



# THE VOICE



United Teachers of Pasadena

Volume 18, Issue 2

October 2013

## NEA Political Action Priorities

Welcome to the 2013-2014 school year! The election year has passed. Thank You again, for your efforts in the passage of Prop 30 and the defeat of Prop 32! The mission continues to keep our schools financially solvent, to get more local control of funding for education, and to keep the interests and needs of our students in the minds and decisions of our leaders. The Political Action Committee (PAC) will be bringing issues to your attention and giving you opportunities to act and be heard.

The following are issues we are prioritizing:

### Tell Congress to Oppose the Sequester and Support the Senate's Funding Level

Cuts to important infrastructure, and especially to education, are a Federal issue. Congress has already cut \$1.5 trillion from non-defense discretionary programs, including those that support students and schools. The nation cannot afford more cuts. Congress must reverse the current practice of using cuts to important investments in order to appease fiscal issues. Congress must support the approach taken by the Senate budget for 2014, and oppose a continuing resolution that extends the sequester cuts to education.

The Senate budget takes steps to support students and schools, protects the bipartisan expansion of Medicaid, rejects shifting Medicare costs to seniors, and provides new revenue by closing corporate and individual tax loopholes.

This is in stark contrast to the "Ryan budget," passed by the House, which would continue and deepen cuts to critical investments like education, as well as slash Medicaid, dismantle Medicare, and dramatically lower the tax rates for corporations and the wealthiest among us.

We cannot continue to balance the budget on the backs of children, the elderly, the sick, and the vulnerable. It is time to put politics aside, to do what is right for our nation, and to take a balanced approach to tackling long-term fiscal challenges and accelerating economic growth by investing in people, jobs, and education as the path to prosperity.



### Tell Your Senators to Get ESEA Reauthorization Right

The last time Congress reauthorized the Elementary and Secondary Education Act (ESEA), we got the deeply flawed No Child Left Behind legislation. Congress cannot get it wrong again.

The focus must change from punishing students, schools, and educators to keeping ESEA's original promise of equity, fairness, and helping those most in need. The current reauthorization is the Student Success Act (see CTA.org under issues in action to find out more).

We must make the right investments to ensure equal opportunity for all children and to empower educators to focus on student learning and achievement.

Educators know what works in classrooms and for students. Senators must listen to us. We will continue to develop and focus our concerns and knowledge to be effective and strong advocates for this next generation of students.

### Put an End to Workplace Discrimination

Discrimination in the workplace must end. People should be judged by their job performance, not their sexual orientation or lifestyle choices. Too many educators have been the victims of discrimination-- a sordid practice that continues to this day.

This invidious discrimination destroys lives and careers and it harms public education and the children that system serves.

It is time to end workplace discrimination in all forms. Congress must support and co-sponsor the Employment Non-Discrimination Act of 2013 (H.R. 1755 / S. 815).

This is by no means a complete list of our concerns and issues. You are the union, and anything that concerns you concerns your fellow members. Please let the PAC know of any issues that you feel we should bring attention to and raise awareness. This year is not for downtime, it is for regrouping, reassessing, and reuniting. We will continue to be a strong, united force for our profession, for education and for our students!

### Inside this issue:

<i>President's Message</i>	2
<i>General Information</i>	2
<i>Important Dates</i>	2
<i>Know Your Contract</i>	3
<i>Human Rights Corner</i>	3
<i>Union Code of Conduct</i>	4
<i>Welcome New Members</i>	4
<i>Welcome New Site Reps</i>	4
<i>New Area Director</i>	4
<i>Paid Advertisements</i>	4

**YOU are the UNION!**

### 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!



## District Rehires an Additional 47 Unit Members!

Congratulations to our recently rehired members! As of Friday, 9/13/13 the District rehired 47 of the remaining RIFed teachers. All of those who were classified as long-term subs prior to being rehired have been compensated retroactive to the first day of school. Welcome back, UTP Members!

**Update Your Membership Information!**  
[utofp.org/info](http://utofp.org/info)



# 5x5: Five Goals of Common Core and Five Ways to Meet Them

President's Message — by Alvin Nash



UTP will be spending much of this year dealing with the implementation of Common Core Standards (CCSS). CCSS puts teachers back in control

of crafting and tailoring the education of their students.

### 1. CCSS Will Deepen Problem-Solving Skills and Critical Thinking

The math standards will allow educators to focus deeply and rigorously on fewer topics, making sure kids grasp concepts fully so they can master them and apply them to real world problems. The English and literacy standards emphasize critical thinking, comprehension, analysis, and writing, and highlight the growing complexity of texts students must read to prepare for the demands of college and career.

### 2. CCSS Promotes Greater Opportunity for All Kids

Research shows that some students are placed in larger classes with watered-down curriculum and out-of-date learning materials resulting in too many kids graduating without the basic knowledge and skills required for college or the workplace. CCSS, properly imple-

mented, ensures that all students will graduate prepared for college, careers, and citizenship.

