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California Federation
of Teachers

AFT, AFL-CIO

A Union of Professionals



STEM community rallies against “boutique” school bill

AB 1217 would create a state-run, privatized school, taking resources and support from existing schools.

More than 100 educators, students, STEM graduates, and parents rallied on the steps of the STEM Academy at Bernstein High on August 28 with a straightforward message: Invest in our existing schools, not a billionaire boutique school.

Assembly Bill 1217, co-sponsored by Assemblymember Raul Bocanegra and State Senator Anthony Portantino, would create a single new 800-student privatized state STEM (Science, Technology, Engineering and Math) school in Los Angeles, bypassing the local School Board, parents, and educators. If approved, the new school would take away essential per-pupil funding and resources from the 142 STEM programs already in place in the Los Angeles Unified School District.

The backers of the bill include billionaire Eli Broad, who for years has bankrolled various “some kids, not all kids” schemes to undermine the public education system that serves all students in favor of unregulated, unaccountable charter school operators. Ironically, Broad and his cohorts, like the California Charter Schools Association, just spent millions of dollars to buy the Los Angeles School Board election, and now he is driving a heavy-handed attempt to circumvent the same board just a few months later.

“Why does a billionaire like Eli Broad want to open a privatized STEM school in Los Angeles?” STEM @ Bernstein teacher Michelle Garcia said. “If he is sincerely concerned with our education system, why not invest in our existing public schools rather than cherry-pick students into one school and exclude many others? Our school has a 96% attendance rate. We know that our students are showing up because teachers and staff are deeply invested in what we do and students see that. We are living proof that STEM schools in our district are working and making a difference in our communities and students’ lives.”

At the rally, graduates from LAUSD STEM programs called on legislators to defeat the bill. Dr. Melissa See, a family medicine doctor, graduated from LAUSD’s Bravo Medical Magnet.

“All LAUSD students deserve the same

access to fully funded STEM education that I had as a young woman of color,” said Dr. See. “This access would be significantly limited by the passage of AB 1217—a bill that would take funding away from our existing LAUSD STEM programs and put it into a school that would hand-pick which students deserve STEM. Our existing programs need more funding—not to be undercut by a pseudo-private STEM school.”

Also speaking at the rally were Dr. Ruth Montes, graduate of Franklin High School; STEM @ Bernstein students Mathew Gonzalez and Gisselle Reyes and teacher Ben Kim; Ana de Jesus, a member of Reclaim Our Schools LA and mother of a former Poly High STEM student who is now in the Cal State Northridge Engineering program; and Poly High School educator Angie Barton, whose school is in Bocanegra’s district.

End-run around local control

AB 1217 sets a dangerous precedent for bypassing local control of schools by establishing a new path for schools to be created and authorized at the state level.

“The best protection to education as democracy is that we allow democratically elected school boards to govern the education of children under their jurisdiction,” Sylvia Rousseau, emeritus professor at USC’s Rossier School of Education, told Capitol & Main. “When efforts like this have less control by local governing bodies, where it’s funded much more by private interests—or at least it’s sponsored by private interests with the opportunity to contribute heavily to it—it begins to redefine who has access to STEM education.”

Los Angeles is already the single largest charter authorizer in the country and does not need yet another pathway to create new schools. A report recently released by the NAACP finds that states with the best charter educational outcomes are those with fewer authorization paths. Fewer paths create accountability and transparency that is much needed in LAUSD.

School management organizations, the

(continued on page 28)



The rally brought STEM supporters together at Bernstein High to speak out against AB 1217, a bill to create a single new privatized state STEM school in LA.



“Public education must remain public,” Dr. See, a graduate of LAUSD’s Bravo Medical Magnet, said at the rally. “All LAUSD students deserve the same access to fully funded STEM education that I had as a young woman of color.”



Despite powerful testimony from teachers such as Will Page (above) from King Middle School, the “billionaires’ bloc” on the LAUSD School Board voted on August 22 against opposing AB 1217.

Best News Story

FIRST

United Teachers Los Angeles

“STEM Community Rallies Against ‘Boutique’ School Bill”

By Kim Turner, Communications Specialist

Judges’ comments: Focused, concise and clear. This article shines a light on the legislation to create a state-run privatized school in a public school district. One judge said, “This is the kind of story that often gets lost in the general outcry about charter schools infiltrating public school spaces.”

SECOND

San José/Evergreen Federation of Teachers

“Affirming Science in Silicon Valley on Earth Day”

By Hasan Rahim, Math Faculty, San Jose City College

THIRD (TIE)

San Mateo Community College Federation of Teachers

“Organize. Resist. Is the glass half-empty or half-full?”

By Anne Stafford, Treasurer

Peralta Federation of Teachers

“Warning: Peralta is in Fiscal Trouble... Again”

By Jennifer Shanoski, President

HONORABLE MENTION

United Educators of San Francisco

“Paraeducators Participate in Inaugural Pre-Service Institute”

By Janet Eberhardt, Para on Special Assignment

Time to end “random” searches

The practice criminalizes students and doesn't make schools safer.

Students speak: Random searches are not random

By Grace Hamilton
Marshall HS Student

Dozens of times a day, school deans and security walk into LAUSD classrooms and pick out five students to conduct a “random” search. They take us out of class and into the hallway where they go through our belongings. We are told they are searching us for weapons, but they frequently take our classroom supplies, like White-out and highlighters. This is a random search ... except they are not random. My name is Grace Hamilton, and as a senior at John Marshall Senior High, I am against “random” searches.

In my School for Advanced Studies classes, I don't get searched for weapons during class time. But in my regular classes, which consist of mostly Latino students, that's where I've been searched. At Marshall, non-magnet and non-honors classes get searched more often.

“Random” searches are not random. I meet regularly with students from more than 15 schools involved in my organization. Students Deserve, the student-led grassroots group leading the fight to end

searches. Students at Dorsey High School, a predominantly black school, get searched more than any other school I talk with. This goes along with all the evidence that says schools with black students face more searches, more policing, more criminalization.

Muslim students are also targeted for searches based on stereotypes that make them out to be dangerous.

The only purpose these “random” searches serve is to criminalize, traumatize, and degrade racial and ethnic groups in schools.

The justification behind searches is that they protect students, teachers, and administrators by keeping weapons and violence out of schools. But less than 4% of schools in America conduct searches. Most districts have figured out that schools that conduct searches are no safer than those that don't. Blacks and Latinos are blamed for the school shootings that happen, when 90% of elementary and high school shootings were done by mostly upper-middle class white Americans.

There is no evidence that searches keep weapons and violence out of schools, but there is evidence of mistrust between students and administrators because of them. This distrust prevents students from speaking in confidence about weapons on campus and working with them to deal with peer conflict. They lower the self-esteem of those targeted and make them feel as if they've done something wrong, when really the policy is wrong.

Students Deserve is a grassroots coalition made up of LAUSD parents, teachers, and students. We have teamed up with groups such as Black Lives Matter, Youth Justice Coalition, and the American Civil Liberties Union to end these searches. Since last year, we have had two major events, including Making Black Lives Matter in Our Schools at Dorsey High School and our End Random Searches rally at the school board in May. We've also met with various school



Marshall HS student Grace Hamilton

board members, including Ref Rodriguez, Monica Garcia, and Kelly Gonez.

The school board held a meeting on October 24 entirely devoted to the issues of searches. Ahead of that meeting, we handed out “Against Random Searches” buttons and informational flyers to students across dozens of schools to start a conversation about the random searches at the schools, and students and our allies were out in strength at that board meeting. Through these actions, we are letting LAUSD know that we reject both the current policy of random searches during class time and any proposal of searching us as we enter school grounds.

Our immediate solution for this semester is to end these searches, expand safe passage programs, and ensure there are counselors available.

Our medium-term solution is to fund real Community Schools, which includes lowering class size, more counselors, more arts and electives, real restorative justice, and wraparound services like school health clinics, therapists, and more. The Asian-Pacific Health Center we have at Marshall is extremely helpful to all students. They do everything from giving shots to doing physicals and STI tests.

LAUSD needs to end the current random search policy in order to stop criminalization in schools and replace it with conditions that will help all students feel genuinely safe.

Best Editorial

FIRST

United Teachers Los Angeles

“Time to End ‘Random’ Searches”

By Grace Hamilton, Student

Judges’ comments: Eye-opening student-written article about the real lives of students in their school environments in a horrifying and discriminating situation. Describes the racial profiling. One judge said, “UTLA is to be commended for giving voice to an important student concern.”

