

CTA Teachers' Rights Mini-Guide

With administrators, teachers have the right to:

- Ask the purpose of a meeting before attending.
- Be represented in meetings that might lead to discipline.
- Request unusual directives in writing before complying.
- Give no explanations until after consulting with a staff representative.
- Refuse to submit a written statement until after consulting with a staff representative.
- Remain silent and consult a lawyer if accused of conduct that could lead to criminal prosecution.



Welcome New Members!

Jonathan Durfee—Blair Middle School
 Larry Elder—Altadena Elementary
 Jennifer Pakradouni—Rose City
 Corrine Parker—Willard Elementary
 Eryn Schnel—Washington Middle
 Sharon Teich—Wilson Middle
 Le Xu Shen—Field Elementary

Election Results

The Official 2014-15 Calendar was approved, 86% "yes" votes to 14% "no" votes. 418 Ballots were cast, and there were no ballots disqualified.

Thank you site reps for your hard work and to all members for your participation. The next election will be February 6-8 for UTP Secretary.

What to Do in an Employment-Related Emergency:

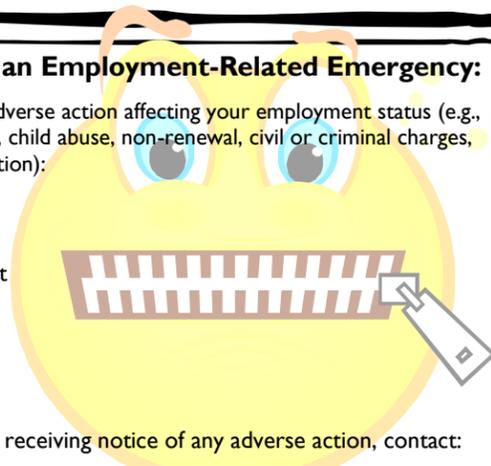
In the event of any adverse action affecting your employment status (e.g., dismissal, suspension, child abuse, non-renewal, civil or criminal charges, or any contract violation):

DO NOT

- Admit Anything
- Make Any Statement
- Sign Anything
- Resign
- Be Insubordinate

DO

- Immediately upon receiving notice of any adverse action, contact:
 Your Site Representative or United Teachers of Pasadena—(626) 798-0928



Union Code of Conduct

- I will not criticize any union member except to the individual directly.
- If any member is being criticized in my presence, I will confront the criticism and ask that it stop.
- I will not participate in any conversations with management that criticizes or negatively speculates about any union member.
- I will settle my differences with members within my union.
- I will engage in debate, offer others every opportunity for debate, and respect minority viewpoints. I will, however, observe and support the majority mandate of my union.

WILL YOU HAVE ENOUGH INCOME IN RETIREMENT? WE CAN HELP YOU FIGURE THIS OUT!

For a "FREE" evaluation of your financial situation call
Norm Blieden, CPA
 Telephone (626) 440-9511
 1201 W. Huntington Drive, # 108
 Arcadia, CA 91007

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THE VOICE



United Teachers of Pasadena

Volume 16, Issue 6

February 2012

Organizing Our Collective Voices

On January 17, 2012, members of United Teachers of Pasadena attended the Board meeting to express our concerns over the current Health and Welfare standoff (see Bargaining article on page 3). Our members came out in a show of force, carrying signs and cheering on Alvin Nash, President, and other members who spoke up. In addition, they represented the over 400 members who signed letters to the Board of Education expressing support for our Bargaining Team.

One member, Dave Berk, addressed the Board during public comment. Following is an abbreviated recap of Dave's editorial. (The full version can be found at utofp.org.)

UTP is asking for clarification, reason, and for focus on closing the achievement gap, on individual students' learning, and on our district's financial and human resources.

We recently learned that our district had a budget surplus of 5-6 million

dollars, but should also expect mid-year cuts. We learned that state budget triggers cost our district 1 million dollars. Now it is said that we need to cut 11.7 million dollars from our district's budget.

To achieve our district's goals, the question becomes, what are the best financial choices for our district?

The most comprehensive research on class size – the Tennessee STAR report overwhelmingly demonstrated that small class sizes matter.

Neighboring districts realize the value of small class size and have maintained lower class sizes while spending less.

