



THE VOICE



United Teachers of Pasadena

Volume 18, Issue 10

May 2014

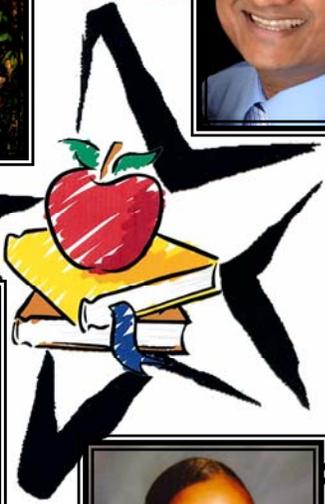
Congratulations to Our 2014 Rotary Teachers of Excellence!



The Pasadena Rotary believes that “teachers provide a foundation of growth and knowledge for tomorrow’s leaders” and that “our society needs to celebrate educators and the work that they do.”

As one of its many endeavors to recognize and promote excellence in teaching and dedication to education, an annual tradition is the Teachers of Excellence Award Program. This competition recognizes exceptional teachers and rewards teachers

who stand out in Pasadena Unified School District as Teachers of Excellence with funding from the Pasadena Rotary Foundation in the amount of \$1,500 (and to their schools, \$500). This year, the Rotary Club of Pasadena recognized five outstanding teachers from all over PUSD.



2014 Rotary Teachers of Excellence:

(Shown clockwise from top right)

- Ravishanth Dev Anandhan** - Sierra Madre (upper campus)
- Mellason Chidester** - Longfellow Elementary
- Rosemarie Evans** - Pasadena High School
- Maria A. Soto** - Willard Elementary
- Kaiulani Sallas Venable** - Jefferson Elementary

Update: District Rescinds RIFs

As of May 1, 2014, the District has rescinded three of the eight RIFs issued on March 15. The retained positions are: two PE positions, one math position.

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! thevoice@gmail.com

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Year In Review

President's Message — by Alvin Nash



At the close of another year, I want to open my message with, "THANK YOU!" This has been a

flagship year. The rallying of our members, parents, the community and stakeholders over varying issues and cuts to education, the ongoing advocacy for improvement to our working conditions, a better learning environment and higher achievement for our students have paid off and brought us to this point - where we are optimistic. This year's hard-won victories in health and welfare benefits and compensation have shown the District, ourselves, and other associations that the working and living conditions of our members must be a priority. When financial burdens threaten the quality of education we can deliver, we are more than willing to "go without" so learning and achievement do not decline. However, when there are funds available, the work that we do must be recognized and valued, just as we recognize and value the contributions of each student in our classrooms. These victories, along with collaboration for training and PD for Common Core implementation, attest to the fact that we

are the best and most effective vehicle for the top priority of PUSD -- delivering outstanding educational experiences. Your contributions to the efforts of UTP assured the success of this school year and will fuel the year ahead.

The process UTP undertakes for goal-setting is based on assessing members' needs. Executive Board members, committee chairpersons and our CTA UniServ Director meet in July to confer and prioritize needs and issues. UTP communicates these goals to members by presenting at Rep Council, publishing in the Voice, and posting on the UTP website. UTP's action plans include an ongoing assessment component to evaluate the effectiveness of goals and progress.

This year, training for leadership and issues was embedded into all aspects of UTP's "constant organizing goals." In addition, members attended various conferences and other leadership opportunities conducted by CTA and NEA.

UTP governance documents (Constitution, Bylaws and Standing

Rules) are in compliance with the most current CTA/NEA chartering standards, and every office open to UTP members is filled by elected members and site reps. Full delegations representing UTP attended CTA Service Center Council meetings and training sessions, NEA meetings and conferences, including the NEA Representative Assembly.

UTP will continue the goal setting process based on members' needs and ongoing issues. The Executive Board, committee chairs and CTA UniServ Director will meet again in July and adopt goals, create action plans, and set timelines for goal accomplishment and evaluation. The goals that will be established and

opportunities to communicate your input will be presented to you, the members, through Rep Council, *The Voice* and posted on the UTP website in August.

