage to adjunct faculty working at least 40 percent, but Humann said few part-timers enroll because of the cost. A district reimbursement cuts a \$591 monthly premium in half, but he still worries how he will foot the additional bill.

Humann qualifies for subsidies with an ACA health plan, but he would have to give up the district reimbursement, which only applies toward the employer’s plan. “I might change my mind if I find a niche plan that includes something like free allergy shots, but right now it looks like the district plan works best for me.”



After carefully studying his options under Covered California, Paul Humann, a part-time instructor of English Composition at two community colleges, chose a union-negotiated district plan.

**Linton Bowie** teaches biology at College of San Mateo. Bowie retired from Pacific Gas and Electric and began to consult and teach in 2002. She now teaches two classes in the fall, three in the spring, and two in the summer.

Bowie is covered by Kaiser through the San Mateo Community College

District, which reimburses eligible employees up to \$1,000 per year for any medical insurance.

Bowie’s rates are rising from \$668 monthly in 2013 to \$743 next year, but the 61-year-old is finding that Covered California may not fit her needs.

Last year, she made about \$39,000 from teaching, which would have

qualified her for ACA subsidies, but she also received about \$7,000 from a PG&E pension, putting her income above the cut-off.

Bowie’s biggest fear before the ACA was a catastrophic illness burning through her life savings. “The nightmare scenarios that I hear from people with private plans are of much higher out-of-pocket expenses, and being dropped when they hit the lifetime cap on benefits.”

She created a grid with data from the district’s Kaiser plan, the cheapest plan available, and bronze and silver Kaiser plans through Covered California, then crunched the numbers for two scenarios: a typical year with a minor mishap and one with a major medical incident. The premiums for her current coverage totaled more per year, but the bottom line flipped when she factored in co-pays, deductibles and other out-of-pocket expenses.

“With the district plan, I might pay a little more per year, but the same options cost me \$120 on the minor year and \$1,500 on the major year. I’m likely to have more medical expenses as I get older, so I think the district plan is less risky.”

—By Steve Weingarten, CFT Reporter

## Program Eligibility

Household size	Federal Poverty Level (100%)	133% FPL	138% FPL	150% FPL	200% FPL	250% FPL	300% FPL	400% PFL
1	\$11,490	\$15,282	\$15,826	\$17,235	\$22,980	\$28,725	\$34,470	\$45,960
2	\$15,510	\$20,628	\$21,404	\$23,265	\$31,020	\$38,775	\$46,530	\$62,040
3	\$19,530	\$25,975	\$26,951	\$29,295	\$39,060	\$48,825	\$58,590	\$78,120
4	\$23,550	\$31,322	\$32,499	\$35,325	\$47,100	\$58,875	\$70,650	\$94,200
5	\$27,570	\$36,668	\$38,047	\$41,355	\$55,140	\$68,925	\$82,710	\$110,280
6	\$31,590	\$42,015	\$43,594	\$47,385	\$63,180	\$78,975	\$94,770	\$126,360
7	\$35,610	\$47,361	\$49,142	\$53,415	\$71,220	\$89,025	\$106,830	\$142,440
8	\$39,630	\$52,708	\$54,689	\$59,445	\$72,260	\$99,075	\$118,890	\$158,520

**KEY** ■ Qualify for Medi-Cal expansion. ■ Qualify for Covered California

➤ Find an expanded income eligibility chart on the Covered California website at [goo.gl/vq77fb](http://goo.gl/vq77fb)

Elaine Francisco envisioned and brought to life the parent trainings.



# Where can families get the best

## Families who benefit from union-led workshops mobilize for public education

If you ask your child what he did in school today and get “Nothing,” then ask a more specific question, like “What was the most difficult thing you did today?” This was one of many suggestions fourth grade teacher Michele Bantugan offered 40 parents attending a workshop on communicating with their children at Daly City’s Westlake Elementary School on November 21.

A 12-year teacher and parent of two young children, Bantugan explains, “I realize how important parents are to their children’s social and emotional development.” The questions that have troubled parents for generations inspired Bantugan to lead the workshop. “We all want what’s best for our kids. Making your child feel special and that what they

have to say is important,” she says.

Bantugan offered tips for getting children to ask for help, what to do when children fight with their siblings, and how to engage children by asking open-ended questions. Parents watched a video showing the concepts in action, broke into discussion groups, and carried home a booklet on communications strategies.

One parent, Silvina Ras, who emigrated from the Philippines four months ago, says the workshops

taught her that it’s good to let children speak their native language, that eventually they will speak English.

“We make parents aware of their value, and that they can express their ideas at board meetings. We build up parents so when we campaign we have their support.”

—Elaine Francisco, Daly City teacher and parent activist

She says the trainings have helped her family adjust to their new culture.

The parent workshops in the Jef-

erson Elementary School District are the brainchild of special education teacher Elaine Francisco. She came

to Daly City from the Philippines in the early 1990s, had two children, enrolled them in the district, and 14 years ago began teaching there. She is active in PTAs and her union.