The question becomes, do we "need" a director of secondary instruction? Do we "need" a communications coordinator? Do we "need" two directors of our person-

nel department? Why do these "needs" supersede our students' need for a healthy classroom environment that ensures academic achievement and growth?

Do students "need" any of these additional administrative positions?

You may "need" to lay some of us off. You may "need" to cut teacher compensation further, but should be doing is using the budget not to hire more administrators but instead using it to reduce class sizes and to make compensation more competitive. Instead of hiring in September and October we'll get our pick of the best and the brightest teachers in order to deliver the highest quality instruction possible.

The good news is, there is still time to do the right thing for our district's classrooms, teachers, and students.

Well said, Dave! Thank you to the Organizing Team and all who attended the meeting.

Heard in the Halls: Another PUSD Award Winner!

If you watched or listened to local news on Tuesday, January 31, you probably heard that one of our own, Manuel Rustin, History Teacher at John Muir, is not only the recipient of a prestigious and notable educator award, but also \$25,000 richer! In a school-wide assembly attended by State Superintendent Tom Torlakson, PUSD Superintendent John Gundry, UTP President Alvin Nash, several School Board members, Legislative and Congressional representatives, and tons of media, Mr. Rustin was surprised with a Milken Educator Award. Besides PUSD and UTP,

Manuel now belongs to another group of distinguished and elite educators. Milken Educator Awards have been given for the last 25 years and recipients are chosen

by a totally independent committee appointed by the state department of education. Among other criteria, Milken teachers are "exceptional... exemplary...worthy of herald...have



Manuel Rustin with UTP President Alvin Nash at the JMHS assembly

much potential...and engaging." UTP and John Muir High School are so proud of Manuel Rustin who is a great reminder that teachers and educators make a difference and people know it (even if we are not always thanked). **Congratulations Manuel Rustin!!!** Check out the surprise assembly and Manny's acceptance speech (starting at 2:19"):

<http://www.mff.org/newsroom/news.ta?page=videos&vid=124>

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Call for Entries

Calling all writers! Submit an original opinion-editorial, short story, poem, reflection, essay, letter, etc. that you wish to share with your colleagues to utpVoice@gmail.com.

UTP's Mission

The United Teachers of Pasadena (UTP) strives to **empower** its members so that they may provide the best **conducive educational environment** for the students of the Pasadena Unified School District. The UTP endeavors to **raise the standards of the teaching profession**, secure competitive **salaries and benefits**, better the **working environment**, strengthen the **contract**, and improve **communications** between unit members and the PUSD administration.

The UTP Voice is a monthly publication created by UTP's Communications Team. We welcome your input!

Budget Crisis 2012: The Emergency Continues

President's Message — by Alvin Nash



UTP/CTA supports Governor Brown's proposed **funding initiative** planned for the November 2012 ballot. The initiative raises about

\$7 billion annually for education and other essential services by raising income taxes on the wealthy and instituting a temporary half-cent sales tax hike.

For more than four years, ongoing State budget deficits have decimated funding for students, public schools, colleges, public safety, health care, and other essential services that Pasadena, Altadena, and Sierra Madre families count on every day. We have stood together with parents and community leaders and fought for additional revenues. This election year, we have an opportunity to reach out to our fellow Californians to support a funding initiative that will keep deeper cuts away from education and other essential services and will address the growing budget deficit. UTP/CTA believes: that the Governor's proposed initiative is progressive in nature and promotes tax fairness; that it funds public education and other essential services; that it generates \$8 to \$10 billion and helps close the State budget deficit; that it is supported by a broad coalition; that **it is winnable**; and that the Governor's tax initiative is the best way to quickly address the goal of

avoiding cuts to education and essential services. It is clear that California (and Pasadena Unified) cannot cut its way out of this budget problem. It is way past time for a tax increase, and we must help lead the way in getting a revenue package approved. In the end, none of the funding proposals out there solve all of our long-term funding needs, but UTP/CTA believes we must come together with the broadest coalition possible to have a chance at passing any funding initiative. If we are not united and have multiple proposals on the ballot, **we all lose**.

For UTP and our members, this is going to be a very tough and very demanding year. There are many complex issues and there are no

easy solutions. The political context of this election is equally important.

