

Convention 2018

Resolutions Committee Report

Resolutions and constitutional amendments
passed by delegates to CFT Convention
held March 23-25 in Costa Mesa

California Federation
of Teachers 
AFT, AFL-CIO
A Union of Professionals

CFT Convention 2018

Contents

CONSTITUTIONAL AMENDMENTS

AMENDMENT 1

Per Capitas and Staff Funding

AMENDMENT 2

Half Per Capita Rate Change

AMENDMENT 3

Biennial Convention – *CFT Constitution*

AMENDMENT 4

Biennial Convention – *CFT Bylaws*

AMENDMENT 5

Legal Advocacy Fund and Strategic Organizing Fund Special Assessment

RESOLUTIONS

RESOLUTION 1

Adopt the *CFT Policy and Positions Handbook*, our new living policy document

Professional Issues: EC/TK-12

RESOLUTION 2

Support lower adult-to-child ratios for transitional kindergarten

RESOLUTION 3

Support equal access to physical and socio-emotional healthcare for all preK-12 students

RESOLUTION 4

Oppose and reject McTeacher's Nights

RESOLUTION 5

Students not suspects: Oppose random searches

Professional Issues: Higher Education

RESOLUTION 6

Oppose DeVos Administration's changes to Title IX

RESOLUTION 8

Fight sexism and racism at UC by analyzing wage gap and eliminating Student Evaluations of Teaching in personnel decisions

RESOLUTION 9

Support academic status of UC librarians

RESOLUTION 10

Pursue legislation on reemployment preferences for UC non-Senate faculty

RESOLUTION 11

Revise the community college Faculty Obligation Number to include noncredit instruction

RESOLUTION 13

Protect UC lecturers against union busting by misclassification

RESOLUTION 14

Expand shared governance for UC non-Senate faculty

RESOLUTION 15

Raise community college part-time faculty workload to 80 percent

Health Care, Retirement and Benefits

RESOLUTION 16

Require charter schools to participate in CalSTRS

RESOLUTION 17

Oppose uses of retirement funds that enable privatizers of public education

RESOLUTION 18

Exempt retiring educators from provisions requiring a reduction in benefits within the first 180 days of post-retirement reemployment

RESOLUTION 19

Extend post-retirement health insurance coverage to COBRA participants

RESOLUTION 20

Support for organizing noon duty staff in local unions

RESOLUTION 21

Seek sensible adjustments to CalSTRS contributions

Education Finance

RESOLUTION 22

Increase funding for our students

RESOLUTION 23

Limit administrator staffing in adult schools

Socio-Political

RESOLUTION 24

Teaching climate literacy in schools

RESOLUTION 25

Support and defend undocumented members and students

RESOLUTION 26

Protect staff and students from the health risks of agricultural pesticides

RESOLUTION 28

Support the Poor People's Campaign

RESOLUTION 29

Defend the dignity and rights of immigrants

RESOLUTION 31

Support for the lawsuit against Berkeley Unified and Judicial Watch

Amendment 1

Per Capitas and Staff Funding

Article II: Finance, Sections 1 and 7 of the CFT Bylaws are amended to read:

Section 1. Per Capitas

- a. Effective September 1, 2017, the per capita for active members and non-member fee payers of the CFT will be:
 - 1) Regular rate members and regular rate agency fee non-members earning \$26,000 or more: ~~\$515.82~~ \$526.14 (12 monthly payments of ~~\$42.98~~ \$43.84).
 - 2) Non-bargaining agent members and members-at-large: AFT/CLF per capita tax plus 40% of CFT full-time per capita tax.
 - 3) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in Section 1.
- b. **Classes of Membership**
 - 1) Locals may establish a class of members which shall consist of members who receive less than the lowest range and salary step of full-time teachers paid by their employer or whose salary is less than \$26,000, whichever salary is higher. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate.
 - 2) Each local shall pay on behalf of members and agency fee non-members who receive less than ~~\$15,157~~ \$15,490 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
 - 3) Each local shall pay on behalf of members and non-member fee payers who receive less than ~~\$9,203~~ \$9,405 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
 - 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capita as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capita. The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.
 - 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
 - 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed from the representation certification date until their first contract is ratified.
- c. Back per capita will be paid at the per capita rate in effect when the debt is incurred.
- d. Sixty-five cents (\$0.65) or proportional share of each unit member's monthly per capita and sixty-five cents (\$0.65) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency fees are paid on a twelve month basis shall be placed in the CFT Legal Defense Fund. The CFT Legal Defense Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council.
- e. Three dollars and sixty-five cents (\$3.65) or proportional share of each member's monthly per capita on a twelve-month basis shall be placed in the CFT COPE fund. The political fund shall be maintained as a revolving fund under the direction of the CFT COPE Executive Council. This fund shall be used

for contributions to candidates for state or local office and/or for ballot propositions. Salaries and benefit costs for the employees of the CFT Political Department and other expenses related to political activities may also be paid from the CFT COPE fund. In order to increase CFT COPE funding, the state Convention may increase per capitas by a flat amount in excess of the percentage amount required to be voted on as a result of the calculation in Section 2.

- f. Twenty cents (\$0.20) or proportional share of each unit member's monthly per capita on a twelve-month basis shall be placed in the CFT Raoul Teilhet Scholarship Fund.
- g. Ten cents (\$0.10) or proportional share of each unit member's monthly per capita and ten cents (\$0.10) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency fees are paid shall be placed in the CFT Militancy Fund. The CFT Militancy Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council. The Militancy Fund shall be used to help and defend persons who have been targeted or retaliation by employers as a result of their CFT union activities and other similar purposes as determined by Executive Council.
- h. Fifteen cents (\$0.15) or proportional share of each unit member's monthly per capita and fifteen cents (\$0.15) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency fees are paid shall be placed in the CFT Educational Issues Fund. The Educational Issues Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council. As determined by the Executive Council, the Educational Issues Fund shall be used to develop and publicize CFT positions of educational issues.

Section 7. Staff Funding Program

- a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations, grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.
- b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capitas, a payment for staff funding assistance from the CFT equal to the following formula:
 - 1) **Unit size 1000 or fewer:** Locals and councils of locals with a total unit or units of 1000 or fewer shall receive a staff funding program from the CFT equal to seventy percent (70%) of \$19.70 of the full-time equivalency (FTE) of per capitas paid to the CFT by the local or council of locals on a monthly basis.
 - 2) **Unit size above 1000:** Locals and councils of locals with a total unit or units above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60%) of \$19.70 of the FTE of per capitas paid to the CFT by the local or council of locals on a monthly basis.
 - 3) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of \$19.70 of the FTE of per capitas paid for non-certificated employees of the unit.

Submitted by the Executive Council

Amendment 2

Half Per Capita Rate Change

Article II: Finance, Section 1 of the CFT Bylaws are amended to read:

Section 1. Per Capitas

- a. Effective September 1, 2017, the per capita for active members and non-member fee payers of the CFT will be:
 - 1) Regular rate members and regular rate agency fee non-members earning ~~\$26,000~~ \$50,000 or more: \$515.82 (12 monthly payments of \$42.98).
 - 2) Non-bargaining agent members and members-at-large: AFT/CLF per capita tax plus 40% of CFT full-time per capita tax.
 - 3) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in Section 1.
- b. **Classes of Membership**
 - 1) Locals may establish a class of members which shall consist of members ~~who receive less than the lowest range and salary step of full-time teachers paid by their employer or~~ whose salary is less than ~~\$26,000, \$50,000 whichever salary is higher~~. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate.
 - 2) Each local shall pay on behalf of members and agency fee non-members who receive less than \$15,157 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
 - 3) Each local shall pay on behalf of members and non-member fee payers who receive less than \$9,203 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
 - 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capita as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capita. The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.
 - 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
 - 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed from the representation certification date until their first contract is ratified.

Submitted by the Executive Council

Amendment 3

Biennial Convention – CFT Constitution

Article IV: Officers, Section 1 of the CFT Constitution are amended to read:

Section 1. Elected Officers

- a. Officers shall be elected in odd-numbered years by the ~~annual~~ biennial convention for a term of two years. Nominations shall be made from the floor of the convention. Voters may cast votes in support of as many candidates for an office as they wish, and a majority of the votes cast shall be required for election to office. If more than one candidate receives a majority of the votes cast for an office, the candidate with the most votes is elected.

Article V: State Council, Section 4 of the CFT Constitution is amended to read:

Section 4. Meetings

- a. The State Council shall meet ~~two times a~~ twice during a calendar year when there is no CFT Convention and once during a calendar year when there is a CFT Convention. The exact date, place, and other details shall be determined by the Executive Council. Special meetings of the State Council may be called by the President or by two-thirds of the members of the State Council, provided that a written notice stating the purpose of such meeting is sent by registered mail to all members of the State Council at least two weeks prior to the date set for the meeting.
- b. A quorum for transaction of business shall comprise twenty-five percent (25%) of the locals or of locals representing one-third (1/3) of the members of the CFT.