Last year Francisco worked hard to pass Proposition 30 and Measure I, a district school bond. She asked each of the district’s 300 teachers to identify one potential parent activist. She netted 50 parents who volunteered for precinct walking, phone banking, and community meetings; their efforts resulted in voters passing Measure I with an approval of more than 76 percent.

When Francisco wanted to recruit more parents, she realized “the best way was to give them something,



Silvina Ras, center, says the trainings have helped her family adjust to their new culture.

## Local unions give back to their communities

### Los Angeles staff pledge: Every child deserves Shoes That Fit

The College Staff Guild in Los Angeles is working with Shoes That Fit to help kids start their day on the right foot. The non-profit is dedicated to providing new shoes to needy children so they can attend school in comfort and with dignity, better prepared to learn and play.

“Wearing the wrong shoe size is painful, totally distracts from the learning process, and is so demoralizing,” said

Guild Vice President Dorothy Bates. “I heard about a boy who had to wait for his father to get home in the morning after working night shift so he could wear his shoes to school.”

The local adopted two schools near each campus and the union office. Bates and others gather pledges from college employees willing to purchase new shoes for children. Teachers at the schools assess the children’s needs. Members who pledged learn what size and type of shoe to buy and the deadline for delivery.

Shoes That Fit has distributed nearly 1.2 million pairs of new shoes to needy children since 1992.

### Antelope Valley classified create tradition that aids students

In Lancaster, the holiday season starts Veterans’ Day weekend, when the Antelope Valley College Federation of Classified Employees hosts its annual Super Craft Fair.

The tradition began 15 years ago when two retired members organized the first fair, and by 2004, the Federation had fully taken the reins. Now rents paid for display space go to the Classified Union Scholarship Fund.

Scores of classified employees help during the weekend. “It’s a fun day to see old friends, to see what kinds of crafts people are turning out, and to start my holiday shopping,” said Margie Chavez, former local president



Members organize annual craft fair to fund scholarships.

who now handles vendor registrations and other advance work.

This year, more than 100 artisan vendors offered goat milk soaps and lotions, candles, jewelry, clothing and yard art. Many of the artisans are staff members and students.



# parenting support? From the union!



PHOTOS BY MINDY PINES

Fourth grade teacher Michele Bantugan taught more than 40 parents how to better communicate with their children and support them in school.

not just ask for their support.” That “something” became union-sponsored workshops to help parents learn how to best support their children socially and emotionally and become effective advocates for public education. District administrators and PTAs support

the workshops, which cover topics such as healthy eating for student success, catching bullying before it begins, homework without tears, and promoting literacy at home.

Last year, Francisco, who holds a masters degree in early childhood

special education and is in a doctorate program, conducted five parent workshops. Now other teachers like Bantugan lead workshops. The union has conducted four trainings so far this year and plans to host at least three more.

The local has reached more than 200 parents through the workshops. “We put a human face on the union,” Francisco says. Each workshop opens with “who the union is, what we do, and how we share the same goals. We make parents aware of their value, and that they can express their ideas at board meetings,” she says. “We build up parents so when we campaign we have their support.”

The union organized parents for November’s school board election. “A community member and union endorsed-candidate — virtually unheard of before the election — was the top vote getter,” said Jefferson Federation President Melinda Dart, “despite it being an off-year election.”

Dart credits parent support for a 6 percent pay raise in the last contract campaign, explaining that the union used parent surveys from the workshops to guide bargaining. “They understood our issues and were effective allies,” she says. “They packed school board meetings and spoke on our behalf.”

— By Mindy Pines, CFT Reporter

**CFT MEMBERS ARE WELL OUT IN FRONT** of the AFL-CIO’s new resolve to ramp up its partnering with community allies. Educators are linking arms with new and familiar community partners in efforts that especially resonate during the holidays.

## College of the Canyons faculty expand student scholarships

The scholarship program launched by Part-Time Faculty United at College of the Canyons recently expanded to award four \$500 scholarships per year to qualified students, according to Pete Virgadamo, history instructor and president of the Santa Clarita union.

To submit student names for consideration in one of three categories (financial need, academic merit, and thriving returning student), faculty must be members of the local. “We are the youngest of the three unions on campus,” says Virgadamo, “and the only one that has organized a student scholarship.”

The program is named after union organizer, now AFT staffer, Linda Cushing, who “stood by us during the struggle to be recognized as a part-time faculty union,” explains Virgadamo. “The scholarship program has helped the college recognize us for what we are — not narrowly self-interested but responsible citizens on campus.”



## Los Angeles Head Start workers give kids their First Book

In the last two years, Local 1475 has given away about 5,000 books and backpacks filled with school supplies at back-to-school festivals through the AFT’s First Book program. First Book stocks a broad selection of titles for readers from two years old to late teens, and only charges participants for shipping.