SECOND

United Educators of San Francisco

“Justice in Our Contract is Part of Broader Resistance”

By Lita Blanc, President

THIRD

United Professors of Marin

“Surveillance Cameras at COM”

By Arthur Lutz, Editor

HONORABLE MENTION (TIE)

Citrus College Adjunct Faculty Federation

“The Democrats Have a Trust Problem”

By Bill Zeman

Coast Federation of Classified Employees

“The Relevance of the Modern Union”

By Quintin Powell, Newsletter Editor, OCC Vice President at Large

VINCENT VAN GOGH — Trade Unionist

by Arthur Lutz

[A new film on the life of Vincent van Gogh, "Loving Vincent," was recently released. As with previous portrayals, it views van Gogh's life through the lens of imbalance and naiveté – a genius savant who knew or cared little about the social forces that drove his creativity. This article attempts to dispel that reading.]

A YEAR BEFORE HE DIED IN 1890, Vincent Van Gogh was visited by his friend, painter Paul Signac.

In a letter to a colleague about this visit (written by Signac many years after Van Gogh had died) Signac wrote, "The whole day, Vincent spoke to me about painting, literature and socialism."

It's interesting that when critics and art historians study Van Gogh's work, they rarely identify his interest in literature or politics. They prefer to view his work as the manic outpourings of an artistically and socially naive and sometimes mad savant. Hollywood biopics and biographies reinforce this view.

A reading of Van Gogh's letters, however, reveals a different picture — a picture of an artist who was cogent, painstaking and intentional — a pioneer who knew exactly what he was doing... and why.



Van Gogh was well educated and sophisticated — a voracious reader of novels, poetry and historical works, he spoke several languages and spent years studying his craft. Perhaps most significant for his work, however, was his political sensibility.

Van Gogh lived during a time of political upheaval in Europe. The Paris Commune of 1871 — an attempt by French workers to establish an egalitarian state free of economic exploitation and clerical interference — had been brutally suppressed by the Versailles government and hundreds of thousands of men, women and children "communards" were summarily executed.

This event, along with the publication of the Communist Manifesto in 1848 and working-class conditions that Van Gogh had read about in Dickens and Zola, left a lasting impression on him, about which he corresponded frequently, decrying the evils of a capitalist system that imposed brutal wage slavery on working people. He travelled to Belgium's industrial region where he saw firsthand the misery of endless hours of child labor and untreated diseases and explosions that left hundreds dead or disfigured with terrible burns. He lived with these miners and painted their lives.

Throughout his life, Van Gogh chose peasants, miners, weavers, prostitutes — the disenfranchised — to be his subjects; choices which reflected his compassion, his egalitarian ethic and his political consciousness. He was perhaps our most class-conscious artist.

Concerning his painting, "The Potato Eaters," he wrote, "I wanted to convey the idea that these people have toiled with their hands, and that therefore they should not be wanting of the bread that they have sown."

Van Gogh devoted his life to creating an art through the filter of the disenfranchised; a far cry from the way that most "academy" painters of his day viewed the role of the artist.

Given the above, it's not surprising that Van Gogh (as Signac reported) might have spent whole days talking about socialism.

In keeping with his belief in collaborative political action, Van Gogh also tried to organize an artist's collective where artists would work together and support each other's efforts and protect themselves from "avaricious dealers." Now days we would call that a *trade-union*.

It is quite a different view of Van Gogh we get from reading his letters than that presented by movie portrayals or art historians who attribute his genius to hallucinations caused by epilepsy or syphilis or lead poisoning or absinthe.

How demeaning it must be for an artist, who created over 800 paintings in the ten years that he worked; who spent years studying his craft and enduring a lifetime of poverty in order to represent the lives of the working poor; whose works have stirred the hearts of millions of people from all social classes — how demeaning it must be to have one's ethics, one's passion, one's politics and one's social conscience ignored, and have the power and beauty of one's work attributed to a case of madness. If Van Gogh suffered from madness, it was more certainly the madness of moral outrage.

In this day of political insanity, may we all suffer from such an infirmity. □

[For those who view Van Gogh's ear cutting as evidence of his derangement, a recent book by Hans Kaufmann argues that Van Gogh may have made up the story to protect his friend Paul Gauguin, who probably severed Vincent's ear with a sword during a heated argument.]

Best Feature Story

FIRST

United Professors of Marin

"Vincent Van Gogh — Trade Unionist"

By Arthur Lutz, Editor

Judges' comments: This article is sharp as a razor. Art history is not usually the topic of a feature piece in a union newsletter, but this article casts one of our great artistic geniuses in a new union light, and describes a long history of collective action. One judge said, "Who knew?... *Starry, Starry Night* will never look the same again."

SECOND

San José/Evergreen Federation of Teachers

"Teaching in the Time of Trump"

By Marlise Ajanae Edwards, SJCC English Faculty

THIRD

Los Angeles College Faculty Guild

"Overcoming the Odds"

By Jacob Bourne, Senders Communication

HONORABLE MENTION

United Teachers Los Angeles

"Communities Rise Up Against Co-Location"

By Kim Turner, Communications Specialist

AFT 6157 Mentorship Success

Mentor/Mentee KJ's Outing ESL faculty receives full-time position

By Jessica Breheny, SJCC English Faculty

It says a lot about the hard work faculty do when I say that Zerrin Erkal and I could not find a time in our busy schedules to meet off campus. Our planned relaxing outing to get to know each other and talk about the Union morphed into a post-teaching, post-meeting afternoon trip to KJ's. Alas, this is faculty life in November. Yet a casual low-key coffee/date on campus is a nicely stress-free way to get to know a colleague.

Zerrin, though new to her full-time ESL faculty job, is not new to San Jose City College. She has taught part-time in ESL for 15 years, and I have always appreciated her presence and contributions

at division meetings. Still, this is the first time that I ever had a chance to get to know Zerrin. She has an impressive educational background, with a bachelor's in English from Bogazici University in Istanbul and a master's in TESOL from Long Island University. Zerrin has also taught for many years, both at SJCC and at San Jose State University.

Over warm beverages on a rainy fall day, Zerrin and I talked about the importance of the Union. I shared my own experiences with the Union, all the times I received help and advice over the years, and the security I feel knowing that we have the Union behind us. I told Zerrin about my experiences coming to SJCC from a college without a strong union and the differences I saw



Jessica Breheny and Zerrin Erkal at KJ's. Photo by Byron Bralant.

when I got here. I encouraged Zerrin to get to know the Union leadership, to ask questions about the contract and bargaining, and told her how important

Sophia de la Fuente

New case manager responds to student crisis,

By Debbie Huntze Rooney, SJCC PSE/Social Faculty

vidual therapeutic services to students on campus, imparting her with understanding and insight of the unique challenges and aspirations that many students on campus encounter today.

I met with Sophia and was glad to be able to introduce her to the Union as her mentor. I wanted to make sure she understood that the AFT 6157 in our District is a Union that not only represents faculty, but stands for social justice, our students' wellbeing and fairness. Also I explained that our Union is a continuing part of the culture of the college and the community.

Sophia holds a master's degree in Marriage and Family Therapy and joins with a background of direct experience working in mental health counseling, case management and client advocacy. She's worked within various community and academic settings, ranging from

that include prevention and response to student crises, faculty education and support, case management and supporting SJCC's Behavioral Intervention Team (BIT).

Sophia is familiar with both SJCC and EVC after working in Psychological Services this past year, providing indi-

vidual therapeutic services to students on campus, imparting her with understanding and insight of the unique challenges and aspirations that many students on campus encounter today.

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Sophia de la Fuente

Mentorship Program Successes

Privilege of Being a Union Mentor for a Counselor

By Hasan Zahir Rahim, SJCC Math Faculty

Valentin Garcia is a counselor with EOPS at San Jose City College (SJCC). This is his fourth year at SJCC but his first year in a tenure track position. I have the privilege of being his Union mentor this year on behalf of Union AFT 6157. After recently meeting with Valentin, I can sum up my impression of him in three words: Counselor par excellence!

Valentin has been working with students and their families for the past 18 years as an academic counselor. He has extensive experience developing and implementing college-readiness curricula for parents and students at Foothill College, San Jose State University and University of California, Santa Cruz.

Valentin won the 2016-2017 "Adjunct of the Year" award, as an EOPS adjunct faculty counselor at SJCC. He has a bachelor's degree in sociology and a master's degree in counseling with a PPS Credential from San Jose State University.

"I love my job at SJCC," Valentin said. "To be able to help others overcome life's chal-

lenges, be it academic or personal, gives meaning to my own life."

In our meeting, we discussed the importance of regularly visiting the new, user-friendly Union website <http://aft6157.org/>, filled with useful information about the rights and responsibilities of members.

The five categories the Union focuses its efforts on are "Advancing, Negotiating, Advocating, Educating and Promoting." Because what the Union does is often behind the scene, Valentin and I agreed that we sometimes ignore and overlook the critical role it plays in our successes. That is why it is important that we visit the website at least once a week to keep abreast of the latest developments in education, negotiation and politics.

As a faculty, I concentrated my effort, until recently, on teaching and on trying out innovative methods for reaching students and getting the best out of them in the classroom. My focus was almost exclusively on academics. But in talking with Valentin and other counselors, it has dawned on me that I must look at students within a holistic



Mentor Hasan Zahir Rahim and mentee Valentin Garcia

framework. I must work not only as a teacher but also as a counselor, mentor and confidant to students.