Submitted by the Executive Council

Amendment 4

Biennial Convention – CFT Bylaws

Article I: Conventions, Sections 1, 7, 9, and 14 of the CFT Bylaws are amended to read

Section 1. ~~Annual~~ Biennial Meetings

A state convention shall be held each ~~calendar~~ odd-numbered year at a time and place to be designated by the Executive Council. A convention call must be issued to all locals at least sixty (60) days prior to the date of the convention, specifying the program of the convention, the time of preliminary committee meetings, and the time the delegates are expected to arrive. In case the President fails to call said meeting within the time specified, the State Council shall have the power to call the Convention.

Section 7. Delegate Allocation

- a. One delegate to the ~~annual~~ biennial convention may be elected by each local or council of locals as stated in Section 2 having a membership of twenty-five or fewer. For each additional twenty-five members, or fraction thereof, one additional delegate may be elected. The delegate strength to any state convention shall be based on average membership pursuant to Section 8 of this article.

Section 9. Roll Call Voting Strength

On all roll call votes in the ~~annual~~ biennial convention, each local represented shall be entitled to a number of votes equal to the average membership as defined in Section 8 of this Article.

Section 14. Quorum

Delegates representing a majority of all votes eligible to ~~an annual~~ a biennial convention shall constitute a quorum.

Article II: Finance, Sections 2 and 7 of the CFT Bylaws are amended to read:

Section 2. Per Capita Calculations

The per capitas for active members of the California Federation of Teachers will be adjusted each odd- numbered year with the approval of the state convention or in even-numbered years with the approval of the State Council by a percentage amount not to exceed the statewide percentage change in average salaries of all bargaining units. The annual percentage change in the per capitas will be calculated as follows:

- 1) First, the lowest salary step for full-time beginning employees will be added to the highest salary step for full-time employees, the highest step being one without a doctorate and without anniversary increments.
- 2) Second, the sum of these two salaries will then be divided by two, providing the average salary. These averages will be calculated for all districts having exclusive representatives affiliated with CFT. The salary schedules used will be those effective on December 1 of the current year.

- 3) The percentage change in average salary from December 1 of a current school year to December 1 of the next year will be calculated and applied to the regular rates above.
- 4) The Executive Council of the CFT will certify each year that the appropriate procedures have been used to calculate the CFT per capita to be effective September 1 of that calendar year and make a recommendation to the state Convention or State Council.

Section 7. Staff Funding Program

- c. Effective upon adoption of this provision, the base on the Staff Funding Program shall be automatically adjusted on September 1 of each year by the percentage increase in per capita as set forth in Section 2 of this article unless the base is adjusted by a different amount by a vote of the convention or State Council. ~~Convention a~~ Action to limit the base of the staff funding program cannot be taken in successive years.

Submitted by the Executive Council

Amendment 5

Legal Advocacy Fund and Strategic Organizing Fund Special Assessment

Article II: Finance, Section 6 of the CFT Bylaws is amended to read:

Section 6. Special Assessment

- b. Effective April 1, 2018, and ending August 31, 2020, two dollars (\$2.00) or proportional share of each unit member's monthly per capita on a twelve-month basis shall be separately assessed. This special assessment may be rescinded by a two-thirds vote at the Convention or by a majority vote of the Executive Council.
- 1) \$1.00 of this special assessment shall be directly placed into the CFT Legal Advocacy and Fight Back Fund. The CFT Legal Advocacy and Fight Back Fund shall be used for proactive and defensive CFT statewide legal actions and shall be maintained as a revolving fund under the direction of the CFT Executive Council. The Secretary Treasurer will provide reports of the CFT Legal Advocacy and Fight Back Fund at each Executive Council and State Council meeting.
 - 2) \$1.00 of this special assessment shall be placed into the Strategic Organizing Fund. The Strategic Organizing Fund shall be used for internal and external organizing and shall be maintained as a revolving fund under the direction of the CFT Executive Council.

Submitted by the Executive Council

Resolution 1

Adopt the *CFT Policy and Positions Handbook*, our new living policy document

Whereas, the CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education; and

Whereas, the CFT mission is to represent member interests and the interests of the communities they serve through collective bargaining, legislative advocacy, political action, and organizing; and

Whereas, having a document that enumerates CFT's positions and policies helps keep consistent the work the union is charged with in its mission statement; and

Whereas, the CFT adopted a *Policies and Positions Handbook* in April 1996, and that handbook has not been updated since its adoption; and

Whereas, many pedagogical ideas and technologies have changed significantly since this adoption; and

Whereas, CFT has 13 standing committees that meet regularly for the purpose of reviewing and suggesting CFT policies and positions; and

Whereas, the CFT has three different governing bodies that adopt policies and positions: the Convention, the State Council, and the Executive Council; and

Whereas, local, state, and federal laws are always changing; and

Whereas, the *Policy and Positions Handbook* should inform members, leaders, staff, and the community at large about CFT positions on issues of import in the world around us, and the *CFT Constitution and Bylaws* should dictate internal organizational structure and policies;

Therefore, be it resolved, that the California Federation of Teachers adopt the new *CFT Policies and Positions Handbook* (2018) as its living policy document; and

Be it further resolved, that a local, a CFT standing committee, a division council, or the Executive Council may put forward a change to the handbook; and

Be it further resolved, that this document may be updated by any of the three governing bodies through resolution; and

Be it finally resolved, that CFT leaders, CFT staff, and local leaders shall use this handbook to guide all work undertaken on behalf of the California Federation of Teachers.

Submitted by the Executive Council

Resolution 2

Support lower adult-to-child ratios for transitional kindergarten

Whereas, the CFT supports transitional kindergarten; and

Whereas, research is clear that the minimum ratio of 1 adult to 8 children is the standard for early childhood classrooms; and

Whereas, currently the adult-to-child ratio in California varies from 1 adult to 22–35 students in transitional kindergarten classrooms; and

Whereas, many of these same students were previously in classrooms with ratios of 1 adult to 8 children; and

Whereas, health, safety, and an appropriate learning environment are key to a successful educational experience for all children; and

Whereas, having a paraprofessional, paraeducator, or instructional assistant is fundamental to the best practices for young children in transitional kindergarten classrooms;

Therefore, be it resolved, that the California Federation of Teachers support having a paraprofessional, paraeducator, or instructional assistant in all transitional kindergarten classrooms for a minimum of three hours per day.

Submitted by the Early Childhood Education Committee

Resolution 3

Support equal access to physical and socio-emotional healthcare for all preK-12 students

Whereas, the CFT is committed to ensuring all students have equal access to curriculum, giving each child the opportunities afforded them with a quality public education; and

Whereas, educators are facing the demands of delivering increasingly rigorous curriculum as their students are experiencing more barriers to their success in the classroom; and

Whereas, 23 percent of children in California live in poverty. They may experience an increased rate of traumatic experiences which can have profound effects on their brain development leading to difficulties with peer relationships, as well as focus and ability to comprehend increasingly rigorous curriculum; and

Whereas, nutrition has a profound impact on brain development. Nutritional deficiencies can damage a child's brain development leading to issues with vision, language development, social skills, memorization, and problem solving. Childhood nutrition has a direct impact on immediate health and lifetime health; and

Whereas, student health has a direct impact on learning. Students with health issues miss instruction and have difficulties with focus; and

Whereas, there are increasing number of students entering school with chronic health conditions that require management during the school day; and

Whereas, all students would benefit from the services provided by a credentialed school nurse, such as preventive services, interventions, referrals to foster health and educational success, access to counseling and nutritious meals;

Therefore, be it resolved, that the California Federation of Teachers supports changing the *California Education Code* to ensure proper staffing for credentialed school nurses (1 full-time equivalent credentialed nurse per school or in the case of schools where there are more than 750 students a minimum of one credentialed school nurse per 750 students); and

Be it further resolved, that the CFT supports changing the *California Education Code* to ensure proper staffing for credentialed school counselors and the credentialed school counselor staffing ratios should be in alignment with the American School Counselor Association national model; and

Be it further resolved, that the CFT supports changing the *California Education Code* to ensure proper staffing to provide balanced nutritional meals for all students; and

Be it finally resolved, that the CFT will work with state Legislature to ensure districts receive the funding to make the above mentioned possible without negatively impacting students in other areas of their education.