“We let students pick the book they want. The looks on their faces when they realize they get to keep the books are wonderful,” said Ruben Siguenza, president of the Los Angeles-based local representing early childhood workers at five Head Start agencies.

“Teaching children the value of a



ARMANDO ARORIZO

book, encouraging them to read at an early age, planting that seed, means they will do better throughout their school years,” Siguenza concluded. >For more information about this popular AFT-endorsed program, visit [firstbook.org](http://firstbook.org).

# Conservative funding network supports web of “stink tanks”

## State Policy Network aligned with ALEC, deceptive national lobbying group

### WHAT’S A STINK TANK?

Remember in the Prop. 32 campaign when “dark money” — big dollars donated by anonymous sources — flooded into California? While these donations were recently ruled illegal and the donors issued large fines, it’s important to recognize the coordinated national web behind such actions: One element is a conservative donation engine named the State Policy Network.

The SPN is a web of so-called “think tanks” that push a right-wing agenda in every state, including the Pacific Research Institute in California. Many of the attacks on unions, public services (including privatization of schools), and the Affordable Care Act in recent years have come from state-based policy organizations under this umbrella group.

A new in-depth investigation by two non-profit, non-partisan groups, Progress Now and the Center for Media and Democracy, reveals that



SPN and its state affiliates are major drivers of the most reactionary proposals in state houses nationwide, with deep ties to a national network of arch-conservative funders, all while reporting no lobbying activity.

SPN and its affiliates call for privatizing public schools, blocking expanded access to health care, lowering taxes for corporations and the

very wealthy, undermining unions and workers’ rights, and weakening or eliminating environmental protections. Some SPN affiliates have opposed common-sense gun safety laws and advocated for voter suppression laws that make it harder for Americans to vote.

The network has morphed into an \$83 million empire. Available records

reveal funding by large corporations, extremist foundations and wealthy free-market ideologues.

SPN and many of its affiliates are members of the aggressively conservative American Legislative Exchange Council, or ALEC, in which Republican legislators, corporate lobbyists, and special interest groups craft “model” legislation that in many cases ends up benefiting the corporations’ bottom line. SPN and its affiliates promote the ALEC agenda in their respective states and have contributed hundreds of thousands of dollars to ALEC.

While SPN members call themselves “think tanks,” they rarely act as such. Their “research” and policy reports skew facts and use faulty data to support their policy goals. Many SPN think tanks launch agenda-driven “news” outlets, hawking right-wing talking points from behind a mask of journalism.

>Learn more at [stinktanks.org](http://stinktanks.org).

## Community and labor organize together for educational and social justice

# THE PRINCIPLES THAT UNITE US

**AFT’S NATIONAL Day of Action to Reclaim the Promise of Public Education** launched in October when 500 students, parents, educators and community leaders met in Los Angeles to build a movement based on shared values for educational justice. Local unions around the nation began planning actions for December 9.

Organized by the AFT, the National Opportunity to Learn Campaign, the National Education Association, Communities for Public Education Reform and numerous local, national, community and labor leaders, the conference endorsed The Principles That Unite Us, summarized below, as a common vision for public education.

### Who we are

We are parents and caregivers, students and community members, educators and school staff. We believe that the way to give every child the opportunity to pursue a rich and productive life is through publicly funded, equitable and democratically controlled public schools. We are committed to the promise of public education as our nation’s gateway to democracy.

### Public schools are public institutions.

Public schools should provide all children with a quality public school in their community.

### Strong public schools create strong communities.

Schools can support the services students and their families need to thrive.

### Our voices matter.

Students and their parents, teachers, administrators, school staff, and community members should guide education policy and practice in our schools and districts.

### Assessments should be used to improve instruction.

Assessments guide teachers in improving lesson plans and meeting individual student’s needs. High-stakes testing is misused when it takes away instructional time and narrows the curriculum.

### Quality teaching must be delivered by committed, respected and supported educators.

Teachers and school staff should be given the opportunity to assume leadership roles in their schools.

### Schools must be welcoming and respectful places for all.

Students, parents, educators and community residents should feel that their cultures and contributions are included and valued.

### Our schools must be fully funded for success and equity.

Our schools remain segregated and unequal, shortchanging some students and our nation. It is time to fund public schools for success and equity.

### A Call to Action

We call on our communities, and commit the power of the organizations we represent, to pursue these principles in our schools, districts and states. Our schools belong to all of us. Together, we will make this vision of public education a reality.

>Download the full set of principles at [goo.gl/jH1u5](http://goo.gl/jH1u5)

# Around CFT

There was learning for everyone at the annual Classified Conference.



## Act now: Be a voting delegate to CFT Convention 2014

**CONTACT YOUR LOCAL** union soon if you want to run as a delegate to the CFT Convention to be held March 21-23 at the Manhattan Beach Marriott. The theme of Convention 2014 is “Reclaim the Promise, California.”

The Convention is open to all CFT members, but only elected delegates can vote. It is the Federation’s highest governance body, where delegates shape union policy and positions on issues affecting all members. The Convention will also elect CFT delegates to the AFT Convention and the California Labor Federation Convention.