When students visit Valentin in his office, he counsels them not only on academics and graduation pathways, but also on their hopes and aspirations. That way he develops a holistic view of them and is better able to inform them on the right choices to grow as a complete human being.

A synergy between faculty and counselors is critical to the success of our students, with suggestions and guidance always available from AFT 6157. It is an insight I could not have gained had I not been privileged as a Union AFT 6157 member to mentor one of our committed counselors, Valentin Garcia.

Mentorship Program Successes

The AFT 6157 Mentorship Program focuses on identifying professional and work-related needs of new faculty members by providing support and guidance in their first year of employment in the San José/ Evergreen Community College District (SJECCD). Faculty mentors are to serve as positive role models, guides, and initial contact between new faculty and the union, the various college entities and the district as a whole.

Carlos Rojo – Biology Faculty

By David Yancey, AFT 6157 Mentor and Past President

It is my pleasure to be the mentor of our new physiology faculty Carlos Rojo. Carlos, like so many of our new full-time faculty comes out of the ranks of our adjunct faculty. The AFT 6157

a curriculum based on this work. The goal was to bring exciting, cutting-edge research back to the classroom.

He developed a project, analyzing the ability to privatize genetic data sets prior to their release, and a teaching curriculum to introduce community

to current issues in genomics/medical data privacy, fight human physiology with Professions Post-Bacc at San Francisco

As a researcher is also spent two years as a teacher, as he explains it, explaining the genetic diseases, particularly important public health

rather than this work plain the reasons why are (negatively) affected

When students visit Valentin in his office, he counsels them not only on academics and graduation pathways, but also on their hopes and aspirations. That way he develops a holistic view of them and is better able to inform them on the right choices to grow as a complete human being.

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Carlos Rojo, SJCC Biology Faculty

tational and statistical tools to analyze genotype and exome sequencing data.

All right, so now maybe you get a hint of how bright this young man is, and I will admit that last paragraph was hard for me to just write, much less understand. However, another very important side of Carlos that you see quickly is a gentleness and a patience in his approach that he will instill into his students. He wants not only to transfer this depth of knowledge, but to impress upon his students the real-life impact of his work in the lives of us all.

As you can tell, I was very impressed with this young professor and to paraphrase another great teacher here at SJCC, Biologist Mark Newton, "I think Carlos has a lot to teach us all" not only in the sciences but how to relate ideas and understanding to his students while challenging them to think critically in their everyday education.

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Welcome Tina Iniguez

International Programs Counselor Committed to Make Students Successful

By Jory Segal, AFT 6157 Adjunct at Large, Negotiator, Grievance Office

Being an AFT 6157 mentor for Tina Iniguez was exciting. She was a delight to talk with as she is an amazing, enthusiastic and caring woman. Tina has been a classified employee in the District for 13 years.

When we met, we discussed AFT issues, and Tina expressed interest in the Union and getting more involved, as her tenure moved forward. My goal was to make her feel at home, as a Union member, and know that the Union was involved in many aspects of the District.

Tina was employed for eight years to assist CalWORKS students with their learning disability testing at the Social Services office on Senter Road. The program was

called "Keys to Success," and the focus was on disability testing.

About 80% of the individuals she worked with had not finished high school. Tina worked to refer them to adult Education Programs and the community college system and find assistance for their learning disabilities.

Tina was hired as a full-time International Programs counselor in September. There are approximately 190 students in the International Program at Evergreen. Almost all of those students will transfer to four-year institutions to finish their bachelor's degrees.

She has volunteered to work on the early alert program because she is committed to make students successful, and early alert is



Mentor Jory Segal and mentee Tina Iniguez

just one tool to assist students to complete their classes. (Hint: Faculty. Don't forget to fill out your early alert forms.)

Tina is married and lives in Alum Rock. She and her husband both attended Mt. Pleasant High School and know each other. She has two girls Sophia and Grace, aged 9 and 6 and two dogs Cloe and Coco.

We all welcome Tina and are thrilled she has joined the faculty at Evergreen.

Best Series

FIRST

San José/Evergreen Federation of Teachers

AFT 6157 Mentorship Successes

By David Yancey, Former President; Peggy Gorbach, EVC; Frank Espinoza, EVC; Cindy Bevan, EVC; Marilyn Crawford, SJCC; Hasan Rahim, SJCC; Jory Segal, Adjunct Rep/Negotiator/Grievance Officer; Jessica Breheny, SJCC; Debby Huntze Rooney, SJCC Faculty

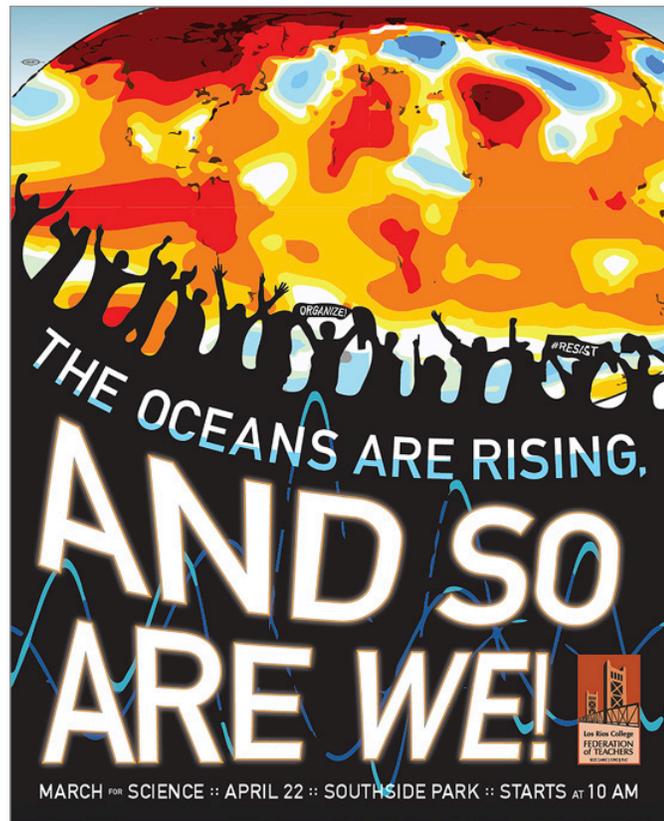
Judges' comments: Moving and impressive profiles. A carefully planned series of articles published over the course of an academic year. The series also demonstrated that the union had some success in moving part-time positions to full-time positions.

SECOND

San Mateo Community College Federation of Teachers

Negotiations Series

By Katharine Harer, Co-Vice President



Best Original Art

FIRST (TIE)

Palomar Faculty Federation

Campus Equity Week 2017

By Jay Schultz, Art Professor, Palomar Community College

Judges' comments: Dramatic local visual campaign for Campus Equity Week in a graphic style reminiscent of WPA posters. One judge said, "It unmasked the inequity."

Los Rios College Federation of Teachers

The Oceans Are Rising... And So Are We

By Robyn Waxman, Graphic Arts Faculty

Judges' comments: Powerful illustration demonstrates how unions are also involved in important social issues. One judge said, "Art, science, and the labor movement together at last."

SECOND

San Mateo Community College Federation of Teachers

Real Lives of SMCCD Part-Time Faculty: A Fact Sheet for Students

By Michelle Kern, College of San Mateo Chapter Chair; Katharine Harer, Co-Vice President

THIRD (TIE)

Coast Federation of Classified Employees

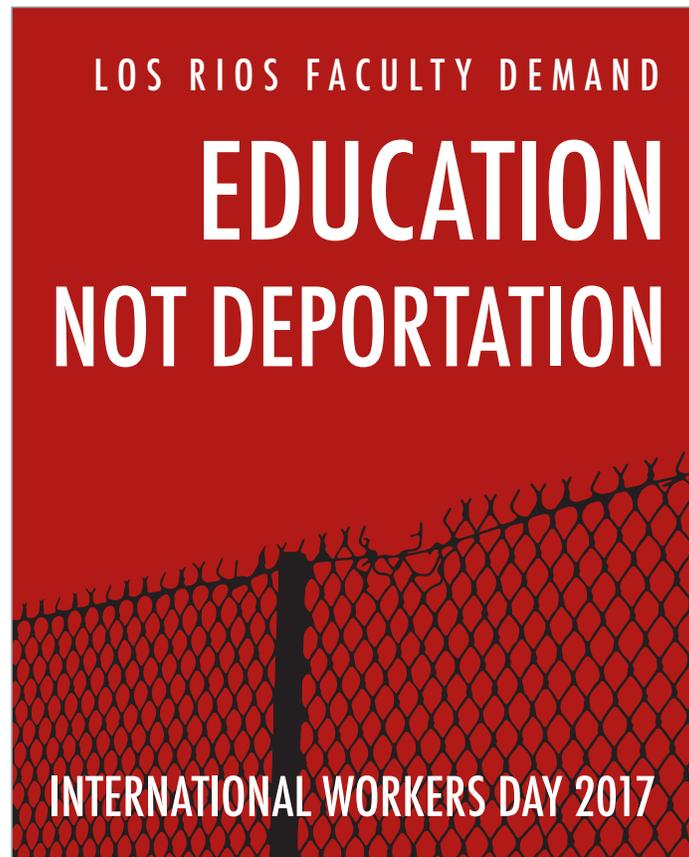
Lemon Lime

By Quintin Powell, Newsletter Editor, OCC Vice President at Large

San José/Evergreen Federation of Teachers

Contract Ratified!