A **paycheck deception initiative** (aka Paycheck Protection) has qualified for the ballot, and defeating this initiative must be the top priority for the entire labor community, including us. If this initiative passes, we will not be able to effectively advocate for our students, our members, our profession, or even our state. There is no way to win this fight without making sure our members understand what is really at stake, and that it is going to take a lot of educating and organizing for everyone. This initiative, by itself, is going to be very costly to defeat and will take significant UTP/CTA resources. The good news is

we are not doing it alone. A coalition of labor partners has already come together to plan for battle.

A handful of business groups have filed a **spending cap initiative**. This proposal would cut school funding and limit future state spending. While it would be devastating for our public schools, voters may find the proposal attractive, especially if they are voting for tax increases as well. We need to keep this initiative off the ballot, otherwise, UTP/CTA and other unions will be forced to fight to defeat it.

There also are targeted initiative threats to our **secure retirement**. UTP/CTA and other unions are working to make acceptable legislative changes so these pension attacks do not make it on the ballot.

We are facing a host of other policy attacks: **eliminating class size reduction, evaluating teachers based on test scores, weakening our due process rights**, to name a few. UTP/CTA will have to work with the Governor and lawmakers on all these issues. Please talk to your family members, friends, neighbors, parent groups, and colleagues about the importance of passing the tax initiative and of defeating the deceptive plots to limit our power. Also, UTP will be asking you to come to actions and events so we can voice our stance and show our solidarity.



General Information

UTP Office:
 United Teachers of Pasadena
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 Pasadena, CA 91104
 (626) 798-0928
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 aenash@sbcglobal.net
 utplara5@yahoo.com
 www.utopf.org
UTP Officers:
 Alvin Nash, President
 Jeff Leming, Vice President
 J. Manuel Carcido, Treasurer

UTP Area Directors:
 Elementary I (vacant)
 David Berk, Elementary II
 Elementary III (vacant)
 Jean Buennagel, Elementary IV
 Karen Kobey, Middle School
 Carol Locke, High School
Frequently Requested P.U.S.D. Numbers:
 P.U.S.D. Ed Center (626) 396-3600
 •Human Resources ext. 88380
 •Health Benefits ext. 88144
 •Substitute Line ext. 88382
 •Payroll ext. 88360
Frequently Requested Numbers:
 CAL STRS (800) 228-5453
 CTA Group Life and Disability Insurance (800) 522-0406
 CTA Auto and Home Insurance Program (800) 800-9410

Important Dates

February 6 —Executive Board Meeting
 February 8 —Leadership Mid-Year Retreat
 February 9 —**Stressed? Workshop**, 4pm-5:30pm, PHS Cafeteria
 February 13 —Lincoln's Birthday! School Holiday
 February 14 —PUSD Board of Education Meeting, 6:30pm, Board Room
February 14 —Valentine's Day!
 February 20 —Presidents' Day! School Holiday
 February 24-26—NEA Pacific Regional Conference, San Diego
 February 27 —Representative Council, 4pm, PHS Cafeteria
 February 29 —**Self-Esteem Workshop**, 4pm-5:30pm, PHS Cafeteria
 February 28—PUSD Board of Education Meeting, 6:30pm, Board Room

February is Black History Month!

Know Your Contract— Payment for Substitute Services, Article VI: Hours

by Karen Kobey, Contract Management Chair

If you are an elementary teacher, you are entitled to payment for taking in extra students from a class that does not have a substitute teacher. Just make sure that you fill out (and make a copy for your records) a timesheet—don't wait for someone to take care of it for you. If you are a secondary teacher, you are entitled to payment for acting as a substitute in another teacher's class during your preparation period. Again, make sure that you fill out (and make a copy for your records) a timesheet—don't wait for someone to take care of it for you.

If a unit member at a departmentalized school is required to render substitute service during his/her preparation period, he/she shall be paid the prorated amount of the daily substitute rate for a

teaching period of substitute service; if a unit member assigned to a non-departmentalized school, or a departmentalized school without a preparation period is required to receive students from a temporarily absent teacher, he/she shall be paid the prorated amount of the daily substitute as the students he/she was required to receive bears to the number of students in the absent teacher's class (e.g., receiving 15 of 30 students for a day will result in the payment of one-half of the daily rate of substitute pay). If administratively feasible, such substituting assignments shall be on a voluntary basis. Site administrators shall equitably distribute assignments for substituting for preparation/planning duty period. (Section 6.7.3.1)



CTA Member Benefits: Preparing for Retirement: 403(b) and 457 Plan Essentials

Will this be the year you get serious about retirement planning?