UTP will continue to identify new leaders and encourage volunteers, to systematically recruit and comprehensively train leaders and activists to participate in the work of UTP, and to provide opportunities to strengthen our membership and solidarity. Your continued efforts and support of the activities of UTP benefit our profession, our students, our families and ourselves.

You are the Union!
Enjoy your summer...

General Information

UTP Office:

United Teachers of Pasadena
2303 E. Washington Blvd.
Pasadena, CA 91104
(626) 798-0928
(626) 798-5452 fax
aenash@sbcglobal.net
utplara5@yahoo.com
www.utofp.org

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

Other 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

May 1 — Open House: Eliot, Washington Middle, Wilson
May 6-12 — **National Nurses Week/May 7 is School Nurses Day**
May 7 — Open House: Madison, McKinley, Roosevelt, San Rafael, Washington Elementary
May 7 — CTA Service Center I: We Honor Ours (WHO) Awards
May 8 — Open House: Cleveland, Norma Coombs, Don Benito, Field, Hamilton, Jefferson, Longfellow, Sierra Madre Elementary, Webster, Willard, Jackson
May 11-17 — **Teacher Appreciation Week**
May 14 — Day of the Teacher
May 14 — Open House: Sierra Madre Middle
May 18 — **Education Support Professionals Week**
May 19 — Representative Council, 4pm, PHS Cafeteria
May 20 — **CTA Education Support Professionals Day**
May 21 — CTA Lobby Day, Sacramento
May 22 — Open House: Marshall
May 22 — Board of Education Meeting, 5:30pm, Board Room
May 26 — **Memorial Day, Schools Closed**
May 27-29 — Final Exams (High Schools)
May 28 — Retirement Celebration
May 29 — 2nd Semester Ends, Shortened Day (K-8)
May 30 — **10-month Work Year Ends**
June 4 — **Summer School Begins**
June 9 — 11-month Work Year Ends
June 16–July 15 — **UTP Office Closed**
June 26 — Board of Education Meeting, 5:30pm, Board Room
July 1-6 — NEA Representative Assembly, Denver, Colorado
July 11 — **Summer School Ends**
July 30 — **11-month Work Year Begins**
August 3-7 — CTA Summer Institute, UCLA
August 14 — **10-month Work Year Begins—Staff Development**
August 15 — **Teacher Planning/Preparation Day**
August 18 — 1st Semester Begins

May is Asian Pacific Heritage Month, Better Speech & Hearing, and Labor History Month! June is GLBT Pride Month



Know Your Contract: Assignments, Open House, Last Day of Work

by Karen Kobey, Contract Management Chair

Notification of Next School Year's Assignment

Article VII, Transfers and Reassignments

You have the right to know what your tentative assignment for the next school year will be, by May 15 (ten days before the end of the school year, to be exact). However, that assignment may be changed over the summer.

- ◆ Assignments shall not be made in an arbitrary, capricious, discriminatory, or retaliatory manner. (Section 7.1.0)
- ◆ Each unit member shall be given written notice of the next year's assignment not later than ten (10) days prior to the last day of the current school year. Such notice shall specify the site, grade level, subject area, and position to which the unit member will be assigned. If the unit member is not given the Notice of Assignment within the ten (10) days, then next year's assignment shall remain the same. (Section 7.16.1)
- ◆ If the assignment or work location is changed during the summer, the unit member shall be notified by mail addressed to the unit member's current mailing address on file with the District. (Section 7.16.2)

Open House

Article VI, Hours

Pursuant to the provisions of Education Code

Sections 46114 and 46142 (in effect on 2/20/87), the District shall schedule a special one hundred eighty (180) minute instructional day for students on the days that schools are scheduled to have "Open House" and "Back-to-School" activities in the evening. A unit member may leave his/her job site thirty (30) minutes after the student special schedule dismissal time for said Open House and Back-to-School



activities. (Section 6.9)

Evening meetings that unit members are required to attend such as "Open House" or "Back to School" nights, shall not be scheduled to last later than 9:00 p.m. (Section 6.13)

Last Day of Work

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

10-month employees: May 30

10.5 and 11-month employees: June 9

Resolved Grievances

#140326 – Violation of Article VI, Hours. Principal is asking teachers to come in before contract time for meetings. Affected unit members shall be compensated at their per diem rate for meeting time occurring outside of the contract day; principal shall refrain from scheduling meetings before or after contract hours. (Informal)