By Raymond Yuen, Photographer



Best Use of Graphics

FIRST

Los Rios College Federation of Teachers

Education, Not Deportation

By Robyn Waxman, , Graphic Arts Faculty

Judges' comments: The local takes a strong stand for our DACA students and all immigrants. This elegant and simple design successfully links social justice to the union. All of the judges asked, "Where can I buy a t-shirt?"

SECOND (TIE)

United Teachers Los Angeles

"Teachers spend an average..."

By Pablo Serrano, Communications Specialist

San Mateo Community College Federation of Teachers

Real Lives of SMCCD Part-Time Faculty: A Fact Sheet for Students

By Michelle Kern, Chapter Chair, College of San Mateo; Katharine Harer, Co-Vice President

THIRD

United Professors of Marin

"Happy Winter Solstice"

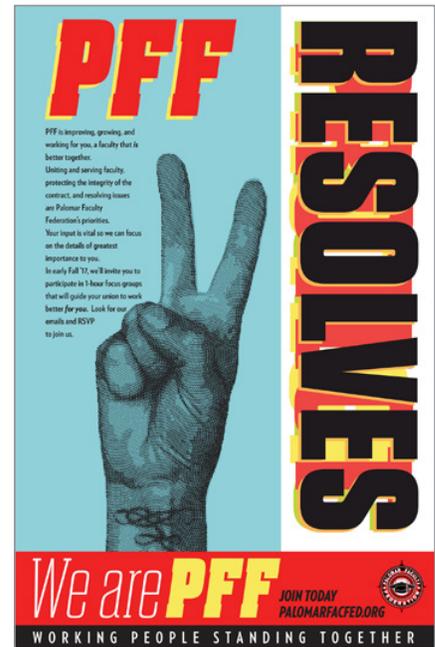
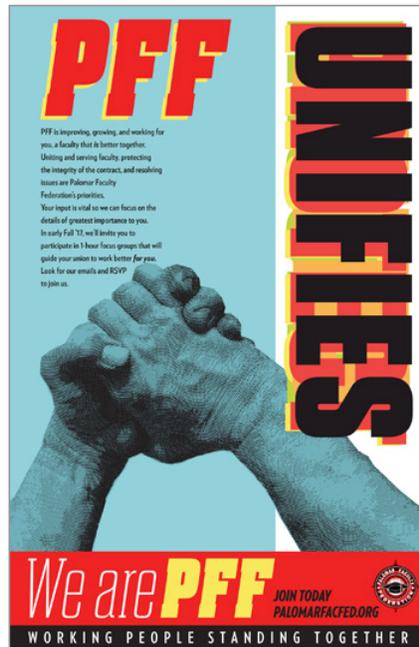
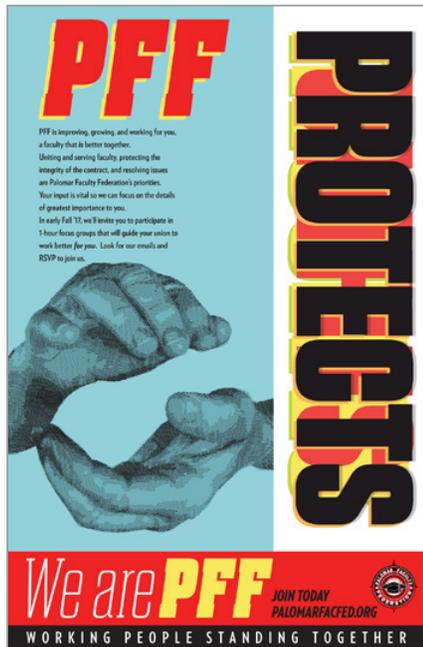
By Arthur Lutz, Editor

HONORABLE MENTION

San José/Evergreen Federation of Teachers

Faculty Voices Count

Photography by Barbara Hanfling, Executive Director, and Helen Han, ESL Faculty, Evergreen Valley College; Layout by Susan Yuen, Office Manager



Best Flyer or Poster

FIRST

Palomar Faculty Federation

Protect-Unify-Resolve

By Jay Schultz, Art Professor, Palomar Community College; Debbie Forward, Organizer

Judges' comments: A powerful invitation that solicits worker input in a solid visual manner. Uses striking images to convey the strength of a unified effort. An engaging use of triptych. One judge said, "We have to hand it to the local."

SECOND

Los Rios College Federation of Teachers

The Oceans Are Rising...And So Are We

By Robyn Waxman, Graphic Arts Faculty

THIRD

Berkeley Federation of Teachers

Berkeley Teachers Fighting for Public Education

By Julie Searle, Teacher, King Middle School

HONORABLE MENTION (TIE)

Coast Federation of Classified Employees

OCC Union Pride Week Flyer

By Lindsay McNutt, GWC Vice President at Large

Peralta Federation of Teachers

General Membership Meeting Flyer

By Kayla Lewis, Communications Specialist and Database Coordinator

WORKING PEOPLE STANDING TOGETHER CLASSIFIED EMPLOYEE NEWSLETTER



Fall 2017
CCE/AFT Local 4522
News & Updates

You Asked. We Listened.

Thanks to your survey responses, your E-Council has been able to solidify some of the matters that you find important. We are working diligently on resolving these goals in the upcoming year.

You asked for better communication.

We have created a new website with user-friendly forms to gain quick access and response time for questions, suggestions, updating your information, and grievances.

You said that support for you and your family's education was important.

Your E-Council voted to revive our scholarship program and add \$10,000 to the scholarship fund! The 2018-2019 Scholarship application will be available in Spring 2018.

You said that you would like to get more involved.

We are working with the Professional Development office to create more opportunities for our unit to participate in committees, councils, and more!

Your union is working hard to protect your contract and your interests.

This semester alone, we have successfully resolved over 14 possible contractual grievances. We are working on ways to let you know what we have learned in the process so that information gets to you without compromising confidentiality. You can look forward to reading "Tips from your Grievance Officers" on our new website.

Save the Date:

We look forward to seeing you at our Fall Member's Meeting! it will take place on **October 31, 2017** in MD 157.

What can Labor do for itself? The answer is not difficult. Labor can organize, it can unify; it can consolidate its forces. This done, it can demand and command.
—Eugene V. Debs



Palomar College CCE/AFT Local 4522 representatives sharing on the State Capitol steps with CFT Field Representatives

What is Convention?

Convention is the union's highest political body. At the annual CFT Convention, hundreds of delegates elected in local unions throughout the state debate and decide issues facing the organization. Every other year, delegates elect the CFT President, Secretary Treasurer, and 24 Vice Presidents.



Best Two-Four-Page Newsletter *Locals with fewer than 500 members*

FIRST

Palomar College Council of Classified Employees

Working People Standing Together

By Anel Gonzalez, President; Michelle Tucker, Membership and Communications; Yvette Maynard, Grievance Officer; Carmelino Cruz, Vice President

Judges comments: Has many points of interest yet is an easy read. Provides valuable information and makes the effort to be responsive to member needs: "You asked, we listened."