Division Councils will meet Friday night, March 21. There will be workshops on a wide range of topics. But the Convention isn’t all work; there’s time for fun as well, with receptions and get-togethers.

# Reclaim the Promise California

Convention 2014 ★ March 21-23 ★ Manhattan Beach Marriott

Voting delegates must be elected following the legal requirements in the AFT and CFT Constitutions and the federal Landrum-Griffin Act. Under these rules, each member shall have a reasonable opportunity to be nominated as a delegate, and local unions must mail a notice to members at least 15 days before the elec-

tion. The elections must be held by secret ballot, the results must be published, and records must be kept for one year. Look for notice of the election from your local union or contact it to learn when elections for delegates will be held.

>To learn more, go to [cft.org/governance/convention](http://cft.org/governance/convention).

## Mark your Calendar

**Deadline for high school seniors to submit applications** for the Raoul Teilhet Scholarships is **January 10**.

**Committees** of the CFT meet on Saturday, **January 11** at Los Angeles Valley College.

**Deadline to submit constitutional amendments** for CFT Convention is **January 24**.

**Leadership Conference** for local union presidents, treasurers and staff will be held **February 6-7** at the Marriott Oakland City Center. The conference offers general session speakers, strategic discussions and workshops. The deadline to register is January 10.

**Deadline to submit resolutions** for CFT Convention is **February 7**.

**Convention** is **March 21-23** at the Manhattan Beach Marriott. (See story at left) **Division Councils** will meet Friday evening **March 21**.

**AFT’s 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’s Higher Education Conference** for community college and UC 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** provides union members an opportunity to talk one-on-one with legislators. The event opens Monday night and members lobby in the Capitol on Tuesday.

**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 Marriot LAX.

**AFT Convention** will be held in California this year! Mark your calendars for **July 11-14** in Los Angeles.

## CFT wins nine national awards for union communications

**THE CFT WON** nine awards from the International Labor Communications Association for union communications created in the calendar year 2012. This is a national contest among state federations, national and international unions. Most winning entries were originally published in *California Teacher*, one was published online as a union video.

The ILCA is the professional organization of labor communicators in North America; membership is open to national, regional, and local union publications affiliated with the AFL-CIO.

>View the complete award listing at [ilcaonline.org](http://ilcaonline.org).

### FIRST PLACES

#### Best News Writing

“Pajaro Valley community succeeds in banning carcinogenic methyl iodide”

#### Best Cover

*California Teacher*, Feb-Mar 2012

#### Best Original Illustration

E-d-u-c-a-t-i-o-n

#### Best Video: K-12 Education and Training

*Tax the Rich*

### SECOND PLACES

#### Best Labor History

“Trampling Out the Vintage offers unique insight into UFW”

#### Best Design – Print

*California Teacher*, Nov-Dec 2012



#### Best Analysis

“Who’s spying on you? Protecting your privacy in the age of servers and social media”

### THIRD PLACES

#### General Excellence

*California Teacher*

#### Best Organizing Story: Saul Miller Award

“Berkeley workers succeed in quest for AFT representation”



# Pre-K and K-12



The union held workshops on LCFF and LCAP at two locations, south and north.

## Historic funding change includes district accountability plans Getting to know the basics of the Local Control Accountability Plan

ALONG WITH THE historic shift in school funding contained in the new Local Control Funding Formula comes significant opportunities for educators and their unions.

Under the LCFF, the governing boards of districts, county offices of education and charter schools, known as Local Education Agencies, are required to adopt a Local Control Accountability Plan every three years starting in July 2014.

The LCAP must describe two key elements: 1) the annual goals of the LEA and specific goals for numerically significant groups of students; and 2) specific actions the LEA will take in each of the three years to achieve its goals.

During plan development, the law requires that LEAs consult with teachers, principals, school personnel,



### Steps to adopting a Local Control Accountability Plan

pupils, and local bargaining agents. Local unions have a right to consult during the review and adoption of the LCAP.

Not only do local unions have a place at the table, but they must monitor LCAP development. In any inconsistency between the LCAP and the collective bargaining agreement, the contract prevails. Also, no actions described in the LCAP may be implemented if they are inconsistent with the contract until they are negotiated with the bargaining agents.

In addition to the formal consultation role in plan development, the new accountability program presents an opportunity for unions to work with parents and community groups to ensure that the program and goals set out by the LCAP meet the needs of the larger community.

Some local unions are already taking the lead in LCAP development. At recent CFT trainings about the new state programs, local unions shared outreach now underway:

- The **Berkeley Federation of Teachers** is reaching out to subgroups of the union's membership such as middle school counselors;
- The **Greater Santa Cruz Federation of Teachers** and the **Pajaro Valley Federation of Teachers** are organizing community-labor forums on LCFF and LCAP;

- The **Jefferson Elementary Federation of Teachers** is surveying parents and family members at the union's parent education trainings (See page 8); and

- **United Educators of San Francisco**, working with Close the Gap, a coalition of educational justice organizations in San Francisco, held a community briefing on December 3.