Submitted by the PreK-12 Education Issues Committee

Resolution 4

Oppose and reject McTeacher's Nights

Whereas, McTeacher's Night is promoted as a fundraiser when in fact, it is a thinly veiled marketing tactic by which McDonald's sells its products and promotes its brand to students and their families; and

Whereas, McDonald's exploits school funding shortfalls in order to market — and profit from — the sale of junk food to children, undermining public institutions and teachers; and

Whereas, McDonald's marketing disproportionately affects low socio-economic students and students of color, and contributes to the growing epidemic of diet-related disease; and

Whereas, when educators volunteer at McTeacher's Nights, workers in the community (who are often low-income earners) may lose work hours, impacting their income and contributing to poverty;

Therefore, be it resolved that the California Federation of Teachers will publish an article on our opposition to, and rejection of, McDonald's program, McTeacher's Nights, for exploiting public schools and teachers to market junk food to our students; and

Be it further resolved, that CFT President Joshua Pechthalt will write a letter of concern directed to the president and CEO of McDonald's regarding the harmful effects of McTeacher's Nights, which local associations can submit to local media outlets where the McTeacher's Nights programs are active; and

Be it further resolved, that President Pechthalt will write a letter to the presidents of state and national Parent Teacher Associations (PTAs), Parent Teacher Student Association (PTSA), Parent Teacher Organization (PTO), and Parent Teacher Student Organization (PTSO) urging them to stop all partnerships with McDonald's on McTeacher's Nights; and

Be it further resolved, that CFT will encourage state and local affiliates to re-evaluate McTeacher's Nights and to support state and local legislation and policies aimed at protecting children and students from junk food marketing; and

Be it further resolved, that CFT will support legislative and policy initiatives at the state and local levels to curb junk food marketing that targets children; and

Be it finally resolved, that the resolution be sent to the AFT Convention.

Submitted by the Civil, Human & Women's Rights Committee

Resolution 5

Students not suspects: Oppose random searches

Whereas, students attend school for education and socialization; and

Whereas, students, especially in communities of color, are often treated with the presumption of guilt and their property is searched without probable cause, taking away valuable educational minutes and training students to become complacent in their rights; and

Whereas, random searches perpetuate and sustain the school-to-prison-to-deportation pipeline; and

Whereas, students deserve wraparound services, not an increased police presence in their schools;

Therefore, be it resolved, that the California Federation of Teachers oppose random searches of students; and

Be it further resolved, that the CFT publish an article on random searches and the harm they cause to school communities and the rights of students; and

Be it finally resolved, that the CFT provide model school board resolutions to challenge and prevent these degrading actions.

Submitted by the Civil, Human & Women's Rights Committee

Resolution 6

Oppose DeVos administration's changes to Title IX

Whereas, Title IX is a federal law that prohibits gender discrimination in schools and legally requires institutions to respond to reports of sexual harassment and assault; and

Whereas, the 2011 “Dear Colleague Letter” that implemented the guideline that investigations must be completed by schools within 60 days and the 2014 “Questions and Answers on Title IX and Sexual Violence, both of which prompted campuses to conduct more timely investigations of assault were repealed on September 7, 2017, by U.S. Secretary of Education Betsy DeVos, which will once again make it easier for institutions to put accusations of assault on the backburner; and

Whereas, the 2011 guidelines give schools the option to set a clear and convincing standard of evidence for assault cases and the repeal of these measures means that assault would have to be proven substantially more likely to be true than untrue as well as give schools the option to remove the 60-day requirement for investigation completion, which could potentially cause investigations to drag on for months, even years; and

Whereas, the DeVos administration's changes to Title IX has created a climate of uncertainty on college campuses making it more difficult for students to come forward with sexual harassment claims which would be particularly detrimental to reporting, as survivors of assault already face a lot of disbelief and victim blaming when coming forward;

Therefore, be it resolved, that the California Federation of Teachers write letters to the colleges where it represents faculty and classified staff urging them to maintain the “preponderance of evidence” standard and 60-day completion of an investigation as established by the Obama administration to assure that victims of sexual harassment are protected from retaliation, are willing to bring forward their sexual harassment claims, and are treated fairly as they seek justice.

Submitted by the Civil, Human & Women's Rights Committee

Resolution 8

Fight sexism and racism at UC by analyzing wage gap and eliminating Student Evaluations of Teaching in personnel decisions

Whereas, women are disproportionately appointed into non-Senate faculty positions at the University of California, e.g., Senate faculty are one-third women, while lecturers are one-half women; and

Whereas, on average, Latina women in the United States are paid 54 cents, Black women are paid 63 cents, white women are paid 80 cents, and Asian women are paid 85 cents for every dollar a man makes; and

Whereas, Student Evaluations of Teaching (SET) are the primary assessment tool used to evaluate teaching by non-Senate faculty at the University of California; and

Whereas, voluminous research demonstrates that SET are irretrievably biased against women and faculty of color, perpetuating deeply-entrenched sexist and racist hiring, promotion, and salary-setting practices; and

Whereas, non-Senate faculty who lack the academic freedom protections of tenure and are particularly vulnerable to biased, unfair, and/or politically-motivated attacks in SET are unjustly incentivized to dumb down their pedagogy, teach in less challenging ways, and avoid innovation in order to attain high SET ratings; and

Whereas, SET create disincentives to innovative and challenging pedagogy, ultimately harming the quality of education students receive;

Therefore, be it resolved, that the California Federation of Teachers commission a statistical analysis of per-course pay at the University of California in order to determine whether there are gender and/or race-based pay gaps within UC-AFT's non-Senate faculty instructional unit and between UC-AFT and Senate faculty, and, if so, how wide they are; and

Be it further resolved, that CFT lobby the UC Regents and the California Legislature to prohibit the use of SET in the evaluation of non-Senate faculty as a way of fighting against sexism and racism and preserving academic freedom and high educational quality at the UC.

Submitted by the University Council-AFT

Resolution 9

Support academic status of UC librarians

Whereas, it is the policy of the state of California to encourage the pursuit of excellence in teaching, research, and learning through the free exchange of ideas among the faculty, students, and staff of the University of California; and

Whereas, the Legislature recognizes that joint decision-making and consultation between administration and faculty or academic employees is the long-accepted manner of governing institutions of higher learning and is essential to the performance of the educational missions of these institutions, and declares that it is the purpose of state law to both preserve and encourage that process, including the stipulation of peer review of appointment, promotion, retention, and tenure for academic employees shall be preserved; and

Whereas, California's public higher education system (University of California, California State Universities, and community colleges) recognizes librarians as academic appointees and/or faculty, with all the rights accorded by the people of the state of California regarding academic freedom and peer review; and

Whereas, the University of California is increasingly transferring the work of its librarians to workers who have neither collective bargaining rights, nor academic freedom, nor the right to advance through peer review; and

Whereas, the University of California fails to respect the right accorded to its librarians by the people of the state of California to advance in accordance with the principles and traditions of academic peer review; and

Whereas, the University of California fails to honor the academic freedom accorded to its librarians by the people of the state of California;

Therefore, be it resolved, that the California Federation of Teachers directly challenge the University of California to ensure that the duties assigned to its libraries in advancing its tripartite mission be performed by librarians who possess the academic freedom required to better fulfill this mission; and

Be it further resolved, that CFT directly challenge the University of California to honor and respect the right accorded to its academic librarians by the people of the state of California to advance in accordance with the principles and traditions of academic peer review; and

Be it finally resolved, that CFT directly challenge the University of California to honor and respect the academic freedom accorded to its academic librarians by the people of the state of California.

Submitted by the University Council-AFT

Resolution 10

Pursue legislation on reemployment preferences for UC non-Senate faculty

Whereas, student success is promoted when teaching faculty have long-term, stable appointments that enable them to be present for students; and

Whereas, the University of California relies on non-Senate faculty to teach approximately one-third of UC classes but treats that labor as fungible and disposable; and

Whereas, UC-AFT has achieved remarkable success in establishing job security through continuing appointments for non-Senate faculty who have taught 18 quarters or 12 semesters and have demonstrated professional excellence; and

Whereas, the University of California habitually fails to rehire highly qualified pre-continuing non-Senate faculty, such that pre-continuing members of UC-AFT's non-Senate faculty bargaining unit experience turnover at a rate as high as one-third each academic year and are prevented from attaining continuing status; and

Whereas, the labor relations staff of the University of California have repeatedly refused to contemplate increased job security measures for pre-continuing faculty at the bargaining table, going so far as to call pre-continuing faculty who remain at the UC "in-bred" because they "encroach on operational flexibility" and "the way we do business;" and

Whereas, the CFT previously sponsored Assembly Bill 1690 (Medina, D-Riverside), which resulted in a state statute that, as of January 1, 2017, incentivizes reemployment preferences for part-time faculty at community colleges;

Therefore, be it resolved, that the California Federation of Teachers pursue legislation similar to 2017's AB 1690 (Medina D-Riverside) to incentivize the University of California to establish reemployment preferences for pre-continuing non-Senate faculty.