SECOND

Citrus College Adjunct Faculty Federation

Local Update

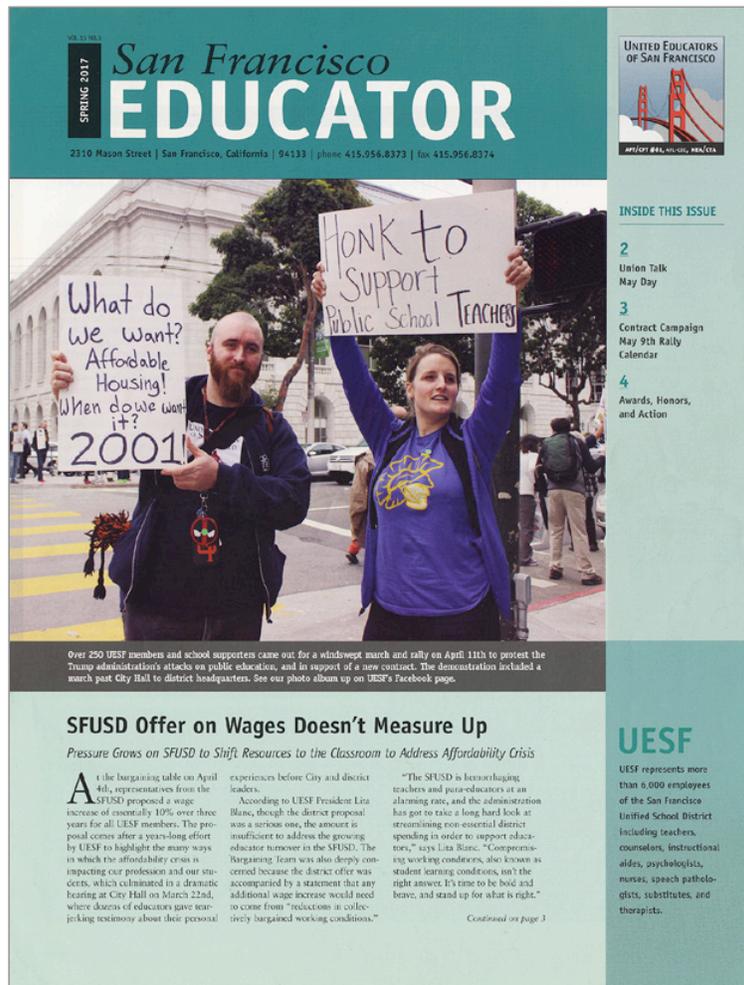
By Mark Wessel, Editor

THIRD

Novato Federation of Teachers

Welcome Back!

By Aaron Fix, President



Best Four-Page Newsletter *Locals with more than 500 members*

FIRST

United Educators of San Francisco

San Francisco Educator

By Matthew Hardy, Communications Director

Judges' comments: The photo front page draws you in. Members are pictured throughout and continue to draw you in. Contains a balanced mix of union and professional issues. Digestible union info, well laid out.

Communications Director; Jeff Sanceri, COPE Chair/ Grievance Officer; Hilary Altman, Membership Committee Chair; Brad Balukjian, Part-Time Rep; Peter Brown, CTE Chair; Rick Greenspan

THIRD

Los Angeles College Faculty Guild

Read On

By Deborah Kaye, Editor; Michael Teitelbaum, Art Director; Michael Messina, Writer

SECOND

Peralta Federation of Teachers

The Peralta Teacher

By Jennifer Shanoski, President; Kimberly King, Diversity Chair; Matthew Goldstein,



Retired Chapter

N-MFT RETIRED

AUGUST 2017

2900 BRISTOL STREET, SUITE C-107 COSTA MESA, CA 92626 (714) 754-6638

EXECUTIVE BOARD

Chapter Chairperson
Bob Kelly (949) 642-1160
bkelly711@earthlink.net

Vice Chairperson, Health & Benefits
Dave Brees (714) 865-5809
davebrees@aol.com

Vice Chairperson, Membership / Treasurer
Bernie Neil (714) 979-2996
bernie1339@sbcglobal.net

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wottagreg@yahoo.com

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Vice Chairperson, Communications
Email moderator / Newsletter & Web Editor
Donna Ewing (714) 334-7398
fdewing@gmail.com

Secretary
Gina Stewart (714) 323-9417
geobina@mc.com

Immediate Past Chapter Chairperson
Richard Spehar (714) 679-4104
rjspehar@aol.com



**The Hacienda
Restaurant**
August 22 @ 11:00
1725 College Ave., Santa Ana
(714) 558-1304

Site of our 2017-18
**Annual Kick-Off
Luncheon**
Free to Paid Members!
\$20 for Guests

REMINDERS !

Look for your ballot in the mail. Mail in your VOTE
for 2017-18 Chapter officers by August 18

Renew your N-MFT Retired membership NOW

Best Six-Plus-Page Newsletter *Locals with fewer than 500 members*

FIRST

Newport-Mesa Federation of Teachers-Retired

N-MFT Retired

By Donna Ewing, Vice Chairperson,
Communications

Judges' comments: Newsletter conveys a strong sense of community, which is what a retiree chapter is supposed to create. Uses lots of graphics. It's a smorgasboard of information for the retiree. One judge added "...recognizing that the way to a retiree's heart is through the stomach."

SECOND

United Professors of Marin

UPM Newsletter

By Arthur Lutz, Editor

THIRD

ABC Federation of Teachers-Retired

ABCFT Retirees

By Julien Minard, Editor



UTLA United Teacher

Award-Winning Newspaper of United Teachers Los Angeles • www.utla.net Volume XLVII, Number 3, November 17, 2017

Thousands rally to Save Our Schools

Parents and educators demand progress from the district and the state.








Raucous rallies on November 16 that stretched from Harbor City to North Hills displayed the positive spirit of public education while sending a serious message about what's at stake if we don't stop starving our schools and start supporting educators. Parents, students, educators, and community groups massed under the "Save Our Schools" banner at six locations across the district, and each event had its own flavor and energy.

UTLA's North Area marched from commuter-heavy Wilshire and Vermont to Young Oak Kim Academy, with the UCLA Community School Kowen drum band providing the driving beat. At Diego Rivera Learning Complex, where South and Central Areas rallied, the kids rock band from Miramar Elementary pumped up the crowd, and the group marched to the sound of honking cars. East Area turned Mariachi Plaza into a lively demonstration for public education, with Aztec flutes, drums, and chanting. At Los Angeles High School in the West Area, members formed a human billboard along Olympic Boulevard, with the spirited tone set by the LA High marching band. At Narbonne High, the Harbor Area community stretched into a long picket line and ended the rally singing along to "Lean on Me" and swaying together side to side. A big turnout of Valley East and Valley West members shut down Haskell Avenue outside Monroe High School, where the marching band set the stage for a speaker program with parents, community groups, teachers, and students.

"We are gathered here today for one reason: to fight for what we deserve from the district," Monroe High student Cindy Ruiz said at the Valley rally. "Teachers who want to see successful futures for the students they teach are paid little for the jobs they do. Taking away healthcare, taking away pay raises, and laying off teachers is no way to thank them for everything they do." Ruiz asked the students in the crowd: "How many times have we as students sat in overcrowded classes where it is difficult to learn? How many times have we had to go to the nurse and she wasn't available? Been forced to take standardized tests and forced to sit in crammed classes? When will we finally get what we deserve?" The rallies took place during a week with two contract bargaining sessions with LALUSD—full contract bargaining and healthcare bargaining. In October, thanks to our escalating

(continued on page 7)

Side-by-side summary:
UTLA & LAUSD contract proposals
 Page 4

Best Six-Plus-Page Newsletter *Locals with more than 500 members*

FIRST

United Teachers Los Angeles

United Teacher

By Kim Turner, Communications Specialist

Judges' comments: Its comprehensive. It's ineluctably thorough. Chock full of information you need to be a unionist. Shows you that the union is out there fighting for your rights.

SECOND

San Mateo Community College Federation of Teachers

The Advocate

By Eric Brenner, Editor

THIRD

San José/Evergreen Federation of Teachers

Faculty Matters

By Editor/Leader Writer: Barbara Hanfling, Executive Director; Assistant Editor: Farideh Dada, SJCC Journalism Faculty; Copy Edit/Layout: Susan Yuen, Office Manager

HONORABLE MENTION

Adjunct Faculty United

AdFacts

By Judi McDuff, Executive Director



The screenshot shows the website for the Cabrillo College Federation of Teachers (CFT). At the top, there is a logo and the text "Cabrillo College Federation of Teachers". Below this is a navigation menu with links for "Home", "About us", "Contract and Representation", "News", "Links", and "Faculty Resources". A large photograph shows a group of people, including women, gathered around a table with a sign that says "YES 30". Below the photo, there is a section titled "Faculty Voice" with a sub-header "December 2017". Underneath, there are five article titles with their authors:

- President's Report: Cabrillo's Internal Economy and Pathways for Faculty
by Karl Ewald
- Faculty Profile: Anthropology Instructor Rachel Mitchell
by Rachel Mitchell
- CFT Raoul Teilhet Scholarship Program for High School Seniors and Continuing College Students
by CCFT
- December News Brief
by David Lau
- Letter from Faculty Senate
by Robin McFarland and Skye Gentile

Best Online Newsletter

FIRST

Cabrillo College Federation of Teachers

Faculty Voice

By David Lau, Newsletter Editor and
Communications Director

Judges' comments: Very easy to find the news. All stories are accessible in one view. Easy to navigate without scrolling. Good use of hosting on local website and driving traffic to the website.

SECOND

Coast Federation of Classified Employees

U-N-I-T-E! Union News, Information, and Tips for Employees!

By Quintin Powell, Editor/Author; Connie Marten, Editor/Contributor; Contributors Michael Carrizo, Pratik Solanki, Jamie Crowder, Betty Pierce

THIRD

ABC Federation of Teachers

ABCTeacherNews

By Ray Gaer, President

News to Use
Every 2nd & 4th Thursday
Thursday, Sept. 28, 2017

Inside: Big Red T is Big Success!
www.utla.net | Contact Us

UTLA

Top News

SCHOOL BOARD ALERT
Ref remains, Monica installed as new president



Monica Garcia and Nick Melvoin celebrate as new LAUSD Board president and vice president, respectively.