#140328 — Violation of Article XXIV, Discipline, and of past practice. Principal wrote an email and a conference summary that are to be placed in a unit member's personnel file. The email and conference summary are disciplinary in tone yet are not identified as any step in the progressive discipline process. Conference Summary and email shall be removed from unit member's personnel file and destroyed. (Informal)

#140306 – Violation of Article XI, Safety, and Article XXIV, Discipline. District did not make a reasonable, timely, and appropriate response to eliminate unsafe or hazardous conditions; district gave unit member Written Warning when there is no just cause. Written Warning shall be removed from unit member's personnel file and destroyed. (Formal Level One)

#140407A Violation of Article VIII, Evaluation Procedures. Evaluator included comments from observations made outside of the formal observation time. Comments were removed from the formal observation. (Informal)

#140407B – Violation of Article VII, Transfers and Reassignments. District mis-assigned a unit member. Unit member shall be properly assigned. (Informal)

CTA's 2014 Day of the Teacher!

This May 14th, educators around the state will mark the 32nd anniversary of California's Day of the Teacher. To honor them and to demonstrate their impact, we have chosen "California Teachers: Inspiring our students, strengthening our communities" as this year's theme. It's a great opportunity for CTA chapters to reach out to local organizations and businesses to strengthen that connection with our communities.

We all know our communities share our goals for quality public schools and recognize public education as being the cornerstone for strong communities. But it's also up to us to build those vital relationships with parents, community organizations, local businesses, other unions, the faith community and seniors. We are all part of that community and we will best succeed when we work together.

California's Day of the Teacher has its roots in the community and is patterned after the celebration of the traditional "El Dia del Maestro," which is observed in Mexico and Latin America countries. Our California's Day of the Teacher arose out of legislation co-sponsored by CTA and the Association of Mexican American Educators in 1982.





Bargaining Update

Bargaining Team

2013-2014 Bargaining Cycle

This school year your UTP Bargaining Team had a very busy and successful bargaining cycle. We reached Agreement with the District on several issues. Some of the highlights of the year are as follows:

- ◆ Article XIV, Salary and Salary Schedule Rules and Regulations: Provided UTP members with a 3% salary schedule increase, effective January 1, 2014.
- ◆ Article XV, Health and Welfare Benefits: Established SISC as our health insurance group from which members can select the Kaiser, Blue Shield HMO, or Blue Shield PPO plan. The monthly out-of-pocket rates for members choosing the Kaiser Plan remained the same as the previous year. The monthly out-of-pocket rates for the Blue Shield HMO Plan were restored to the 2009-2010 School Year and the monthly out-of-pocket rates for the Blue Shield PPO were lowered significantly from the previous year. Most importantly, UTP did not settle on cap language. The District will assume any increases to the premiums for the next two years, and UTP retains the right to distribution of the equivalent cost of the increases to the salary schedules, benefits, or a combination of the two.
- ◆ Article XVII, Supplemental Programs: Cleaned up language to provide for a clearer selection procedure for members applying to teach summer school, and the article now includes specific language



Thank You

A tremendous THANK YOU to our Bargaining Team for their hard work and advocacy this year:

- Susan Sawyer**, Chair
- Rosette Aghoian**
- Stephanie Cosey**
- Karen Favor**
- Lita Haido-Mayer**
- Bethel Lira**
- Alvin Nash**, President
- Roberto Gallegos**, CTA UniServ Director



establishing work hours, breaks, sick leave, and class size.

- ◆ Article XXIX, Completion of Meet and Negotiation: Closed the Contract through June 30, 2016, with a limited number of Articles that can be re-opened during the next two bargaining cycles.
- ◆ MOU - Twilight Instructional Program for the 2013-2014 School Year: Established the work hours and pay rates for our members hired to teach at the Twilight Instructional Program.