Submitted by the University Council-AFT

Resolution 11

Revise the community college Faculty Obligation Number to include noncredit instruction

Whereas, we, the Adult and Career Technical Education Committee, made up of K-12 adult schools, noncredit community colleges, and community technical education programs, are concerned with the Faculty Obligation Number (FON) being limited to only credit full-time faculty; and

Whereas, both credit and noncredit full-time faculty benefit students and colleges by providing critical services such as academic advising and ongoing curriculum development, and by participating in institutional planning and shared governance; and

Whereas, the community college's apportionment is primarily driven by the Full-Time Equivalent Student (FTES) workload measure; and

Whereas, the state apportionment funding rate for most noncredit FTES is increased to match that of credit FTES; and

Whereas, community college districts are required to maintain their base number of full-time faculty in proportion only to the amount of credit FTES [California Code of Regulations, Title 5, Section 51025]; and

Therefore, be it resolved that, the Adult and Career Technical Education Committee recommends including noncredit full-time faculty in the description of Full-Time Equivalent Faculty (FTEF) [California Code of Regulations, Title 5, Section 53309], thus adding the descriptive word "noncredit" ahead of credit FTES and credit FTEF when describing and defining Faculty Obligation Number; and

Be it further resolved, that the California Federation of Teachers call upon the Legislature to include noncredit instruction (noncredit FTES and FTEF) in the calculation of the FON.

Be it further resolved, that the CFT advocate in support of this resolution; and

Be it finally resolved, that the CFT publicize this position via its website, its publications, and the press.

Submitted by the Adult and Career Technical Education Committee

Resolution 13

Protect UC lecturers against union busting by misclassification

Whereas, low-wage, low-benefit jobs at the University of California detract from the UC's mission of education, research, and service and harm the communities in which UC campuses are situated; and

Whereas, in the past, UC campuses have inappropriately appointed non-Senate faculty who ought to be UC-AFT lecturers into non-represented positions such as "Adjunct Professor" and "Visiting Assistant Professor" in order to depress wages and benefits and deprive workers of union protections; and

Whereas, UC administrators in written documents have expressed an intent to increase the number of workers under the title "Lecturer with Security of Employment," a non-unionized position, whose duties are similar to those of UC-AFT lecturers but whose pay scale is lower and potential workload is higher; and

Whereas, proposed revisions to the non-unionized Lecturer with Security of Employment series may facilitate union-busting in the future by providing UC administrators with a way to take work out of the bargaining unit represented by UC-AFT;

Therefore, be it resolved, that the California Federation of Teachers educate the UC Regents and state legislators about the way UC administrators misclassify faculty as a way of underemploying individual workers and draining UC-AFT's power to represent its members effectively.

Submitted by the University Council-AFT

Resolution 14

Expand shared governance for UC non-Senate faculty

Whereas, in its 2012 report on “The Inclusion in Governance of Faculty Members holding Contingent Appointments,” the American Association of University Professors concluded that, “The inclusion in governance roles of faculty who hold contingent appointments...is crucial to establishing strong faculty governance” and recommends that contingent faculty have voting rights and be compensated for serving on governing bodies such as Senate committees; and

Whereas, UC-AFT represents non-Senate faculty who teach approximately one-third of the undergraduate classes at the University of California, a responsibility that has shifted more and more away from Senate faculty to non-Senate faculty over time; and

Whereas, UC-AFT faculty teach, design, and assess much of the curriculum in writing, math, languages, and other disciplines and are professionally attuned to the needs and abilities of students; and

Whereas, UC-AFT represents a large, quantifiably excellent faculty whose expertise is valued by the UC to the extent that we are invited to serve — albeit without voting rights or pay — on Senate committees; and

Whereas, a robust governing body — parallel to the Academic Senate but representing non-Senate Academic personnel at UC Davis — exists called the Academic Federation of UC Davis; and

Whereas, joint efforts are underway at UC Merced between Senate faculty and UC-AFT faculty through the Diversity and Equity Initiative to expand shared governance of lecturers and librarians to include voting rights and service pay equity within an Academic Federation model; and

Whereas, UC-AFT faculty are conjoining organizing efforts across the UC campuses to research and enact best shared governance practices on their own campuses; and

Whereas, other institutions, such as USC, San Francisco State University, and Villanova University, acknowledge the essential contributions contingent faculty provide to the governance of their universities by securing all faculty the right to serve, vote, and be equitably compensated for work on academic committees; and

Whereas, AB 1725 (1988) confers shared governance rights on both full-time and part-time faculty in community colleges; and

Whereas, many UC-AFT faculty already enjoy wide-ranging programmatic governance roles (e.g. the Writing Programs of the two largest campuses — UCLA and UCB — are completely governed by non-Senate faculty), and helping develop the campus educational infrastructure also improves our teaching; and

Whereas, diversifying faculty perspectives is consistent with the UC’s expanding diversity missions, and UC-AFT faculty’s perspectives add to the intellectual texture of the institution;

Therefore, be it resolved, that the California Federation of Teachers shall advocate for expanded shared governance roles for UC-AFT faculty at the University of California and support UC-wide and campus specific organizing initiatives to this effect; and

Be it finally resolved, that CFT will advocate for legislation similar to AB 1725 for UC campuses to allow non-Senate faculty to serve on appropriate Senate Committees; have a vote on the Senate committees on which they serve; and be paid for committee service commensurate to the work of Senate committee members.

Submitted by the University Council-AFT

Resolution 15

Raise community college part-time faculty workload to 80 percent

Whereas, existing California law (Assembly Bill 951, 2008) establishes that the contingent, part-time faculty workload is capped at 67 percent, amounting to no more than 10 units, or approximately two to three classes; and

Whereas, 68.9 percent of faculty at California community colleges are non-tenure, part-time positions and teach the majority of courses for the majority of the student population at these colleges, according to a 2013 report conducted by the University Professional & Technical Employees (Communications Workers of America, Local 9119, AFL-CIO); and

Whereas, many part-time faculty acquire teaching positions at several campuses to “make ends meet,” leaving them little to no time to spend at any one campus, beyond the time they spend in the classroom; and

Whereas, little to no access to part-time instructors may result in lower student success and completion rates; and

Whereas, the more time adjunct faculty spend on one campus, the better the chances will be that they can offer time to students to address their concerns, thus helping raise student success and completion rates, overall; and

Whereas, the more time adjunct faculty spend on one campus, the better the chance adjuncts will be able to collaborate with their fellow colleagues, attend campus-provided professional development, and learn about their campus student services, in order to guide their students to these important services if and when they are needed; and

Whereas, Assembly Bill 705 (Irwin, D-Thousand Oaks) requires that all California community colleges maximize the probability that students complete their transfer level coursework in basic English and basic math, and that many community colleges are responding by creating corequisite courses that add an additional 0.5 to 2 units to transfer level English, amounting to transfer level courses with the total number of units ranging from 4.5 to 6 units.

Therefore, be it resolved, that the California Federation of Teachers supports changing the workload cap to 80 percent FTE (Full-Time Equivalent); and

Be it finally resolved, that the CFT work to change the *California Education Code* to state that part-time, contingent faculty teach a coursework load of up to 80 percent.

Submitted by the Cerritos College Faculty Federation, Local 6215

Resolution 16

Require charter schools to participate in CalSTRS

Whereas, the Charter Schools Act of 1992 granted charter schools the option of participating in CalSTRS or adopting another qualified retirement benefit plan for their employees; and

Whereas, currently 927 out of 1,085 California charter schools have opted to participate in CalSTRS, however the number of new charter schools electing to not participate in CalSTRS has increased in recent years raising concerns over the potential impact on the long-term funding of CalSTRS; and

Whereas, currently 4 percent of employer CalSTRS contributions and 2.4 percent of total CalSTRS contributions come from charter schools; and

Whereas, each time a charter school elects not to provide retirement benefits through CalSTRS, it has the potential for making it incrementally more difficult for CalSTRS to achieve full funding, resulting in other employers having to contribute more toward the funding of pension benefits; and

Whereas, should the payroll of CalSTRS-covered members decline as a result of more charter schools opting out of CalSTRS, increases in contribution rates would be required to ensure full funding, even if the unfunded actuarial obligation is unaffected; and

Whereas, the California Charter Schools Association believes the level of the employer contribution rate enacted through Assembly Bill 1469, is a real factor in the decision of whether or not to provide CalSTRS benefits; and

Whereas, for every 1 percent decrease in active CalSTRS membership, the employer contribution rate will increase by about 0.17 percent of payroll based on current funding levels enacted in AB 1469; and

Therefore, be it resolved, that the California Federation of Teachers sponsor legislation that requires charter schools to participate in CalSTRS when providing retirement benefits to their certificated employees.