The governing boards of LEAs must also reach out to the community. They are required to hold at least one public hearing to solicit comments regarding expenditures and actions proposed in the LCAP. The board must also provide the plan to

the parent advisory committee and the English learner parent advisory committee for comment. The superintendent must respond in writing.

In subsequent years, the LCAPs must be updated on or before July 1 and adjusted each September to reflect the final provisions of the state budget. Starting in the 2014-15 fiscal year, LEAs cannot adopt a budget before the board adopts its LCAP.

CFT encourages local unions get involved in LCAP development early and help lead the way toward meeting the needs of students, educators and communities throughout California.

— By CFT Staff

**GARY RAVANI**  
COUNCIL PRESIDENT

#### The union on local control

The CFT presented its position on LCFF to the State Board of Education, saying the union supports the intention of delivering more resources to California's many needy students and a robust accountability system to insure those needs are met.

Under the new law, the LCAP must be in compliance with local collective bargaining agreements, and CFT emphasizes the need to engage local stakeholders in the development process, particularly all bargaining agents.

CFT supports the principle of just and equitable school funding. However, this change should not result in a system in which California's schoolchildren are simply more "justly and equitably" underfunded and generally denied access to a quality public education.

Local control funding must be accompanied by a campaign for quality public education that gives schools the resources to provide a just and equitable education for all students.

#### The politics in play around local control

ON NOVEMBER 7, the State Board of Education accepted public comment on its charge of developing regulations for the new Local Control Funding Formula and the Local Control Accountability Plan.

One goal of the LCFF was to eliminate state regulations about allocating funds to specific programs, or "categoricals," and grant more flexibility to Local Education Agencies. The three-year LCAP requires LEAs to spell out how they will use funds to meet state priorities such as serving high-needs students and ensuring readiness for college and career.

In almost five hours of public testimony, no consensus emerged but

most opinions fell into three possible outcomes: 1) budget decisions are best left in the hands of school boards and LEAs; 2) the State Board should develop regulations for fund allocation, basically reinstating the recently abandoned categorical funding; and, 3) budgets need to be developed locally with parents and advocacy groups at the table, pencils in hand.

Board members will vote on revised regulations at the January meeting. How the State Board will reconcile public demand for tighter regulatory control with the governor's commitment to local control and flexibility remains to be seen.

— Gary Ravani

The Classified Conference brought inspiration...



and learning too...

# Classified

## Annual conference salutes four classified heroes From Pasadena to San Francisco, staff make a difference every day

**NOTHING BETTER ILLUSTRATES** the theme of this fall's Classified Conference, "Celebrating Our Role in Quality Education," than the staff who go above and beyond the call of duty.

The honorees were nominated by their unions and selected as Members of the Year because they are positive role models for workers and students, contribute to the success of the local, and are committed advocates of high-quality education.

**Denise Albright** has worked at Pasadena City College for 17 years, first in the bookstore and now as a secretary for Extended Opportunity Programs and Services, or EOPS. Albright has moved up steadily through the union ranks serving as secretary of what is now Local 6525, the newly affiliated AFT union representing instructional support staff. She also served as president of the campus Classified Senate.

Never one to sit still for long, Albright also mentors young women on the Lady Lancers college basketball team, helping girls balance sports and academics and make good personal choices. She has been known to buy student athletes meals and lend them money for books.

"The other night my husband asked me if I know the meaning of the word 'No.' I guess the answer is 'No,'" Albright said.

**Roderick Carraway** was honored for his leadership in reuniting the district's classified staff. When he began working for Berkeley Unified in 1996, all classified belonged to one union.

A few years later, paras, instructional

enforcing the Education Code," Carraway said. "We lost ground in the contract. I was instrumental in getting them in, so I



BOB RIHA, JR.

Deanna Frederick

wanted to be instrumental in getting them out."

Since reunification in 2011, Carraway has helped negotiate separate contracts with the goal of creating one agreement that will provide the best terms for both groups. He is also a site rep



Mary Lavalais

and a member of the grievance, safety and budget oversight committees for the Berkeley Council of Classified Employees. "I always tell members this is about us. By myself, I can't do much, but more gets accomplished when we work together."

"I always tell members this is about us. By myself, I can't do much, but more gets accomplished when we work together."

— Rod Carraway, Maintenance Technician, Berkeley Unified

assistants, and clericals affiliated with the AFT, but Carraway — a maintenance technician — and about 160 custodians, food service staff, and bus drivers joined the Stationery Engineers. "Local 39 had no experience with school workers and had trouble



Rod Carraway



Denise Albright

**Deana Frederick** is an administrative secretary at Dutcher Middle School and has been a member of the Turlock

Classified AFT for 13 years.