Monica Garcia is the new LAUSD School Board president, with Nick Melvoin as her VP. [The vote was 4-3 for Garcia.](#) Ref Rodriguez, who's facing multiple felony and criminal charges, cast the deciding vote.

Before the Board, UTLA's Cecily Myart-Cruz and Karla Aviles Griego blasted Ref for not recusing himself from the vote and resigning from the Board. Cecily to Ref: "These charges you face are more than a distraction from the work that needs to be done to put our kids first. When these allegations came to light, your role in this investigation and your response to these egregious criminal charges indicate a severe lack of judgment. Your behavior sets a bad example for our educators and the children who look up to us."

Pressure is expected to mount for Rodriguez's resignation. His failure to recuse himself from the vote is another example of his permissive "rookie mistake" mentality and flawed ethical standards. "You can't help but think that a man who might have committed one of the dumbest crimes in local history is still making big decisions on the welfare of several hundred thousand students," from Steve Lopez's [LA Times story](#) dated September 27.

As to the newly appointed Board president, Monica Garcia served in that position from 2007 through 2012, a period wrought with controversy, including accusations of unethical campaign tactics and an unsuccessful recall effort. Under her watch, hundreds of millions of dollars in LAUSD properties and resources were given to privately managed charter school corporations, systematically starving public schools of resources. Also during her tenure, millions of dollars were squandered on unnecessary tests, consultants, and questionable hiring priorities while programs critical to low income and immigrant families such as the School Readiness Language Development Program, Early Education Centers, Elementary Arts, and Adult Education were cut or greatly decimated.



More on events, visit www.utla.net/events
*Import UTLA calendar to your personal calendar

Oct. 4: Contract Bargaining [Details](#)
Oct. 7: Make It Fair Town Hall [Details](#)
Oct. 11: School-Site Picketing [Details](#)
Oct. 11: Healthcare Bargaining [Details](#)
Oct. 12: Contract Bargaining [Details](#)
Oct. 26: Healthcare Bargaining [Details](#)

Conferences & Events

Oct. 7: Pre-Retirement Investment Workshop [SIGN UP](#)
Oct. 7: Strategies for Student Success: Beyond Classroom Management [SIGN UP](#)
Oct. 28: Pre-Retirement Conference [Details](#)

Best Email Newsletter

FIRST

United Teachers Los Angeles

News to Use

By Carolina Barreiro, Tammy Lyn Gann, and Kim Turner, Communications Specialists

Judges' comments: Lots of interesting entry points. Good integration of graphics and text. Lots of pictures used well. Excellent use of links. Good sidebar information and still effective on a mobile device.

SECOND

Berkeley Federation of Teachers

BFT Action

By Matt Meyer, Vice President

THIRD

San Francisco Community College District Federation of Teachers

AFT 2121 E-News

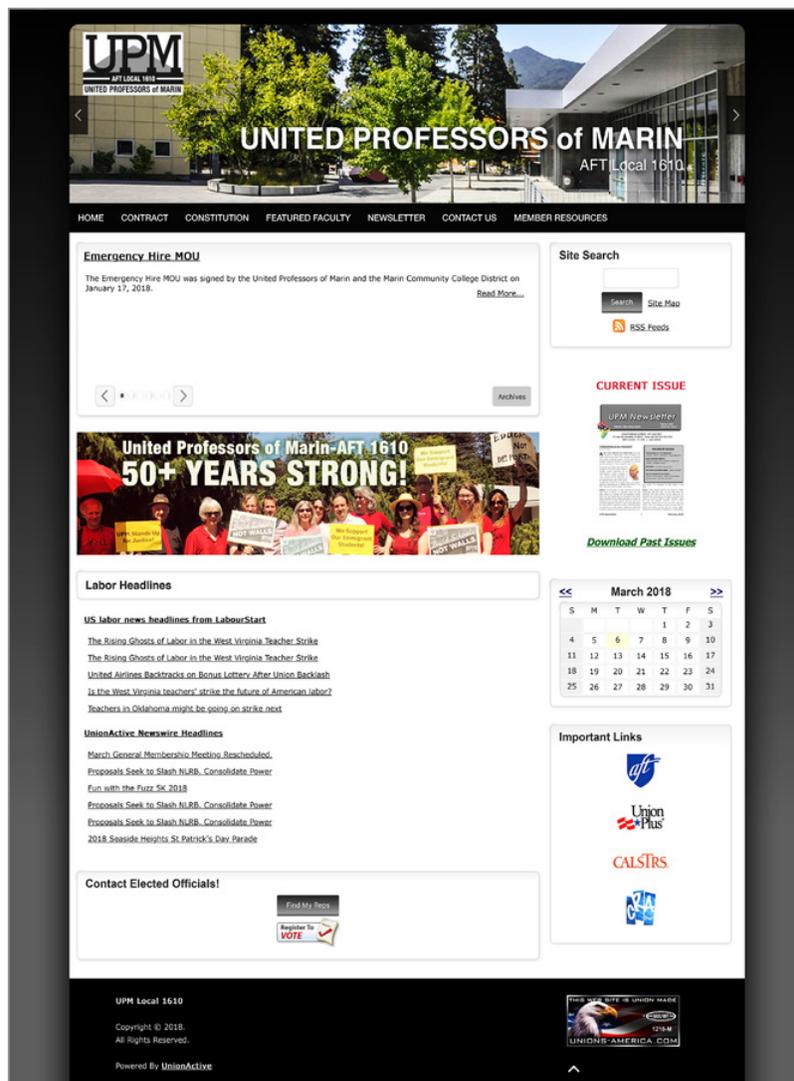
By Athena Waid, Organizer; Executive Board members Tim Kellikelly, Jessica Buchsbaum, Malaika Finkelstein, Jenny Worley, Chris Hanzo

HONORABLE MENTION

San Mateo Community College Federation of Teachers

AFT 1493: The Advocate Newsletter

By Eric Brenner, Editor



Best Website *Locals with fewer than 500 members*

FIRST

United Professors of Marin

www.upm.website

By Derek Wilson, Webmaster

Judges' comments: Clean open layout and easy to navigate. Useful information, particularly in the Member Resources section. Nice ongoing feature profiles interesting faculty.

SECOND

Palomar Council of Classified Employees

www.palomarcceaft.org

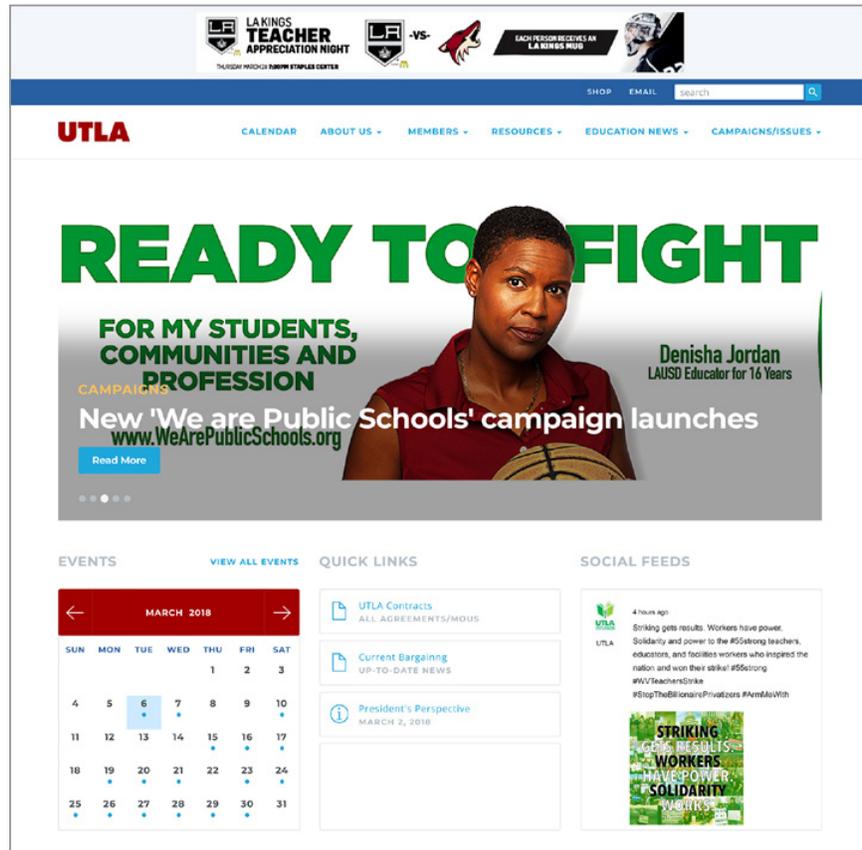
By Anel Gonzalez, President, and Kelly Helming, Member

THIRD

Novato Federation of Teachers

www.novatonft.org

By Beverly Winsor, Executive Director



Best Website *Locals with fewer than 500 members*

FIRST

United Teachers Los Angeles

www.utla.net

By Tammy Lyn Gann, Communications Specialist - Website

Judges' comments: Information is well organized and easily navigable, especially for such a content-rich site. Images are used appropriately throughout. Contemporary, clean look and mobile friendly. One judge said, "I can't think of anything a member would need — the contract, forms, relevant news, career support or retirement planning, that couldn't easily be found here."