Submitted by the EC/TK-12 Council

Resolution 17

Oppose uses of retirement funds that enable privatizers of public education

Whereas, for the last several decades, wealthy individuals, using their for-profit companies, foundations, and fake grassroots groups, have been pushing for what they call “reform” of public education, from pre-K through higher education, but their “reform” is actually privatization that diverts public education tax dollars into private profits; and

Whereas in preK-12 these policies include but are not limited to:

- Charter schools and education management companies that can cherry pick easy-to-educate students and are held to lower standards of accountability than regular public schools, and have been plagued with corruption and fraud;
- Starving traditional public schools of funding while showering with money charter schools that do not serve all students, leading to overcrowding in traditional public schools;
- Repetitive standardized testing used to falsely claim school and individual teacher failure;
- School closure as a remedy, even though it leads to more crowded schools and only benefits real estate interests;
- Attacks on education unions and experienced teachers, leading to higher turnover and a steep decline in college students preparing to be teachers;
- Common Core curriculum designed by and for vendors;
- Replacing local school boards with takeovers by cronies of mayors or governors; and

Whereas in higher education these policies include but are not limited to:

- Shifting the costs of education from the government to students and their families;
- False measures of student success that do not take into account the failure of national and state legislatures to fund colleges and universities nor provide adequate financial aid for individual students;
- Demanding larger class sizes and indiscriminate use of technology, which make student success less, not more, likely;
- Over reliance on part time, “temporary” faculty, who are usually paid far less and receive fewer or no benefits compared to full-time tenured instructors, which also undermines faculty participation in shared governance;
- Privatizing student services to eliminate classified staff unions;
- Expanding administration with overpaid executives who take their cues more from the foundations of the wealthy than the needs of their students;
- Using the accreditation process to judge colleges on unwritten and illegal criteria; and

Whereas our state retirement funds have a fiduciary responsibility to at least do no harm to the public employees contributing to those funds;

Therefore, be it resolved that the California Federation of Teachers will work to have our members’ retirement funds avoid investing in, and where appropriate, divesting from, any of the corporations or money managers that lobby for and profit from privatizing public schools and/or attacking defined benefit pension plans; and

Be it finally resolved, that the employee retirement funds of the California Federation of Teachers itself shall avoid investing in, and where appropriate divesting from, any of the corporations or money managers that lobby for and profit from privatizing public schools and/or attacking defined benefit pension plans.

Submitted by the Retirement Policy Committee

Resolution 18

Exempt retiring educators from provisions requiring a reduction in benefits within the first 180 days of post-retirement reemployment

Whereas, the Public Employees Pension Reform Act (PEPRA) was intended to reduce potential abuses of the pension system, such as retiring on Friday with a pension benefit equal to 100 percent of the final salary and returning to work on Monday at that same salary; and

Whereas, to prevent this abuse, the PEPRA includes a provision requiring a dollar-for-dollar reduction in benefits for an employee covered by a state-sponsored retirement system from returning to work in any job covered by the same state sponsored retirement system for a period of 180 days; and

Whereas, educators retiring under CalSTRS would have to accrue 41 years of service credit to qualify for a pension benefit equal to 100 percent of their salaries; and

Whereas, retired educators usually return to work as part-time employees at salaries that are a fraction of their previous salaries; and

Whereas, educators who worked part-time during their teaching careers received salaries that were much less than that of full-time educators; and

Whereas, CalSTRS pension benefits are based on the salary of the retiree, which means that the pension benefits of part-time educators are significantly less than those of full-time educators; and

Whereas, the pension benefits of retired part-time educators are so meager that retirees often must continue to work to supplement their pension; and

Whereas, the pension benefit of full-time educators with 25 years of service is only 60 percent of their final salary, which requires many retirees to continue to work to supplement their pension; and

Whereas, there is a critical shortage of available substitute educators in the K-12 system; and

Whereas, retired educators with years of experience in developing classroom management skills and a depth of understanding of their academic disciplines and effective instructional strategies can best serve as mentors for younger, less experienced educators; and

Whereas, the PEPRA was also intended to prevent pension spiking by artificially increasing the final year's salary; and

Whereas, it is almost impossible under the provisions of CalSTRS for a member to engage in pension spiking; and

Whereas, the CFT supports many of the provisions of the PEPRA, such as the anti-spiking provision;

Therefore, be it resolved, that the California Federation of Teachers reaffirms the intention to sponsor legislation providing an exemption to the PEPRA's 180-day, dollar-for-dollar reduction in benefits provision for part-time educators and substitute teachers covered by CalSTRS; and

Therefore, be it further resolved, that the CFT will sponsor legislation to extend this exemption to all educators covered by CalSTRS.

Submitted by the Retirement Policy Committee

Resolution 19

Extend post-retirement health insurance coverage to COBRA participants

Whereas, currently, retiring teachers and college faculty (and their spouse) enrolled in a district's health benefit plan who are not eligible for district-paid, post-retirement benefits, have the right under *California Education Code*, Section 7000 (sometimes known as AB 528), to buy into a district medical and dental insurance plan once retired under CalSTRS; and

Whereas, this section of the *California Education Code* does not specifically include those currently on the district's COBRA plan; and

Whereas, some teachers and faculty members may suddenly lose medical and dental coverage due to a medical or personal leave, loss of full employment status, program discontinuance, or displacement by a full-time hire, which would require them to choose COBRA coverage; and

Whereas, these employees may subsequently, while on COBRA, choose to retire from CalSTRS so as to be eligible for an AB 528 transition to self-paid district group coverage; and

Whereas, currently, AB 528 benefits are not uniformly implemented across the state. Some school districts, including Los Angeles Unified School District, offer the ability to transition from COBRA to AB 258 coverage to their certificated employees upon retirement while other districts do not; and,

Whereas, the *California Education Code* is silent on whether COBRA coverage qualifies such a retiree to continue as a paying enrollee in a district's health benefit plan; and

Whereas, this coverage is fully paid for by the retiree (including any administration costs) and does not incur any cost to the district;

Therefore, be it resolved, that the California Federation of Teachers sponsor legislation to amend *California Education Code*, Section 7000, to allow retiring teachers and faculty members (and their eligible spouse) who are enrolled in their district's COBRA plan, to subsequently enroll in a district's AB 528 medical and dental care plan upon retirement.

Submitted by the Retirement Policy Committee and the Los Angeles College Faculty Guild, Local 1521

Resolution 20

Support for organizing noon duty staff in local unions

Whereas, over 1,500 noon duty staff across the state of California provide services to our students, parents, teachers, and support staff; and

Whereas, noon duty staff provide a safe, caring, nurturing, and welcoming learning environment for students; and

Whereas, noon duty staff are some of the lowest paid workers in a school district; lack the protection from unfair treatment and inequitable work hour distribution; and

Whereas, Assemblyman Tony Thurmond, D-Richmond, recognized this disparity and authored Assembly Bill 670 to bring noon duty staff into the classified service and ensure them the protections and benefits they deserve; and

Whereas, the California Federation of Teachers (CFT) lobbied in favor of AB 670 in the Legislature and through its publications and social media; and

Whereas, Gov. Jerry Brown signed AB 670 into law, finally bringing the noon duty staff into the classified service; and

Whereas, AB 670 recognized the value and importance of the work that noon duty staff perform;

Therefore, be it resolved, that the CFT support the Council of Classified Employees in its efforts to organize noon duty staff in districts where AFT/CFT local unions currently represent classified employees, by providing financial resources and staffing to increase the density of classified employees in CFT and strengthen the Federation overall; and

Be it finally resolved, that the CFT increase the organizing plan to ensure that the noon duty staff have an opportunity to join the CFT with the protections and benefits of a union.