- ◆ MOU - TOSA I, Magnet School Teacher Specialists: Created a TOSA for the four magnet schools - Eliot Middle, Jackson Elementary, Washington Elementary, and Washington Middle. The MOU includes the work hours, work year, and ratio. This MOU shall expire on June 30, 2016.
- ◆ MOU - TOSA II, ELL Specialist Work Year: The work year for the ELL Specialist was increased from 11 months to 12 months and the language shall be incorporated into the Contract.
- ◆ Official Calendar for the 2016-2017 School Year

Current Status of Negotiations

Although the Contract was ratified, the bargaining teams set aside two remaining articles: Article X, Class Size and Article VIII, Evaluation Procedures, to continue negotiating prior to the close of the 2013-2014 school year. We have resumed negotiations since ratification of the Contract. At the February 28, 2014 session, the District declared that it would file impasse as it felt the two teams could not reach agreement on Class Size. To date, the District has not filed the necessary paperwork with PERB and has indicated a willingness to continue working on the Class Size Article. In terms of Article VIII, Evaluation Procedures, we have not discussed the matter at the negotiations table, since the Evaluation Forms Committee has not finalized its work and provided us with a recommendation for negotiating a new evaluation instrument.

Our next scheduled Bargaining Sessions are on May 2, May 9, and May 23, 2014.

Celebrating Labor History Month: Movies with a Message

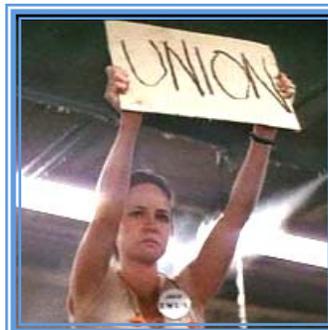
Labor History Month encourages school districts to commemorate the month with educational exercises that teach students about the role of the labor movement in California and U.S. history. Labor unions have had a significant impact on labor conditions for workers nationwide.

In that vein, *The Voice* has compiled a list of Labor-themed movies to add to your Netflix or Redbox queues. This is a list of films about organizing, fighting for rights, and triumph. No reading required (unless you turn on the subtitles)!

- ◆ *Grapes of Wrath*
- ◆ *Bound for Glory*
- ◆ *Norma Rae*
- ◆ *Matewan*
- ◆ *Sometimes a Great Notion*
- ◆ *Blue Collar*
- ◆ *Bread and Roses*
- ◆ *Hoffa*
- ◆ *F.I.S.T.*
- ◆ *Salt of the Earth*
- ◆ *Silkwood*



Matewan, Directed by John Sayles, 1987



Norma Rae, Directed by Martin Ritt, 1979



Bread and Roses Directed by Ken Loach, 2000



Reminders!



Renew Your Credential!

Remember to check ctc.ca.gov to check the status of your credential(s). **Don't wait for a call from the District!** You can conveniently renew online BEFORE your expiration date. If you allow your credential to expire, you may be removed from the classroom, and you will not get back pay. Your knowledge won't expire, but your credential will.

Credential Services Specialist:

Rosana Andrade, 88392

HR Position Control Technician:

Adrian Padilla, 88702

Advocacy Opportunity!

Spread the positivity! Leave your old copies of the **CTA Educator** in a waiting room!



Honoring Our Retirees!

United Teachers of Pasadena is excited to celebrate those who are retiring in the 2013-2014 school year! The celebration will be held on May 28th, details to come. If you know of anyone at your school site not mentioned below who has retired this school year, or plans to do so, please let UTP know.

Hedy Adams, Jefferson CC

Michael Hagstrom, Center for Independent Study

Norman Kraetsch, Field

Lynn Maloney, San Rafael

Deborah McComas, Marshall

Joan Morris, Ed Center

Maria Plana, Willard

Irisann Robinson, Willard

Nancy Stuckey, McKinley

Susan Yanez, Jefferson

Lorraine Lopez-Mares, Marshall



Thank you, retirees, for the years of hard work, joy, and creativity you have given to Pasadena's students, colleagues, and community!

We Honor Ours (WHO) Award to Susan Sawyer

Susan Sawyer has been a nurse in PUSD for seventeen years. During that time, she has been actively involved in UTP as an advocate for school nurses and National Board Certificated members, a member of the Bargaining Team for seven years, and, for the last four years, as the Bargaining Team Chairperson. Under her leadership, the Team successfully negotiated the most recent salary increases for the membership.

Susan will be honored at the CTA Service Center One WHO Awards Ceremony on May 7.