SECOND (TIE)

San Mateo Community College Federation of Teachers

www.aft1493.org

By Eric Brenner, Webmaster

San José/Evergreen Federation of Teachers

www.aft6157.org

Layout and Maintenance by Susan Yuen, Office Manager; Content by Barbara Hanfling, Executive Director; Faculty contributors

THIRD

Berkeley Federation of Teachers

www.berkeleyteachers.org

By Matt Meyer, Vice President

HONORABLE MENTION

San Francisco Community College District Federation of Teachers

www.aft2121.org

By Athena Waid, Organizer

Web & Social Media

Novato Federation of Teachers Local 1986

Home

Like Follow Share

Learn More Send Message

Organization in Novato, California

5.0 ★★★★★

Community

Invite your friends to like this Page

80 people like this

84 people follow this

About

7075 Redwood Blvd, Ste K (23.55 mi)
Novato, California 94947

Get Directions

(415) 897-0811

Send Message

novatonft.org

Organization

Suggest Edits

Novato Federation of Teachers Local 1986

Yesterday at 8:37am · 🌐

Suggestions on how to stop the next school shooter. More meaningful than a walkout.

An Open Letter From A Teacher To Students "Walking Out" ... - KTSA

BY JACK RICCARDI Whoever this man is, his open letter to students thinking about walking ...

KTSA.COM

Novato Federation of Teachers Local 1986 shared a link.

February 23 at 9:12am · 🌐

First National Bank of Omaha bails on NRA-branded Visa card after customer outcry

The First National Bank of Omaha said Thursday it will not renew a contract to issue its National Rifle Association Visa credit card.

CNBC.COM

Like Comment Share

Novato Federation of Teachers Local 1986 shared Novato NTF's post.

October 16, 2017 · 🌐

AFT, CFT, and the NorthBay Labor Council are offering assistance.

Novato NTF

October 16, 2017 · 🌐

Know an NFT member who lost property in the wildfires? Please tell them to email novatonft@gmail.com for \$\$\$ assistance.

Like Comment Share

Novato Federation of Teachers Local 1986

October 9, 2017 · 🌐

Negotiations update: NUSD makes no movement on teacher salaries. Expect community action.

Like Comment Share

Best Use of Social Media *Locals with fewer than 500 members*

FIRST

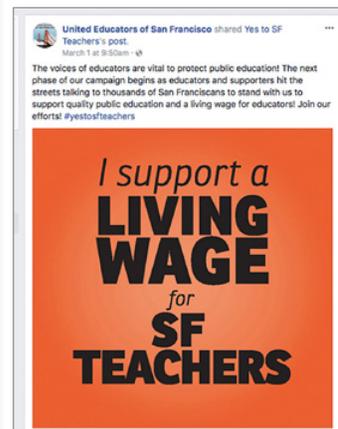
Novato Federation of Teachers

Facebook page

By Beverly Winsor, Executive Director

Judges' comments: Short provocative posts about bargaining. Relevant posts about important programs and application deadlines, including wildfire assistance and scholarships.

Web & Social Media



Best Use of Social Media *Locals with more than 500 members*

FIRST

United Educators of San Francisco

Facebook page

By Nguyen Weeks, Communications Director

Judges' comments: Regular, timely posts include union news and event announcements as well as relevant news from outside sources. Good use of photos and videos of members at rallies, meetings and in the workplace. High rates of views and shares show members visit and react. One judge said, "Scrolling through, I get a strong sense that UESF members are out there fighting for public education and educators."

SECOND

United Teachers Los Angeles

Facebook page

By Kim Turner, Communications Specialist; Pablo Serrano, Communications Specialist

THIRD

Coast Federation of Classified Employees

Facebook page

By Jamie Crowder, Union Assistant

HONORABLE MENTION (TIE)

Los Angeles College Faculty Guild

Facebook page

By Senders Communications

ABC Federation of Teachers

@abctechnews on Twitter

By Ray Gaer, President

Campaigns & Special Projects

A Union of Professionals

Novato Federation of Teachers

Local 1986
AFL-CIO

Novato Unified School District has refused to offer any meaningful salary increase for certificated staff for 2017/18 claiming there are not any funds. See below how Administrator spending has caused this lack of funds.

- NUSD'S SUPERINTENDENT MAKES **\$228,900** DOLLARS A YEAR, \$38,800 DOLLARS MORE THAN THE GOVERNOR OF CALIFORNIA, JERRY BROWN, AND MORE THAN EVERY GOVERNOR IN THE NATION
- NUSD SPENDS \$5.2 MILLION DOLLARS, 6.5% OF ITS TOTAL BUDGET ON 41 ADMINISTRATORS.
- NUSD SPENT \$24 THOUSAND DOLLARS ON A 3 DAY RETREAT FOR ADMINISTRATORS
- EVEN WITH THE PROGRESS WE HAVE MADE, NOVATO TEACHERS STILL MAKE 4% LESS THAN THE AVERAGE OF OUR COMPARABLE DISTRICTS WHILE ADMINISTRATORS (7 OF 12 PRINCIPALS) MAKE 4% MORE THAN THE AVERAGE.
- WE JUST PASSED A NEW PARCEL TAX AND A NEW BOND WITH EXPLICIT LANGUAGE THAT SAID "AND NO NEW MONEY FOR ADMINISTRATIVE SALARIES" YET SOMEHOW THEY STILL COME OUT ON TOP

DOES THIS SEEM RIGHT TO YOU?

ASK THE NUSD TRUSTEES WHY THEIR ADMINISTRATIVE BUDGET IS SPIRALING OUT OF CONTROL AND NOVATO TEACHERS ARE STILL PAID LESS THAN OUR COMPARABLE DISTRICTS

NUSD's Administrative Budget* has increased by 3% of the District's Total Budget (**2.8 Million Dollars**) in the Past 3 years. This is a 20% increase and is 16% more than the average of NUSD's Comparable Districts

Total Admin Expenditures as a Percent of the Total Budget

Year	Percentage
2012-13	15.0%
2013-14	16.0%
2014-15	17.0%
2015-16	18.0%
Comparables	15.5%

*as defined by School Services of California

AND NOW THERE'S NO MONEY FOR TEACHERS?

CONTACT THE NUSD TRUSTEES AND ASK WHY:

AGUILA MAGUILA@NUSD.ORG BUTLER DBUTLER@NUSD.ORG COOPER TCOOPER@NUSD.ORG KNELL DKNELL@NUSD.ORG
MACK GMACK@GMAIL.COM MILLERICK RMILLERICK@NUSD.ORG SCOTT SSCOTT@NUSD.ORG

Best Single Effort *Locals with fewer than 500 members*

FIRST

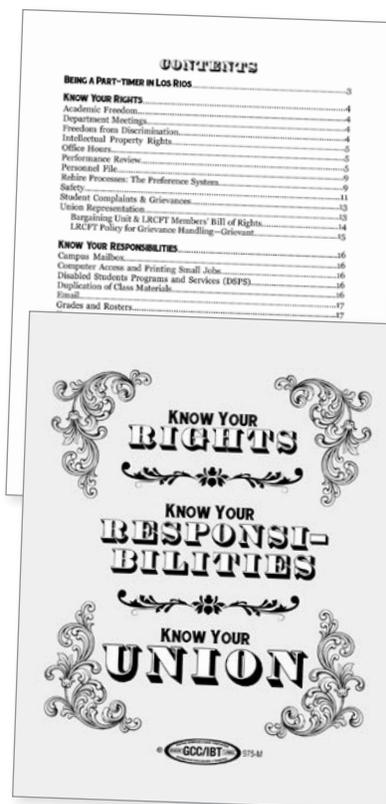
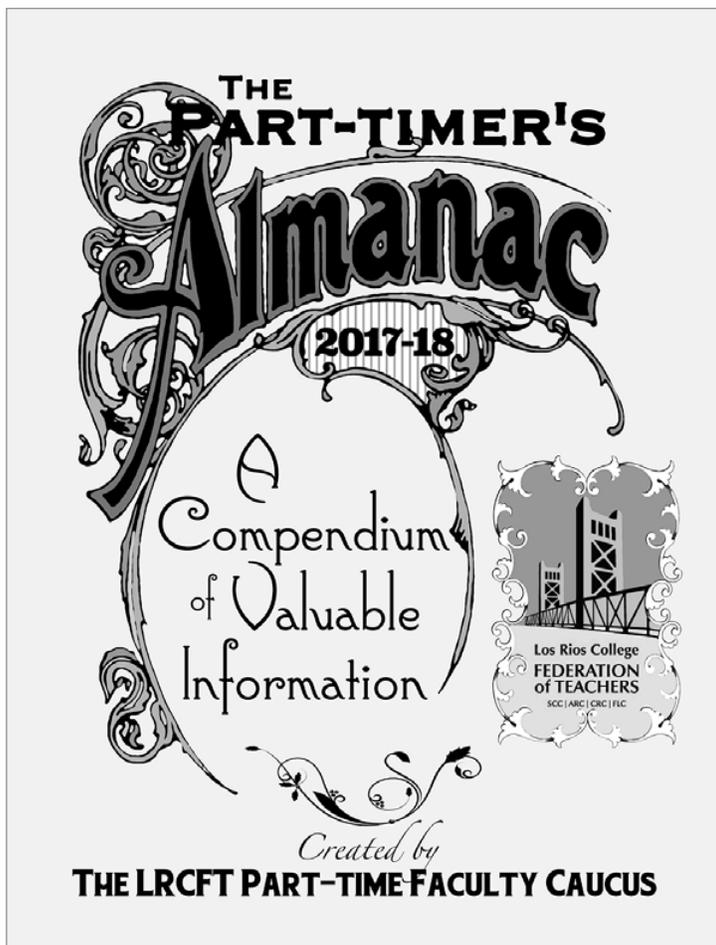
Novato Federation of Teachers