Submitted by the Council of Classified Employees

Resolution 21

Seek sensible adjustments to CalSTRS contributions

Whereas, the financial crisis of 2007 caused by unethical lending practices of America's largest financial institutions negatively impacted the health of CalSTRS; and

Whereas, in order to rectify a projected \$74 billion unfunded liability within CalSTRS, the California Legislature passed and the governor signed AB 1469 (Bonta, D-Oakland) in June 2014; and

Whereas, AB 1469 was passed with limited open, public debate; and

Whereas, AB 1469 attempts to fully fund (100 percent) CalSTRS by the year 2046; and

Whereas, AB 1469 is an extreme conservative reaction to a projected financial problem with the fiscal health of CalSTRS and was the most aggressive, but not the only, scenario presented to the Legislature in 2013; and

Whereas, in responding to Senate Concurrent Resolution 105 in 2013, CalSTRS expressed a desired outcome of full funding within the shortest period of time possible, but also presented other viable scenarios that would keep the fund healthy long term, including funding the plan at 80 percent over a 30-year period; and

Whereas, AB 1469 troubleshoots CalSTRS, a defined benefit program, as if it is a private sector pension plan, which it is not, however, under the federal Pension Protection Act (2006) large private sector pension plans are considered at risk of defaulting on their liabilities if they have less than 80 percent funded ratios under standard actuarial assumptions and less than 70 percent funded ratios under certain additional "worst case" actuarial assumptions; and

Whereas, AB 1469 has placed a heavy burden on employers to meet their enacted CalSTRS fund contributions that is fast approaching over 19 percent of employers' total certificated staffing expenditures; and

Whereas, the implementation of AB 1469 will ultimately place many districts and Local Education Agencies (LEAs) in receivership across California and/or result in the reduction of programs and services to California's students despite increased funding to schools through the Local Control Funding Formula (LCFF), which will likely be fully funded by 2018-19; and

Whereas, AB 1469 has already resulted in the stagnation or reduction of employee compensation, including cost-of-living adjustments, during a time when districts and LEAs are unable to fully staff their classrooms; and

Whereas, funding CalSTRS at 80 percent, without changing the state and employee contribution increases enacted in AB 1469 would have decreased the burden placed upon employers to meet their fund contribution obligations; and

Therefore, be it resolved, that the California Federation of Teachers advocate for legislative budgeting of increased CalSTRS contributions for districts and LEAs; and/or

Be it further resolved, that the CFT lobby with partner organizations and businesses (including but not limited to, the California Teachers Association; the Association of California School Administrators; the California Parent Teacher Association; the California School Boards Association; the California Association of School Business Officials; the California School Employees Association; Service Employees International Union; the American Federation of State, County, Municipal Employees; School Services of California, Inc.; and Capitol Advisors Group, LLC, in advocating for long-term

and/or short-term solutions to decrease the burdens placed upon employers in order to meet their CalSTRS and CalPERS contributions; and/or

Be it finally resolved, that CFT sponsor legislation that would adjust AB 1469 by decreasing employer contributions at a rate that will fund CalSTRS at 80 percent by 2046.

Submitted by the EC/TK-12 Council

Resolution 22

Increase funding for our students

Whereas, California's current funding system is below the national per pupil average of \$12,252 per student; and

Whereas, California's current per pupil funding is \$10,291 and places us at 41st in per pupil funding in the nation; and

Whereas, California is the fifth largest economy in the world; and

Whereas, the Local Control Funding Formula (LCFF) has generated a significant increase in funding to schools in California yet we still fall far below the national average; and

Whereas, in California we have an opportunity to be the first in spending and to demonstrate that we put our students' education first; and

Whereas, a split roll tax would allow the state to receive more tax dollars from commercial and industrial properties by assessing them at current market value; and

Whereas, a split roll tax measure could raise billions of dollars to support our students in public education;

Therefore, be it resolved, that the California Federation of Teachers support the California Schools and Local Communities Funding Act, a split roll tax initiative, and advocate to get the measure on the ballot; and

Be it further resolved, that the CFT advocate for other increased revenue measures that may include, but not be limited to, the following: Congressional House Resolution 2902, the IDEA Full Funding Act (IDEA is the Individuals with Disabilities Education Act); carried interest legislation; and the ability for cities and counties to place income tax measures on local ballots; and

Be it finally resolved, that CFT support the *20 X 20 Campaign*, which will increase per pupil funding to \$20,000 by the year 2020.

Submitted by the EC/TK-12 Council

Resolution 23

Limit administrator staffing in adult schools

Whereas, too many adult education programs across California continue to struggle with insufficient funding to meet regional need; and

Whereas, too many adults in California who need education to provide better lives for themselves and their families continue to remain underserved by their local adult education agencies due to limited funding; and

Whereas, in too many regions of California, students who need adult education find only long wait lists when they seek to enroll in a range of classes, from ESL to Career Technical Education; and

Whereas, districts in the state are spending limited funds on large numbers of out-of-classroom positions which do not directly contribute to the instruction of students, when those funds are needed for classroom instruction; and

Whereas, in some California adult education districts, the ratio of administrators to students and teachers working in the program is much higher than that ratio in K-12 schools in the same districts, without justification;

Therefore, be it resolved, that while the California Federation of Teachers continues to study the issue of the imbalanced ratio of administration to teachers in adult education, the CFT supports a policy position prioritizing adult education funding for direct instruction by advocating that administrative staffing in adult schools shall not exceed the administrator/teacher Full-Time Equivalent (FTE) ratio of a district's secondary schools.

Submitted by the Adult and Career Technical Education Committee

Resolution 24

Teaching climate literacy in the schools

Whereas, the leading scientific bodies both nationally and internationally agree that the earth’s climate is changing and that humanity’s release of heat-trapping gases into the atmosphere is the greatest contributor to that change; and

Whereas, the effects of climate change are already being experienced throughout the world, and noticeably in California, with an increase in average temperatures, wildfires, and sea levels, stressing water supplies and local ecosystems; and

Whereas, some 89 percent of Californians view climate change as a serious threat to our environment and economy, and the state is responding with regulation, legislation, and a continued commitment to the Paris Climate Agreement in spite of federal action; and

Whereas, at a time when the science of global warming has prompted governments around the world to begin redefining our economies and to call for an end to the fossil fuel era, it is time for school and college districts to redefine what it means to educate students for a future of certain climate change. Climate literacy is essential for the success of California’s students, both as members of their communities and citizens of the world; and

Whereas, K-12 and college students in California do not currently have consistent access to adequately funded, high-quality learning experiences, in and out of the classroom, that build environmental literacy; and

Whereas, given the multigenerational effects of climate change, it is crucial that all California students understand the causes and consequences of climate disruption as well as the various evolving strategies to mitigate its effects; and

Whereas, California’s growing commitment to STEAM (Science, Technology, Engineering, Art, and Math) education offers an unparalleled opportunity for preparing and equipping students to study climate disruption and to respond to it through energy efficient and zero-carbon building practices, local renewable energy generation, and similar methods; and

Whereas, those disciplines and occupations involved in studying and responding to climate disruption, including energy efficient and zero carbon building practices and local renewable energy generation are all in industries that are represented by unions, and that the construction, operation, and maintenance of those systems should function in a manner that creates good quality jobs; and

Whereas, the CFT has endorsed a mission statement affirming that “[a]s a historical force for progressive change and social justice, the labor movement can, and must, play a powerful role in calling for swift action to address the climate crisis” and calling upon us to “[e]ducate our members and the community about the pressing environmental issues of our day and possible solutions to the present crisis;”

Therefore, be it resolved that the California Federation of Teachers support local education and other unions in encouraging local school and college boards to promote climate science, along with its social, economic, and environmental consequences, ensuring that all high school and community college students are climate literate. Such information should be included as part of the literacy, math, and critical thinking requirements in mandated core curricula and tests.

Be it further resolved, that the CFT collaborate with local education and other unions, environmental

allies, and local school and college boards to develop a comprehensive climate literacy program that includes new curriculum and materials based upon scientifically backed data, professional development and training for educators, and links to environmental organizations and inclusive community groups; and **Be it further resolved**, that the CFT in collaboration with students, teachers, and community members advocate for an implementation plan so that there are curriculum and educational opportunities that address climate change and climate justice in all of California’s public schools and colleges; and **Be it further resolved**, that CFT advocates for an implementation plan that should include a review of textbooks for accuracy regarding the severity of the climate crisis and the impact of human activities. California public schools and colleges should abandon the use of any adopted text material that is found to express doubt about the severity of the climate crisis or its root in human activities; and **Be it further resolved** that the CFT participate in every way possible in the “2018 Science Adoption Events Approved by the California State Board of Education on March 9, 2017. Revised September 21, 2017” to ensure the new standards related to human impact on the environment, the planet, and climate change are fully included in any materials being considered for adoption by the California State Board of Education; and **Be it finally resolved**, that the CFT advocate for high-quality training for all teachers of science so they are well prepared to teach the Next Generation Science Standards, including an emphasis on the standards related to human impact on the environment, the planet, and climate change.