When the 2008 financial crisis led to budget cuts, some of the 130 union members blamed the local for layoffs, furloughs, deferred cost-of-living adjustments and other staffing changes.

"For a long time I was a passive union member, but I moved into leadership because I didn't believe the animosity was appropriate," said Frederick, who volunteers as the local's treasurer.

"We have been able to build some unity, and some new state funding is coming in and helping, but we still have people who feel we aren't doing enough. We're working on that."

**Mary Lavalais** has been a community relations specialist/elementary advisor at the San Francisco Community School for 12 years, after working for 14 years at Fairmont Elementary where she created the Voices of Joy choir, a program she carried on at the alternative school.

"Kids don't all learn the same way, but music helps all students," Lavalais

said. "The most rewarding thing for me is for a kid to come back to me 20 years later to tell me they still have a trophy or award I gave them for choir."

"We've got to love the whole child... I want every child to feel proud."

— Mary Lavalais, Elementary Advisor, San Francisco Unified

As a student advisor, she focuses on restorative practices. "If kids have a conflict, they can deal with it by talking. There are consequences when kids fight, but they often don't see that they are also hurt," she said. "We've got to love the whole child. There are so many pieces that make up the child. I want every child to feel proud."

— By Steve Weingarten, CFT Reporter

PAULA A. PHILLIPS  
COUNCIL PRESIDENT

### Considering staff needs in district training

When Senate Bill 590 becomes law January 1, K-12 school districts will be required to consider the needs of staff when when funding training or professional development.

There are no new funds attached to SB 590, but with the coming implementation of the Common Core standards, SB 590 can help ensure that classified staff are included in and not overlooked for this essential training. The state will be providing \$1.25 billion in one-time monies for training personnel on the Common Core.

Some locals have negotiated training hours for paraprofessionals and classified, but many have not yet taken the initiative. Our local unions need to be at the table when discussions about professional development are taking place so we can be effective partners in providing high-quality education.



TOP: BOB RIHA, JR.

# Community College

A Fresno City College student speaks out.



## Pilot colleges resist implementing two-tier fees in new law Five of six districts not following program mandated in AB955

**IN OCTOBER**, Gov. Jerry Brown signed the controversial Assembly Bill 955, which allows six colleges to charge students out-of-state rates for high-demand classes, such as English and algebra, during the winter and summer sessions. This means about \$200 a unit, as compared to the current \$46.

“This pilot program is a horrible idea,” says Jim Mahler, president of the CFT Community College Council, “and is the antithesis of the community college mission to provide access for all. If you’re the rich kid, you have the opportunity to take a class,” he said. “If you’re not the rich kid, well, just wait your turn.”

Many educators agree with Mahler. Out of the six colleges included in the pilot program — Pasadena City College, College of the Canyons, Long Beach City College, Solano Community College, Crafton Hills Com-

munity College, and Oxnard College — only one, Long Beach City College, will implement the program in the winter session.

“I think it’s telling that you sign a bill into law and five of the six districts don’t want it,” Mahler said. “And at Long Beach, only the college president wants it. The students and the faculty and the staff don’t.”

One faculty member who spoke out against the program at a board of trustees meeting in Long Beach is Velvet Pearson, an English teacher and a member of the faculty union’s executive board. She said not only would it be hard to see real student improvement in an abbreviated writing class lasting only 4-6 weeks, but that creating two tracks for education hurts working class students.

“Long Beach is a really impover-

**“California’s Master Plan promised affordable education. These politicians got their educations free, and now they’re taking it away from the next generation.”**

—Peter Mathews, Long Beach City College

ished urban area,” she said. “We do have beautiful, wealthy neighborhoods, but many of our students are living below the poverty level.”

Pearson doesn’t buy the argument that this just gives students who need to transfer another option.

“That sounds classist,” she said. “It’s

affordable education,” Mathews said, referring to the 1960 document established by Gov. Brown’s father, Pat Brown, when he was governor. “These politicians got their educations free, and now they’re taking it away from the next generation.”

Steve Hall, a math teacher at Oxnard College and president of the Ventura County Federation of College Teachers, says he wasn’t surprised that Oxnard won’t participate in the pilot project.

“The students were opposed to it, the teachers were opposed, and the administration was opposed,” he said. “Why would anyone want to implement it?”

There are other ways to get money so everyone has access to classes, Hall says. “I just think it’s a bad idea to address the problem of access with increased tuition. It’s more appropriate to advocate for increased growth funding, so that all students have an equal opportunity to benefit.”

Similarly, the president of Pasadena City College, Mark Rocha, has consistently reiterated his opposition to the bill, telling faculty and staff in September, “two-tier tuition will not happen at PCC under any circumstances.”

That’s because AB 955 would hurt the majority of their students, says Valerie Wardlaw, public relations officer for the school.

“Our goal is to treat all our students equally and our vision for the future is that we have a community college that any student who wants to come, can, and not have to pay at all,” she said. “To have the students who can’t pay just left out flies in the face of that.”