### 3. CCSS Brings Back Flexibility and Creativity

Unlike the "drill and kill" test prep associated with NCLB, CCSS only provides the framework of what should be taught—teachers get to decide how they will teach them based on their expertise and judgment. Educators can find creative, hands-on applications that are more engaging and meaningful for their students.

### 4. CCSS Calls for Collaborative Decisions

The standards give us a once-in-a-generation opportunity to offer our children a world-class education in every state of the country, but we must be flexible in how they're implemented, applied and assessed over time. We are in a process of discovery – as we collect information-- administrators, teachers, support staff, and parents must collaborate to ensure the best possible implementation occurs.

### 5. Implementation is the Key to Success

We must work together with parents and community members to

demand a plan that makes sense to transition to the new standards and to ensure next generation assessment systems are fair and include multiple, appropriate and valid measures of student success.

### 5 Ways to Get Common Core Right

The Common Core Standards have the potential to offer every student, no matter where they live, the same high academic standards that will help them all graduate with the required level of knowledge and skills for college and career.

However, proper implementation and the creation of fair, appropriate assessments is critical to success.

UTP encourages parents and community leaders to collaborate with us and be informed advocates so all kids can benefit from the Common Core State Standards.

**Join us by calling on your elected officials and policymakers** to commit to the following five actions:

1. Develop **implementation plans** to transition to common core state standards and better assessments. These plans must be fair to students and understandable to families.

2. Implementation advisory committees **must include the voices** of students, parents, and educators.

3. States and districts must provide **flexibility during the two-year transition** until CCSS aligned assessments become available so students can focus on learning and educators can focus on real teaching rather than focusing on the high-stakes consequences of current tests that may not be aligned to the standards.

4. States should modify their **accountability systems** to include multiple, appropriate and valid measures of student learning rather than solely focusing on high-stakes standardized tests.

5. All educators must have the **time and tools** they need to strengthen their instruction.

**Demand a plan! Contact your local school board and elected officials to make sure they will get the Common Core right so that all of our students can rise to the standard of academic excellence.**

## General Information

### UTP Office:

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### UTP Officers:

Alvin Nash, President  
Karen Kobey, Vice President  
Stephanie Cosey, Secretary  
J. Manuel Carcido, Treasurer

### UTP Area Directors:

Bernadine Burgess, Elementary I  
Lorna Washington, Elementary II  
Tina Renzullo, Elementary III  
Yolanda Munoz, Elementary IV  
Roger Gray, 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

October 7 — **Veteran Site Rep Training**, 4pm, Monrovia

October 8 — **New Site Rep Training**, 4pm, Monrovia

October 10 — **Board of Education Meeting**, 5:30pm, Board Room

October 16 — **CTA Service Center I Council Meeting**

October 18 — **Teacher/Parent Conference Day (K-8), Professional Development Day (9-12)**

October 21 — **Representative Council**, 4pm, PHS Cafeteria

October 25-27 — **CTA State Council, Los Angeles**

October 31 — **Board of Education Meeting**, 5:30pm, Board Room

**October 31 — Happy Halloween!**

**September 15-October 15 is Hispanic Heritage Month!**



# Know Your Contract: Absences, Goal Setting, IEPs, P/T Conferences

by Karen Kobey, Contract Management Chair

## **SICK LEAVE BALANCE & ABSENCE REPORTING** (Article IX, Leaves)

You are not required to get approval for illness and PNL absences in advance. You are required to call in to the substitute request system (often referred to by the district as Smartfind Express). You are required to report your absence—most school sites have you record your absences in the new Current Solutions system.

Unit members who are ill, or who will be absent for other appropriate reasons must provide Human Resources with reasonable advance notice (when practicable), usually no later than 7:00 a.m. Substitute assignments are made by calling the Substitute Employees Management System ("SEMS"). (Section 9.1.4)

## **ANNUAL GOAL-SETTING** (Article VIII, Evaluation Procedures)

Every year each member chooses goals; depending on your status (see contract language below) some or all of the goals are yours to choose. No administrator can coerce you to choose your goals (see contract language below) from certain areas; the decision is yours. Please note that since the CSTPs have changed, our goal-setting forms have also changed in accordance.

You are not required to incorporate student data into your goals, though your administrator may add it in their section of the planning forms.

The purpose of the goal setting process is to review the District established performance areas, District and school wide goals and objectives, previously established long- and short-range job improvement goals; and to review the principal's expectations for unit members to support, implement and adhere to these goals and objectives.