The New Year is a time when we all start thinking about financial resolutions. Make this the year you get your retirement planning house in order.

- ◆ **CTAinvest.org**
 Visit CTAinvest.org and find out how a 403 (b) or 457 plan can help you supplement your CalSTRS or CalPERS pension.
- ◆ **Videos**
 Watch "What Educators Need to Know about Social Security"

- ◆ **Your Personalized Financial Checklist**
 Complete a personalized financial reminder checklist - this can help you keep financial tasks organized and on track.
- ◆ **Choosing a Financial Advisor**
 Consider hiring a financial advisor, but first watch "Finding a Trustworthy Financial Advisor" and download "Selecting a 403(b)/457 Advisor & Understanding Plan Fees"

There's no time like the present to work toward a financially secure retirement with the help of a 403 (b) or 457 plan.

Recently Resolved Grievances

#11201 –Violation of Article XIV, Salary and Salary Schedule Rules and Regulations. District paid doctorate increase back to incorrect retroactive date. Unit member will receive payment back to correct retroactive date. (Formal Level Two)

Violation of Article XVI, Child Development Programs. District denied vacation plan, not in accordance with Section 16.10.1. Unit member's vacation plan was approved. (Informal)

UTP'S Position Regarding Article XV Health and Welfare Benefits

By Rosette Aghoian, Bargaining Chair

The Association and District Bargaining Teams have met several times this school year to negotiate Health & Welfare Benefits but have not yet reached an agreement. The District's unwillingness to play fair is the only thing standing in the way of an agreement.

United Teachers of Pasadena believes in fairness. UTP members have made several concessions during the past two years to save the District from financial insolvency, and the Association simply believes that our members deserve full restoration of total compensation.

In 2011, the UTP and PUSD Bargaining Teams agreed to the following district contributions toward Health and Welfare Benefits premiums for Blue Shield/Medco:

	Agreed District Contribution 2011	Actual District Contribution 2011
Individual	\$749.25	\$706.47
Couple	\$1295.11	\$1207.70
Family	\$1596.08	\$1208.60

Blue Shield rebated PUSD a total of \$306,464.44, which means that the total annual premium was reduced. Instead of the District passing along the decreased premium, they have taken it all and

applied it solely to their 2011 premium contribution. So instead, of honoring their commitment, the District paid less while UTP members paid more.

So what exactly are we asking for?

Let's start by listing what we're not asking for.

- We're not asking to be reimbursed for the 2.69% pay cut (5 furlough days) we took for each of the past 2 years, because we didn't work those days.
- And we're not asking to be reimbursed for the increase in monthly out-of-pocket costs that members insured with Blue Shield absorbed.

We believe in fairness. What we are asking for is as follows:

- That the District pass along to its employees insured with Blue Shield 100% of the Blue Shield Rebates that it has received from Blue Shield. The employees paid the increase in monthly out-of-pocket costs, so they should get the rebate. The District, however, would like to keep 92% of those rebates and pass on to the employees only 8%.
- We're also asking that the District admit that

the "Premium Holiday" given by Blue Shield amounts to a 10% discount. **This 10% premium reduction should also be passed down to the very employees who paid the increased monthly out-of-pocket costs.**

The Association is asking that this reduction be applied towards lowering the 2012 Plan Year out-of-pocket rates which would then also become the new base rates for the 2013 Plan Year.

UTP believes that when the District has excess funds, those funds should be passed down to employees.

We believe that our requests are not only just but viable. The District would have you believe that the current financial crisis can only be resolved by teachers continuing to tighten their belts while they continue to hire additional downtown administration.

Are you willing to take more cuts in pay while the District spends precious resources on hiring additional downtown administration?

How much more of your hard earned money are you willing to let them pinch?

At what point do you say ENOUGH?

**Support your Bargaining Team
 as they fight for you!**