Welcome New Members!

Cleveland
Cynthia Amezcua
Field
Amardeep Kaur



Election Results

Congratulations, Site Reps!

Burbank — **Jenny Weisbart, Julie McLean** (Alternate)

CIS — **Gail Stowers**

Don Benito — **Marcia Workman, Lindsay Lewis** (Alternate)

Marshall — **Leslie Stotlar**

McKinley — **Jason Bemis**

Norma Coombs — **Jackie Bailey**

PHS — **Kevin Wood and Jonathan Gardner**

Webster — **Arpie Khrlopyan, Keith Stubbs** (Alternate)





Building Parent Engagement

Your UTP Site Reps attended various training sessions this academic year to refine leadership skills, to gain insight into current issues, and to review the status of ongoing education-reform movements. The sessions focused on Special Education and Inclusion, Common Core Standards, and LCFF/LCAP funding, and the April training session focused on parent engagement with emphasis on the “parent trigger” movement. You may be thinking that this was last year’s news—recalling that UTP screened a movie and reviewed articles and publications that exposed the movement and its implications. Here we are again at the end of another year, and, true to form, “history repeats itself.” Parent Revolution is still active and intent on dividing teachers, parents, schools, and communities.

Activities of Parent Revolution have not died down; they have simply taken more obscure methods and financial channels to promote their cause. In order to find out who the financial sources and supporters are, one must comb through dense public records and research layers of corporate and foundation ties. At its core, the Parent Trigger Act does not improve education opportunities and outcomes; rather, it is **anti-union** and **pro-privatization**. Parent Revolution targets the least affluent schools, where many parents are not politically active, but

trying to provide their children with educational opportunities that they might not have had. If Parent Revolution wanted to engage the community and implement effective education reforms, then they would identify specific problems within the public schools instead of pushing for 51% of parents to sign a vague petition expressing general dissatisfaction with the status quo. Reform efforts should focus on keeping what works and changing what does not.

We all know that **teacher unions**, in combination with **strong relationships with parents, work for improving student achievement** and the overall education experience! We all know that looking at students and schools **individually** provides the best information to address **unique needs** while providing equity in education. We therefore must emphasize to parents that we are with their children every day and, just as they do, we want to ensure the best futures and opportunities for their children—our students. We also need to remind ourselves and the families that we serve that we are all in this together. We welcome stakeholder input, but we must be wary of easy solutions



“peddled” by outsiders, and trust our own professional expertise.

May 20: Education Support Professionals Day

The front line of public education begins with that first school bus ride in the morning, and ends when the custodian turns off the lights at night. As educators, we know the crucial role played by the thousands of paraprofessionals, office workers, bus drivers, custodians and maintenance staff in our schools. All told, Education Support Professionals (ESP) make up 40 percent of the total K-12 workplace. In fact, it would be difficult to imagine a school going for one day without ESPs.

When we talk about strengthening our schools, we need to strengthen everyone who works within them. Along with recruiting and retaining quality teachers, we must recruit and retain quality education support professionals. To do that, it certainly means providing decent wages and benefits to the people who spend their days making sure our students are safe, well fed and learning.

In addition to providing representation, advocacy, resources and training for the growing number of ESP members, CTA has established CTA ESP Day on the third



Tuesday in May during Education Support Professionals Week to honor these vital school employees. Each year, CTA also honors one of its own with the CTA ESP of the Year Award.



May is Better Hearing & Speech Month

Each May, Better Hearing & Speech Month (BHSM) provides an opportunity to raise awareness about communication disorders and role of Speech Therapists in providing life-altering treatment. To learn more, visit www.asha.org/bhsm

The American Speech-Language-Hearing Association (ASHA), through its Identify the Signs campaign, offers many resources to help teachers learn about these disorders. Visit <http://identifythesigns.org> to learn more about what to watch for and treatment options.



Thank a Nurse and a Speech Therapist!

National School Nurses Day May 7, 2014

Parents should be able to send their children to school with the peace of mind that they will remain safe, healthy, and ready to learn. School nurses take on a variety of roles every day. For many children, these nurses are the only health professional they may have access to, except in emergencies. This becomes even more important as the prevalence of chronic social, emotional, and other health problems keeps increasing. Today's children face more chronic illnesses than ever before (asthma, diabetes, obesity, food allergies, etc.) School nurses help develop, implement, and monitor Individualized Healthcare Plans for these students.