Submitted by the Labor in the Schools Committee

Resolution 25

Support and defend undocumented members and students

Whereas, the CFT has a strong record of advocating for the rights of undocumented students and workers and of reaffirming solidarity with immigrant students, families, and communities; and

Whereas, President Obama took executive action to grant conditional and temporary status to 800,000 undocumented youth, granting them the right to work legally, by implementing the Deferred Action for Childhood Arrivals (DACA) program in 2012; and

Whereas, Temporary Protected Status (TPS) provides temporary legal status, including the ability to work legally, to approximately 325,000 TPS recipients across the country; and

Whereas, 70 percent of immigrant families are mixed status, meaning there is at least one undocumented family member who may benefit from DACA or TPS; and

Whereas, President Trump rescinded both DACA and the TPS program, putting all recipients at risk of losing their ability to work or study and putting them at risk of deportation; and

Whereas, more than 100 undocumented people previously covered under DACA lose their status every single day; and

Whereas, Donald Trump campaigned for the presidency using demeaning and inflammatory language, emboldening the political will for attacks on the immigrant community, and continues to do so with increasingly hostile rhetoric; and

Whereas, the Trump administration has increased domestic enforcement, targeting immigrants with low-level criminal offenses or no criminal record at all, while ICE officers have targeted, detained and deported DACA and TPS recipients and activists despite assurance that they are targeting only those with criminal records; and

Whereas, President Trump's decision to rescind these programs and increase enforcement, including workplace raids, has created a climate of fear for undocumented workers, families and their communities; and

Whereas, there are approximately a quarter million DACA recipients and 55,000 TPS recipients in California alone; and

Whereas, CFT members are willing to make workplace demands of their employers in support of their colleagues and students who are under attack;

Therefore, be it resolved, that the California Federation of Teachers will work to support and advocate for all union members who are DACA and TPS recipients, and who are either detained or put in removal proceedings, to receive legal and social services; and

Be it further resolved, that CFT will support union members who advocate for undocumented members who are directly impacted by anti-immigrant measures; and

Be it further resolved, that CFT will actively support organizing efforts and campaigns involving undocumented members who may stand to lose their ability to work and earn a living or are put in removal proceedings; and

Be it further resolved, that CFT will support contract language or memorandums of understanding in local union collective bargaining agreements that broadly support and protect the rights of DACA and TPS recipients at their places of employment; and

Be it finally resolved, that CFT will support local, state, and national legislation to reinstate TPS, preserve DACA and pass a Clean Dream Act that does not include increased domestic or border enforcement.

Submitted by the University Council-AFT

Resolution 26

Protect staff and students from the health risks of agricultural pesticides

Whereas, CFT members and the students and families we serve deserve healthy living and working environments that are free of chemicals of public health concern; and

Whereas, California communities who work and live near conventional agriculture are disproportionately affected by pesticide drift, which contaminates our water, soil, air, food, and bodies; and

Whereas, those impacted by pesticide drift are disproportionately Hispanic/Latino, and already subject to social, economic, and political discrimination; and

Whereas, children are the most vulnerable to the health harms of pesticide exposure because they eat, drink, and breathe more per unit of body weight and are in a period of development where they are least able to detoxify contaminants; and

Whereas, in the 15 California counties assessed by the 2014 Department of Public Health report titled *Agricultural Pesticide Use Near Public Schools in California*, 226 schools attended by over 118,000 students were within the top 25 percent of schools with pesticide use nearby¹; and

Whereas, the above report found that an estimated 538,912 pounds of pesticides of public health concern were applied within a quarter-mile of public schools in the 15 counties studied in 2010; and

Whereas, the above report also found that out of the top 10 pesticides applied within a quarter-mile of those schools, six were toxic air contaminants, four were carcinogens, three were reproductive/developmental toxins, and two were cholinesterase inhibitors; and

Whereas, air monitors near schools throughout the state have measured fumigant pesticides such as Telone (1,3-dichloropropene) at levels above the Office of Environmental Health Hazard Assessment's recommended regulatory target for cancer risk², and air monitoring for the neurodevelopmental toxicant chlorpyrifos have resulted in risk estimates of concern for children³; and

Whereas, chlorpyrifos and other organophosphate pesticides have been linked to developmental delays, learning disabilities, hyperactivity, and lower IQ, as well as respiratory problems; and

Whereas, California's Office of Environmental Health Hazard Assessment has identified chlorpyrifos as a Prop 65 developmental toxin based on current laboratory and epidemiological research; and

Whereas, the California Department of Pesticide Regulation (DPR) has responded to statewide demands with a policy that creates quarter-mile buffer zones for half of the day⁴ and inadequately notifies the community of upcoming pesticide applications, failing to protect schools, workers, and communities from long-term pesticide exposure; and

Whereas, agricultural chemicals that negatively impact health, learning, and behavior contribute to increased costs for underfunded and understaffed schools, particularly special education programs; and

¹ Agricultural Pesticide Use Near Public Schools in California. California Environmental Health Tracking Program, 2014. http://www.ehib.org/cehtp/cehtp.org/projects/ehss01/pesticides_and_schools/Pesticides_Schools_Exec_Summary.pdf

² Methyl Bromide, 1,3-Dichloropropene, and Chloropicrin Air Monitoring Results for 2010-2016. Department of Pesticide Regulation, 2017. http://www.cdpr.ca.gov/docs/emon/airinit/air_monitoring_results_2010-2016.pdf

³ Chlorpyrifos: Revises Human Health Risk Assessment for Registration Review. United States Environmental Protection Agency, 2016. <https://www.regulations.gov/document?D=EPA-HQ-OPP-2015-0653-0454>

⁴ Addressing Pesticide Use Near Schools and Child Day Care Centers. Department of Pesticide Regulation, 2017. http://www.cdpr.ca.gov/docs/enforce/school_notify/schoolsites_factsheet.pdf

Whereas, California agricultural is a multi-billion-dollar industry⁵ and employs many of our students, their families, as well as our graduates; and

Whereas, consumers are also affected by pesticide residues on fruits and vegetables, and by the environmental degradation and climate change to which conventional agriculture contributes;

Therefore, be it resolved, that the California Federation of Teachers considers reducing pesticide exposures to be an environmental justice issue of high importance; and

Be it further resolved, that CFT supports regulatory and legislative actions to reduce exposures to hazardous agricultural chemicals, with particular emphasis on children, women of childbearing age, and agricultural workers; and

Be it further resolved, that CFT urges DPR to increase effectiveness of school regulation by expanding buffer zones, by creating additional restrictions on applications whenever students and families are present at school sites, and by facilitating improved communications between schools and nearby growers; and

Be it further resolved, that CFT contends that site-specific pesticide application information should be made available to the general public, thus removing perceptions of liabilities for school staff; and

Be it further resolved, that CFT will facilitate provision of resources to members in impacted communities on risks and harms of pesticide exposure and how and why to report possible pesticide drift incidents; and

Be it further resolved, that CFT supports increased fines for violations of local, state, and county pesticide regulations, with funds collected to be redirected to worker and community education on how to increase pesticide safety while reducing pesticide exposures; and

Be it further resolved, that CFT supports legislation to create “zones of innovation” around schools in order to explore sustainable alternatives to chemical agriculture, with funding coming from a tax on hazardous agricultural chemicals similar to that levied on tobacco products; and

Be it further resolved, that CFT supports a phase-out of fumigant pesticides and all pesticides in the organophosphate family, including a total ban on the neurodevelopmental toxin chlorpyrifos and a renewed ban on atrazine; and

Be it further resolved, that the re-visioning of California food production to reduce chemical inputs and improve soil health aligns with the long-term goal of improved soil, air, and water quality, decreased pesticide residues on foods, and decreased global climate change, with resulting reduction in costs for healthcare and education, and improved health and learning for our children and for future generations; and

Be it finally resolved, CFT will submit a similar resolution addressing national pesticide issues to AFT for adoption at the next national convention.

Submitted by the Pajaro Valley Federation of Teachers, Local 1936

⁵ State Agriculture Overview, California. USDA, 2016.
https://www.nass.usda.gov/Quick_Stats/Ag_Overview/stateOverview.php?state=CALIFORNIA

Resolution 28

Support the Poor People's Campaign

Whereas, the social fabric of our country is being stretched thin by a widening income inequality while politicians criminalize the poor, our youth, and those taking action to defend our rights and fan the flames of racism and xenophobia to divide the poor and steal money from the poor to give billions to corporations, the military to fund perpetual wars, and for the militarization of the police and our schools, surveillance and prisons; and

Whereas, the twin forces of white supremacy and unchecked corporate greed continue to gain more power and influence both in statehouses across the nation and at the highest levels of the federal government and the threat of fascism looms on the horizon; and

Whereas, half of the population now live in poverty, while millions of children and adults live without access to healthcare, quality education, housing, adequate food, clean water or good jobs and the destruction of the environment is reaching a point of no return; and

Whereas, 50 years ago, Rev. Martin Luther King, Jr. and others called for people who had been divided to stand together against militarism, racism and economic injustice. They were joined by poor people in communities across the United States — Black, Brown, Native and White — to build a Poor People's Campaign; and

Whereas, a call to reignite the Poor People's Campaign, headed by Rev. William Barber II and Rev. Liz Theoharis has emerged from more than a decade of work by grassroots community and religious leaders and organizations to fight back for their lives, communities and deepest values, and to build a just, sustainable and participatory society from the bottom up; and

Whereas, the Poor People's Campaign has been organizing to engage in highly publicized civil disobedience and non-violent direct actions in Washington D.C., California, and 29 other states for 40 days, beginning on Mother's Day in order to force a serious national examination of the enmeshed evils of systemic racism, poverty, militarism and environmental devastation during a key election year while strengthening and connecting informed and committed grassroots leadership in every state thereby increasing their power to continue this fight long after June 2018; and

Whereas, tens of thousands of people have already signed up nationally as well as thousands of people in California to participate in peaceful resistance and other activities; and

Whereas, the California Poor People's Campaign along with members of the National Steering Committee invite individuals and organizations to join the campaign and are organizing regionally in California for at least 1,000 people to participate with the larger national body in 40 days of coordinated strategic actions; and

Whereas, CFT has been a leader and active supporter over the years of the fight for justice and to defend and extend civil rights;

Therefore, be it resolved, that CFT will support the California Poor People's Campaign.