A planning conference will be held no later than September 30. The purposes of this conference shall be:

- to review the District established performance areas, District and school wide goals and objectives, previously established long- and short-range job improvement goals; and to review the principal's expectations for unit members to support, implement and adhere to these goals and objectives; and
- to provide an orientation related to evaluation procedures and instruments and contract provisions; (Section 8.5.1)

An individual planning conference between the evaluatee and evaluator will be held *no later than September 30*. The purpose of this conference shall be:

- to discuss the evaluatee's professional growth plans for the year and establish appropriate job goals;
- to agree on the initial observation date; and
- to review the key elements of each of the six CSTPs. (Section 8.5.2)

CSTP Goal Selection Process (Section 8.5.3)

*Probationary and temporary* unit members shall write goals on three of the six CSTPs. The unit member shall write one goal for each of the three CSTPs selected. The determination of two standards and two goals shall be the decision of the unit member and one standard and one goal shall be the decision of the administrator. (Section 8.5.3.1)

*Permanent unit members, whose most recent evaluation was overall "satisfactory,"* shall write goals on three of the six CSTPs. The unit member shall write one goal for each of the three CSTPs. The determination of three standards and three goals shall be the decision of the unit member. (Section 8.5.3.2)

*Permanent unit members, whose most recent evaluation was overall "needs to improve" or "unsatisfactory,"* shall write goals on three of the six CSTPs. The unit member shall write one goal for each of the three CSTPs selected. The determination of two standards and two goals shall be the decision of the administrator and one standard and one goal shall be the decision of the unit member. (Section 8.5.3.3)

## **IEP MEETINGS** (Article VI, Hours)

*IEP meetings should be scheduled during your regular workday. If it is a shortened day (for Back to School Night, for example), then the IEP meeting should NOT be scheduled between the end of that workday (which would also be shortened) and the beginning of Back to School Night activities.*

This section applies to the various meetings required by the Federal Regulations governing individualized education programs for students with disabilities:

The District shall make every effort to schedule such meetings during the regular workday. (Section 6.12.1)

For unit members with classroom assignments, the District shall make every effort to schedule such meetings during the unit member's preparation/ planning duty time. (Section 6.12.2)

If this is not possible, then a good faith effort shall be made to schedule such meetings during the regular work day immediately before or after school. If such meetings must be scheduled during the regular workday while the unit member's classes are in session, then released time shall be provided. (Section 6.12.2.1)

## **FULL INCLUSION** (Article VI, Hours)

In addition to general staff development activities related to full inclusion that are provided to teachers of regular education classes, the District shall provide a particular unit member in this group with specialized training, instructional materials and the support of specialists when a profoundly impaired student (as designated by the Special Education Department of the District) is fully included in his/ her class.

Consistent with good administration practice, the preference of the teacher of a regular education class shall be one of the factors considered before a profoundly impaired student is assigned to his/her class. Said information, as well as the composition and size of the regular education class shall be important considerations when assigning a profoundly impaired student to a regular education classroom; when all other factors are equal, said students will be assigned to classes of lower size. (Section 6.17)

## **OCTOBER PARENT/TEACHER CONFERENCES**

Appendix D, Official Calendar for the 2013-2014 School Year

*October is Parent/Teacher Conference month. This year, there is one day specifically set aside for elementary and middle schools to conduct conferences.*

October 18: Parent Teacher conference for K-8

Unit members assigned to the elementary and middle schools shall have October designated as "Teacher/Parent Conference Month." Teachers may schedule parent conferences before school, after school, during the conference period during the month of October (Section 6.11).

## **Recently Resolved Grievances**

#130819 – Violation of Article VII, Transfers and Reassignments. District involuntarily reassigned unit member for a reason other than those listed in the contract; district did not ask for volunteers prior to the involuntary reassignment; and district did not involuntarily reassign the unit member with the least seniority with the appropriate credential. The involuntary reassignment was rescinded. (Informal)

#130829 – Violation of Article VII, Transfers and Reassignments. District did not ask for volunteers prior to telling unit member she would be involuntarily transferred; and district did not involuntarily transfer the unit member with the least seniority with the appropriate credential. The involuntary reassignment was rescinded. (Informal)

## Human Rights Corner

Greetings from the Human Rights Committee! Our mission this year is to educate our teachers about issues that we encounter that do not fall under the UTP Contract, but have to do with discrimination, harassment, retaliation, intimidation, bullying and uncivil treatment. We will be focusing particularly on issues of Special Education, and we look forward to working with you to strive towards making PUSD a better workplace. Watch this space for timely updates, resources, and information.

Respectfully,  
Elizabeth Beaumont,  
Human Rights Chair



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## 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.



## Welcome New Members!

Eliot	Tana Tea
Jackson	Maria Perez, Melissa Quevedo
Wilson	Christine Jackson



**We are now open for  
 breakfast at 8am  
 seven days a week!  
 Enjoy our craveable  
 omelettes, pancakes  
 and French toast all  
 day long!**

**For you early birds, we offer daily  
 breakfast specials from 8am to  
 10am!**

## Welcome New Site Reps!

Roosevelt	<b>MaryAnn George</b>
Roosevelt	<b>Susan Go</b>
Rose City	<b>John Howard</b>

The UTP committees are working hard to better our working conditions, but it is a joint effort with members from each school site. **Become a Site Rep!**

### Schools without a *Site Rep*:

<i>Ed Center</i>	<i>Sierra Madre ES</i>	<i>Washington CC</i>
<i>Jefferson CC</i>	<i>Field</i>	<i>Washington ES</i>



## New Area Director!

**Area 5 Director:**  
**Roger Gray**  
 (Eliot, Sierra Madre MS,  
 Washington MS, Wilson)

The UTP Voice is subsidized by these paid advertisements; however, this should not be considered an endorsement or recommendation by UTP.