It is common sense that healthier students are better learners. And evidence-based research in neuroscience and child development to epidemiology and public health supports this argument. Elected officials must invest in programs and services that seek to improve the health and well-being outcomes of all children.

As local stakeholders, the PUSD Superintendent, and the PUSD Board of Education make funding decisions for next year, UTP hopes their budget reflects the right priorities – ensuring our children have a successful, productive, and healthy future.



CTA Summer Institute - August 3-7, 2014

UCLA Conference Center, Los Angeles

The premiere workshop of its kind, the Summer Institute offers sessions in areas that assist chapter leaders in the day-to-day representation and support of members. Sessions include Communications, Instruction and Professional Development, Emerging Leaders, Bargaining, School Finance, Healthcare Benefits and Issues, Legal, Member Benefits and Community Outreach.

Contact UTP if you are interested in attending!
(utplara5@yahoo.com)

Summer Reading

You are the Union! However, for the next two months, there will be no *UTP Voice* to keep you informed and entertained. In the face of withdrawal, do not fear a lack of reading material. Blair librarian, Sara Scribner, and other contributors have compiled a diverse list of recommended reading. Some of these books will inspire you in the practice of education. Some of these books will help you bond and converse with your students because they will have read the same things. All of these recommended readings will--like any good book-- cause you to ask questions, prompt you to examine your views about life, and introduce (or reintroduce) you to yourself and beyond.

◆ *The Immortal Life of Henrietta Lacks* by Rebecca Skoort is a non-fiction must-read about a woman whose cells became one of the most important tools in medicine.

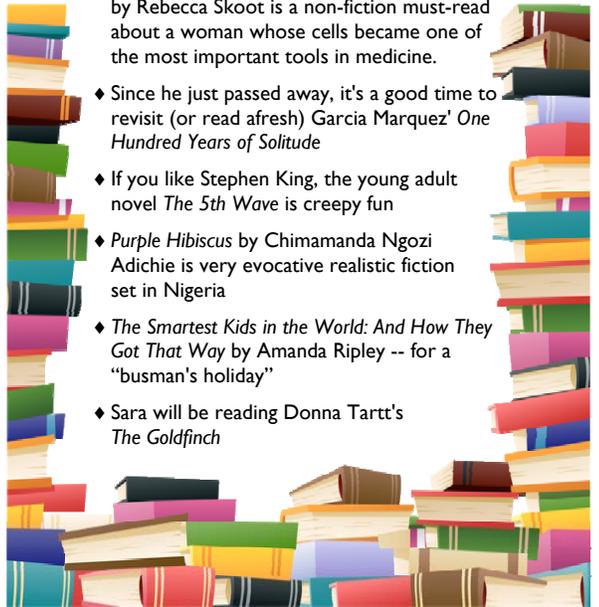
◆ Since he just passed away, it's a good time to revisit (or read afresh) Garcia Marquez' *One Hundred Years of Solitude*

◆ If you like Stephen King, the young adult novel *The 5th Wave* is creepy fun

◆ *Purple Hibiscus* by Chimamanda Ngozi Adichie is very evocative realistic fiction set in Nigeria

◆ *The Smartest Kids in the World: And How They Got That Way* by Amanda Ripley -- for a "busman's holiday"

◆ Sara will be reading Donna Tartt's *The Goldfinch*



NEA Representative Assembly - July 1-6, 2014

Denver, Colorado

The NEA Representative Assembly is the largest democratic deliberative assembly in the world. California sends more than 1,000 delegates to the NEA RA each summer. During this annual meeting, CTA members help set policy and chart the direction of NEA business through participation with various committees, constituencies, caucuses, and leadership groups.

UTP Delegates: Manuel Carcido (PHS), Joanna Casucci (Blair), Stephanie Cosey (Wilson/PALS), Karen Kobey (Wilson), Carol Locke (Marshall), Yolanda Munoz (Sierra Madre ES), Alvin Nash (UTP), and Allison Steppes (PHS)

YOU are the UNION!



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.



Before



After

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