— By Emily Wilson, CFT Reporter



Students at Long Beach City College protest the two-tier fees in AB955.

like, ‘If you have the money, you can make the choice, and if you don’t, you can’t.’ And if you look at who this is going to affect, it seems racist as well.”

Peter Mathews, who teaches sociology part time at Long Beach and has written several op-eds in local newspapers against the pilot program, says it makes education a privilege rather than a right.

“California’s Master Plan promised

**JIM MAHLER**  
COUNCIL PRESIDENT

### Good riddance 2013, bring on 2014

Throughout the legislative session that closed in September, CFT worked overtime to kill bad bills.

The “ed reformers” attempted various assaults ranging from expanding (and even mandating) classes taught in the Massive Open Online Course model (with little or no faculty input) to removing money from instruction by modifying the 50 percent law, to establishing a two-tier tuition structure. The union’s efforts either killed these bills or rendered them harmless.

In the 2014 session, we will again attempt to make real progress by pursuing these goals: Improve the full-time/part-time faculty ratio; mandate an educationally sound counselor/student ratio; and secure a guarantee on community college apportionment — something that’s already in place for K-12 — so the colleges can make fiscally sound plans each year.



TOP: STEVE YEATER

# University



Riverside librarian Trish Stumpf Garlia serves varied student needs.

## Reference librarians meet complex queries with a human touch Highly skilled professionals imperiled by administrative cost-cutting, online chat

**"WE NO LONGER** have a visible reference desk in our two main libraries," reports Miki Goral, a UCLA librarian of 43 years. "Students first have to go to the circulation desk. If the student working there thinks they need to talk to a reference librarian, they often refer them to a 24/7 online chat, which is staffed by a UC librarian only during certain hours. Otherwise they could be chatting with a librarian in New York, or even Australia. Plus chatting can take 40 minutes to do what you can do in 5 if you're actually talking."

At UC Davis the story is much the same. "We used to have four public service points, with eight or nine reference librarians," according to Adam Siegel. "Now we have fewer librarians, fewer desks, and fewer hours when the desks are open."

Ken Lyons, a 13-year librarian at UC Santa Cruz, reports similar degradation. "We used to be open 99-100 hours a week, and now it's down to 20." He elaborates, "When I started there was a reference department, with seven of us. Then we were down to two, with a supervisor. Now the department doesn't exist. Librarians on the desk work two hours a week, when before it was eight. If someone asks to see a reference librarian, there's usually no one on duty, so they're sent to an online chat room."

### Librarians ward off threats in new contract

**AT UCLA, THE UNION** filed a grievance when the use of temps grew to 25 percent of the bargaining unit. In response, the administration made 11 of 20 temporary librarians permanent.

"In our new contract," says Miki Goral, negotiating team member and CFT vice president, "temporary appointments can only be used in specific circumstances, not to fill vacant permanent positions."

UC librarians also made their salary schedule more equitable. "Our entry

Reference librarians perform a highly skilled service, yet they are becoming rare in the UC system. Librarians say the attitude among administrators is that students really don't need professional reference services anymore.



"There's a lot of talk about the digital generation that's used to doing things on the Internet," says UC Riverside librarian Steve Mitchell. "That doesn't make them good at finding scholarly information, however. Serious information expertise is required to serve students and faculty

salary still doesn't match CSU, public libraries or community colleges, but it's better," Goral says.

In other gains, the union strengthened the review process, removed barriers that kept librarians from reaching the top of the payscale, and protected the bargaining unit: Without union agreement, the university can't remove titles, individuals, or positions from the bargaining unit without going to the Public Employment Relations Board.

— and you have to pay for that," he emphasizes.

Goral says that administrators want to save money by not filling positions, "so they say students are 'digital natives,' and that students know how to do research. But UC is

in turn lowers usage."

Lyons charges administrators with playing politics over the service. "There's a change in emphasis away from undergrads. Administrators see us as a high-cost service, and want us to concentrate on work with faculty because they have the most political

**"Serious information expertise is required to serve students and faculty — and you have to pay for that."**

— Steve Mitchell, Reference Librarian, UC Riverside

power on campus. Undergrads have none. But we can't leave behind our major constituency. So I question whether we're now helping those who really need it the most."

— By David Bacon, CFT Reporter

**BOB SAMUELS**  
COUNCIL PRESIDENT

### Online course correction

**In response to past** state budget cuts, UC increased class sizes and reduced the number of faculty.

The proposed solution to this problem of educational equity is online teaching. However, not only do online courses further reduce instructional quality, but the system has not figured out how to fund the sharing of courses and students among campuses.

What happens if most UC Santa Barbara students take their Spanish classes online with UC Irvine? Will UCSB have to fire its Spanish faculty? Who will pay UCI to hire more teachers to cover the increased enrollment? How much should UCSB pay UCI to teach its students?

None of these questions has been answered. Instead, UC plans to throw around large amounts of money the first few years, and then decide how to make the sharing of online courses work.



TOP: BOB RIHA, JR.