Submitted by the Civil, Human, and Women's Rights Committee

Resolution 29

Defend the dignity and rights of immigrants

Whereas, immigration is one of the defining political issues of our time. Millions of people are crossing national borders in the largest wave of global human migration since World War II. This modern migration has perplexed the world's most dominant powers — nations have militarized their borders to combat peaceful and unarmed civilians, and politicians now rise and fall on the basis of their appeal either to a progressive internationalism or to xenophobic hatred. The election of Donald Trump and the racist movement that supports him is the most important factor in the rise of racist and neo-fascist movements and leaders across the United States and Europe, including the anti-immigrant scapegoating behind Brexit in Britain. The bold leadership of immigrants and refugees has inspired millions of people around the world to take action for the first time and join the movement against Trump; and

Whereas, immigrant communities and youth are among the most dynamic force for progress in America to make real the promise of freedom, democracy and equality. The future of DACA (Deferred Action for Childhood Arrivals), TPS (Temporary Protected Status), and the fate of all immigrant family and friends — including in detention centers right now — are not predetermined; our victory depends on our leadership and action. Now is the time for the movement that has fought and won important victories against Trump to come back into the streets, rise again to the level of the resistance in the initial weeks after Trump's inauguration and the immigrant rights movement of 2006, and deal a final blow to Trump's presidency. Our victory will resound worldwide; and

Whereas, defending victories that have already been won previously, such as DACA, is a powerful tactic to defending all immigrants, and defeating Trump and the racists. The fact that Trump delayed the ending of DACA for six months, giving Congress time to act, rather than outright abolishing the program, is a credit to the great strength and popularity of the Dreamers, immigrant youth whose bold leadership in the massive walkouts and marches won DACA in the first place. In 2006, millions across the country led by young immigrants, took to the streets and defeated the anti-immigrant bill HR 4437 within weeks. The sleeping giant awoke. We pledge to mobilize now, as we have before to defend DACA and force Congress to pass the Dream Act so that immigrant youth can gain a pathway to citizenship. We cannot rely on Congress to act on their own. We have seen the Democrats and Republicans use the Dream Act as a political football in every election campaign for over a decade. They still have not acted while DACA youth are losing their protected status every day. We have no time to waste; and

Whereas, in November 2017, Trump announced the imminent ending of TPS protections. Immigrants with TPS were exempted from deportation after natural disasters devastated their countries or because of ongoing armed conflicts such as civil wars. The countries include El Salvador, Honduras, Nicaragua, Haiti, Syria, Somalia, Yemen, Sudan, South Sudan, Guinea, Liberia, Sierra Leone, and Nepal. So far Trump has officially announced the ending of TPS for 2,500 Nicaraguans, 60,000 Haitians, and 200,000 Salvadorans, leaving people from the other countries in limbo, deferring the decision to some future time. The tactics of delay, taking away the rights and status of immigrants, group by group, is meant to paralyze the movement by creating generalized fear that anyone could be next, and the false hope that some will be spared or that Congress alone will intervene to stop Trump. We cannot be

governed by fears or false hopes. The movement must be clear that an attack on some is an attack on all and we have to act decisively now to stop all deportations and enforce a new definition of citizenship: those who work here, go to school here, and contribute to this society are citizens and should have full citizenship rights; and

Whereas, while reactionary governments are building walls and passing racist laws to keep out immigrants and refugees, there is an international movement breaking down the borders. Open borders is what hundreds of thousands of immigrants and refugees from the Middle East, Africa, Mexico, and Central America are doing every day, making dangerous journeys to get into Europe and the United States, to escape war, genocide, anti-gay persecution and unlivable conditions caused by global warming. A movement has sprung into action across Europe as people are defying threats of arrests to rescue refugees from the sea and helping them to safety, clashing with border police, and joining mass demonstrations for immigrant rights. In the weeks after Trump's inauguration, the movement mobilized and shut down airports across the United States, including San Francisco, Los Angeles, New York City, Chicago, and defeating the first Muslim ban. Organizing community defense to block ICE raids has prevented ICE arrests. Mass demonstrations at detention centers, immigration court hearings, and at 'routine' ICE check-ins have stopped deportations and freed people from detention; and

Whereas, Chaldean and Muslim communities are building community defense against ICE with the direct action to free the hundreds of Iraqi refugees who were rounded up by ICE on June 11, 2017, to be deported to Iraq to their certain death. Trump hoped this would be a quick operation that could add to his deportation numbers. Protestors, mostly family members of those detained, activists, and other community members boldly confronted the police and ICE, blocking the bus for over an hour as they attempted to take them to detention centers. People driving by supported by honking and some joining the protest and helping to block traffic. The bus ultimately sped away, but their brave stand created a national scandal for Trump and a standard for what it means to stop deportations. The movement's resistance in courts and in the streets has secured several legal victories, temporarily halting all Chaldean and Iraqi deportations, which has been crucial to give family members and movement supporters time to mobilize more support and legal defense. Several people have been released from detention and a federal judge has ordered bond hearings for many of the people still detained. But we do not rely solely on the legal process. Their struggle represents the struggle of all immigrants fighting for freedom under the inhumane conditions and mental torture of indefinite captivity, who are stuck in the vice grip of the immigration court system. Collective action like the action and bringing the power of the movement into the courtroom is the way to stop mass deportations; and

Whereas, the strength of the Resistance Movement in California has won crucial victories and California has now become the first sanctuary state in the country. Trump and ICE are lashing out by threatening large raids further into immigrant communities, including wholesale raids on businesses and franchises such as 7-Eleven stores. Community defense and action alert networks are essential to keeping communities genuinely safe for immigrants regardless of status;

Therefore, be it resolved, that:

1. The CFT reaffirms our defense of DACA and support for the federal Dream Act;
2. The CFT defends TPS;
3. The CFT supports full citizenship rights for all immigrants regardless of immigration status;
4. The CFT supports open borders and asylum for all refugees, and opposes the Muslim ban and wall;

5. The CFT calls for an end to deportations, the release of Iraqi refugees and all immigrants in detention, and shutting down detention centers;
6. The CFT defends sanctuary campuses, sanctuary cities and California as a sanctuary state and supports mobilizations and legal action to stop ICE raids and deportations;
7. The CFT calls for the Supreme Court decision in *Jennings vs. Rodriguez* to be overturned; and

Be it finally resolved that CFT will submit this resolution to the AFT for adoption at the next national convention.

Submitted by the Berkeley Federation of Teachers, Local 1078

Resolution 31

Support for the lawsuit against Berkeley Unified and Judicial Watch

Whereas, the right-wing watchdog group Judicial Watch filed a California Public Records Act request for the emails of Martin Luther King Middle School staff mentioning specific teachers, political organizations, and politically identified movements; and

Whereas, the Berkeley Unified School District (BUSD) agreed to comply with the California Public Records Act by demanding King Middle School staff mine and turn over any emails. King Middle School administration instructed staff to either search their emails and submit them to BUSD by November 2, 2017, or allow BUSD to search their emails for them; and

Whereas, Judicial Watch's targeting of specific BUSD employees and political groups violates the freedom of speech, freedom of association, reasonable right to privacy, and academic freedom of all school workers; and

Whereas, King Middle School employees filed a lawsuit to block the release of emails to Judicial Watch and the Berkeley Federation of Teachers filed an amicus brief in support. Federal Judge Vince Chhabria issued a temporary restraining order against BUSD on November 9, 2017, and blocked BUSD from turning over emails and documents until after a hearing on April 2, 2018;

Therefore, be it resolved, that the California Federation of Teachers join the Berkeley Federation in support of Martin Luther King Middle School teachers' and staff members' lawsuit, and encourage local unions to protect school employees against political targeting and the violation of their civil liberties.

Submitted by the Berkeley Federation of Teachers, Local 1078