Does This Seem Right To You?

By Aaron Fix, President

Judges' comments: This piece drives home the inequity of money distribution in the district. It's simple, straightforward, and delivers the message... in two languages. It points out the major problem of having no money for teacher raises, but increases for administrators. One judge said, "It's sort of like the Trump tax plan."

Campaigns & Special Projects



Best Single Effort *Locals with more than 500 members*

FIRST

Los Rios College Federation of Teachers

Part-Timers Almanac

By Paul Baltimore and Linda Sneed

Judges' comments: A comprehensive guide to surviving as a part-timer in the district. Everything a part-timer needs to know. Uses a clever almanac concept and a cover design that is probably 120 years old. The judges said, "This almanac is a monster effort built on the seeds planted by other local unions. It helps to grow a stronger union. And it forecasts better conditions for part-timers"

SECOND

Palomar Faculty Federation

Focus Group 2017: Protect-Unify-Resolve

By Debbie Forward, Organizer; Jay Schultz, Art Professor, Palomar Community College

THIRD

San Mateo Community College Federation of Teachers

AFT 1493 History/Oral History Project

By Rich Yurman and Bill Rundberg, Retirees

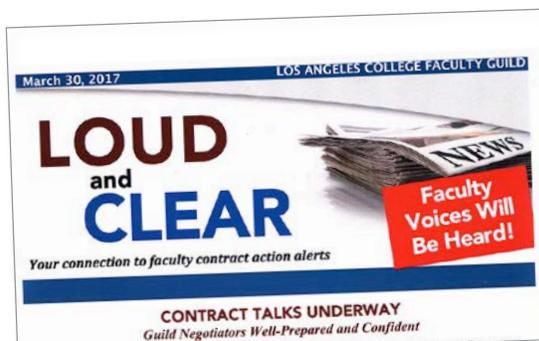
HONORABLE MENTION

UC-AFT Los Angeles

Pamphlet to use in recruitment

By Linzi Juliano, Lecturer, UCLA Writing Programs

Campaigns & Special Projects



Best Bulletin Series

FIRST

Los Angeles College Faculty Guild

Loud & Clear

By Lou Siegel and Deborah Kaye

Judges' comments: It is "loud and clear."

Well named, attractive, a fast read, and easy to understand. Focused on a single topic — contract negotiations — with ongoing updates. The series recognizes that members are the ultimate power in contract negotiations.

SECOND

Peralta Federation of Teachers

PFT e-Communique/PCCD Boardwatch

By Jennifer Shanoski, President; Matthew Goldstein, Communications Director

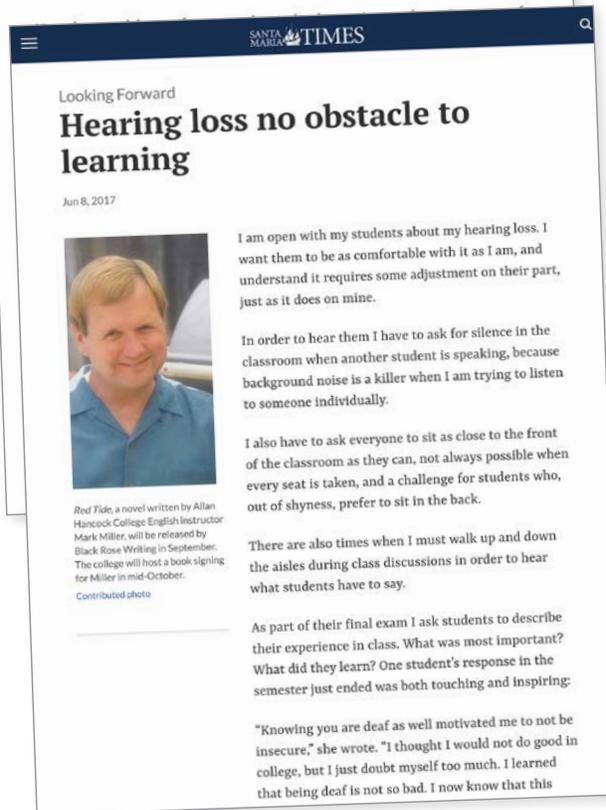
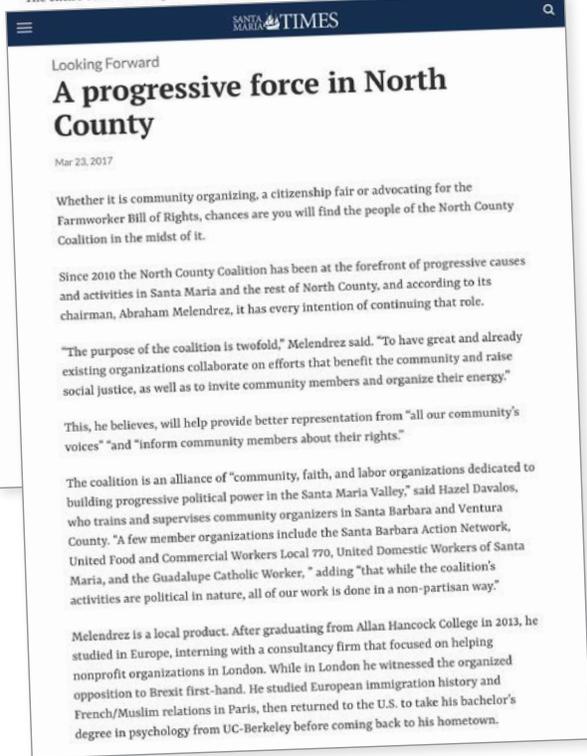
THIRD

San Francisco Community College District Federation of Teachers

Engagement Bulletin

By Li Miao Lovett, Communications; Athena Waid, Organizer; Tim Killikelly, President; Faculty contributors

Campaigns & Special Projects



Best Public Relations *Locals with fewer than 500 members*

FIRST

Part-Time Faculty Association of Allan Hancock College

Regular columns in local newspaper devoted to progressive issues

By Mark James Miller, President

Judges' comments: Prolific and consistent. This regular column in the *Santa Maria Times* shows how the union is interested in a wide range of important topics. It keeps the union in the community eye — and the community in the union.

SECOND

ABC Federation of Teachers-Retired

Fundraising for annual scholarship

By Silvia Rodriguez, President; Dennis Cox, Former President; Becky Kilby; Former Vice President; Roni Love, Secretary; Julien Minard, Editor & Historian; Richard Hathaway, Treasurer; Betty Harris, Former Treasurer

Campaigns & Special Projects



Best Public Relations *Locals with more than 500 members*

FIRST

United Teachers Los Angeles

We Are Public Schools paid media campaign
By Anna Bakalis, Communications Director

Judges' comments: A far-reaching public campaign in support of public education — visually compelling and comprehensive, multilingual, and appearing on multiple platforms from L.A. billboards to Instagram. Builds an effective bridge to the public they are trying to reach at a time when the attack on our public schools is intensifying. One judge said, "It's a great message for those stalled in L.A. traffic."

SECOND

United Educators of San Francisco

Outreach to parents at back-to-school nights
By Amanda Hart, Organizing Director

THIRD

Los Rios College Federation of Teachers

Banner in opposition to Trump wall
By Robyn Waxman, Graphic Arts Faculty

HONORABLE MENTION

UC-AFT Los Angeles

"Growing reliance on lecturers shortchanges, overburden them"

By Karl Lisovsky, Lecturer, UCLA Writing Programs