Palomar Co-President Shannon Lienhart, center, speaks at the Political Summit in northern San Diego County.

SANDRA WIESE

forward is to find common ground, form coalitions, and work together.” On October 4, the union hosted a Political Organizing Summit at Cal State San Marcos and invited labor, religious, and community leaders to a candid conversation about progressive political action. North County’s conservative past and its distance from San Diego have required activists to travel to participate in forward-thinking politics. But the 50 summit attendees envisioned a local hub to identify and elect progressives and collaborate on key issues.

In the new North County Labor Alliance, according to organizer Debbie Forward, “It will be exciting to work with like-minded individuals and organizations to bring positive, progressive change to north San Diego County.”

## Rank & Files

**Mathilde Mukantabana**, a member of the Los Rios College Federation of Teachers, Local 2279, recently left her teaching job at Sacramento’s Cosumnes River College to become ambassador of Rwanda to the United States. Mukantabana started teaching at the college during the genocide and lost both of her parents in the bloodshed. She served as spokesperson for the Friends of Rwanda and says in the almost 20 years since the devastating ethnic violence in 1994, her home country has rebuilt itself through reformed education, expanded health-care and revitalized democracy.

**Jim Mahler**, long-time president of the AFT Guild, San Diego and Grossmont-Cuyamaca Colleges, Local 1931, and CFT vice president, was honored with the “Visionary in Public Education” award from the Interfaith Committee for Worker Justice of San Diego County.

**Rena Pheng**, a custodian at Long Beach City College and member of the Long Beach Council of Classified Employees, Local 6108, was named Classified Employee of the Year by the California Community Colleges. The annual award is given to five classifieds who demonstrate commitment to professionalism, their campus and their community; winners receive \$500. In addition to her full-time work, Pheng studies at CSU Dominguez Hills and still finds time to volunteer with seniors.

**Daniel C. Tsang**, a data librarian at UC Irvine and member of UC-AFT Local 2226, received the 2013 William H. Flanigan Award for Distinguished Service from the Inter-University Consortium for Political and Social Research for his work helping faculty and students use datasets for secondary data analysis.

**Have you or your colleagues made news lately?** Email the pertinent facts to the editor of *California Teacher* at [jhundertmark@cft.org](mailto:jhundertmark@cft.org).

### LOCAL 6161

**North County comes of age...** The Palomar Faculty Federation wants to change politics in northern San Diego County and it isn’t waiting

around for someone else to do it. “Public education is under attack and teachers and unions are fighting for survival,” said Co-President Shannon Lienhart. “Our best path

### LOCAL 1273

**Solidarity in Oxnard...** In early December, the Oxnard School Board approved the first Project Labor Agreement in Ventura County.

The Oxnard Federation was instrumental in passing the local hire provision for the building of the new Camarillo High, to be called Rancho Campaña. Under the PLA, 30 percent of those hired have to come from the zip code of the Oxnard Union High School District, where the construction bond was passed.

“This is good fiscal policy because

the tax dollars spent will benefit our local community,” said local President Wes Davis. “And it’s sound educational policy because graduates of our apprenticeship program will be some of the hires.”

The local worked its community coalition, CAUSE, and the county building trades. More than 200 people came to school board meetings; 30 people spoke in support. Union-endorsed board member Steve Hall, president of the Ventura College Federation, voted in favor of the PLA. Davis said, “Our electoral and community outreach are paying off.”

### LOCALS 1078 AND 6192

**Searching for solutions...** Community support saved an innovative cooking and gardening program that faced closure last spring after the Berkeley Unified School District cut two-thirds of the budget. (See *California Teacher*, April-May)

“Even the chickens in the garden were given away because no one was left to tend them,” said Daria Wrubel

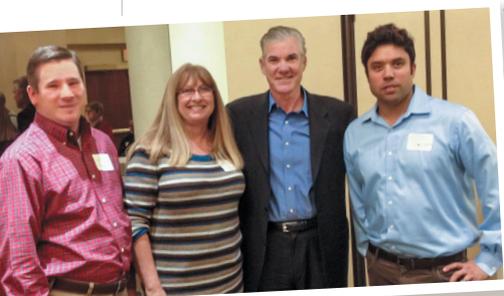


Daria Wrubel is searching for ways to sustain Berkeley’s Cooking and Gardening Program.

of the **Berkeley Council of Classified Employees**, who taught gardening to 450 students at Thousand Oaks Elementary before she and more than half the classified staff were cut.

“In a district with 9,000 students, 1,000 families contacted the school board to support the program. We just don’t know where the rest of the money is going to come from.”

The board approved \$600,000 in bridge funding over two years, a third of the previous \$1.8 million budget. Supporters are examining similar programs around the country and plan to raise an additional \$600,000. The district also hired a supervisor with fundraising experience.



JESSICA ULSTAD

Newport-Mesa Federation members support Tom Torlakson, center, in his re-election bid for State Superintendent of Public Instruction.