Advocacy on Education Reform
Focus on CTA’s “Strategic Plan”

Each issue of the Voice will feature the highlights of the Strategic Focus Areas from CTA’s Strategic Plan, “Our Union, Our Future.” This Plan is designed to ensure that we are moving in the right direction, engaging communities, and meeting our members’ interests so we can create the best public education system for all of California’s students.

This month, we focus on Advocacy on Education Reform. CTA members first and foremost are educators. Helping children, guiding their learning and being part of a profession that creates a better society and future for all of us are the reasons most members give for choosing to become educators. Advocacy reflects this realization and will guide the union’s work at all levels of the organization.

The overarching aim of this focus area is urgent and ambitious: to shift the social narrative on education reform toward a student-centered agenda that fully incorporates the insights and expertise of education professionals. As educators, CTA members know how effective public schools should operate. This plan builds a platform for CTA members to lead the education agenda, to engage local communities in that discourse and to continue to be strong and effective advocates on educational policy and in the political arena.

This focus area of Advocacy on Education Reform includes:

- Student-centered agenda; incorporating the insights/expertise of education professionals
- Building a platform for CTA members to lead an education agenda
- Engaging the local communities in discourse
- Continuing to be strong/effective advocates on educational policy/in the political arena

UTP Advocacy Guiding Questions:
As Pasadena’s educators, we are the front lines in identifying the needs of our students. In the face of setbacks, our temptation can be to agonize and complain, or to become discouraged and disconnect. However...

- Do we articulate our concerns and ideas into a student-centered agenda?
- Do we communicate this agenda to peers, administrators and UTP representatives?
- Do we seek to collaborate around shared concerns and ideas?
- Do we stay informed about upcoming board decisions?
- Do we support student-centered efforts and programs at Board meetings, District committees, UTP events, and other professional venues?

Answering these questions reflectively provides a strategic approach to:

- addressing issues of concern
- empowering ourselves to move forward as leaders
- strengthening ties with colleagues, administrators, and community members.

Opportunities for Advocacy:
UTP members can participate in important campaigns that support pro-public education leaders both local and statewide:

- Phone Bank for Tom Torlakson (call the UTP Office at 626-798-0928)
- Talk to neighbors and friends about how statewide elections will affect public education, and encourage them to vote on November 4.
- Run for office or identify potential leaders in order to promote a public education agenda
- Participate on the UTP interview panels for the PUSD School Board and Pasadena City Council elections

What is the Strategic Plan?

CTA’s long-term Strategic Plan titled “Our Union, Our Future” is based on the priorities, input and other data collected from thousands of CTA members and staff, as well as from data from parents, community groups and labor union partners. The Strategic Planning Group, made up of more than 100 CTA members, leaders and staff, analyzed the data in order to develop the final plan, a roadmap for CTA’s future.

The Plan outlines seven areas of emphasis:

- Advocacy on Educational Reform
- Transforming our Profession
- Building an Organizing Culture
- Leadership Development
- Community Engagement & Coalition-Building
- Social Justice, Equity & Diversity

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! Email utpvoice@gmail.com
Your Voice. Our Union. Our Future, Part II

President’s Message — by Alvin Nash

The mission of United Teachers of Pasadena is carried out by building a strong union on the foundation of educators who are active and engaged in our schools and in our communities. Last month, I presented the goals in four of the focus areas that UTP members are currently developing and that were identified as priorities for the 2014-2015 school year.

• Advocacy on Education Reform
• Building an Organizing Culture
• Community Engagement and Coalition Building
• Leadership Development

This work is ongoing, and we will continue to further define goals and specific tasks necessary to reach our goals during this school year.

Following is a definition of three additional focus areas and their preliminary goals:

Transforming our Profession

Transforming our profession for teachers and other educators by supporting the highest standards of quality in student-centered education:

• Build the capacity of educators to collectively drive the education profession.
• Promote a whole student, strength-based public education system.
• Establish and facilitate networks to develop professional capital within UTP to help educators drive their profession and do their work with students.

Social Justice, Equity, and Diversity

Standing up for social justice, equity, and diversity inside our organization and in the greater community:

• Actualize this definition of Social Justice: Social Justice encompasses educational, economic, and political, arenas. Social Justice is a commitment to equity and fairness in treatment and access to opportunities and resources for everyone, recognizing that all is not equal. Social Justice means that we work actively to eradicate structural and institutional racism, sexism, classism, linguicism, ableism, ageism, heterosexism, religious bias and xenophobia. Social Justice means that we as educators are responsible for the collective good of society, not simply our own individual interests.
• Identify current programs within UTP that address social justice, diversity, and equity and assess their relevance and currency.
• Promote and improve educational equity for historically underrepresented groups of students (HUGS).
• Develop programs that recruit, support, and retain historically underrepresented groups into the education workforce.

Organizing Unrepresented Education Workers

Engaging in new-member organizing to advance our goal of quality education for all:

• Demonstrate and increase awareness on how organizing unrepresented workers benefits UTP and the future of public education.
• Educate, organize, and garner support from UTP members, leaders, and CTA staff on the importance of organizing unrepresented education workers.
• Identify unrepresented units of education workers.
• Develop and implement a plan to organize unrepresented educators.

Important Dates

October 1 — Back-to-School Night, PHS, Rose City
October 2 — Back to School Night, Blair, Muir
October 3 — UTP Social Hour, Kabuki
October 11 — UTP Stateline Trip
October 13-30 — Phone Banking for November Election, CTA office, Monrovia
October 14 — Rose City High School Quarterly Exams
October 17 — Teacher/Parent Conference Day (K-8), Professional Development Day (high schools)
October 20 — Representative Council, 4pm, PHS Cafeteria
October 23 — Board of Education Meeting, 5:30pm, Board Room
October 24 — UTP Social Hour, Plate 38
October 25-26 — CTA State Council, Los Angeles

October is Breast Cancer Awareness Month.

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
Allison Steppes, High School

Frequent Requested P.U.S.D. Numbers:
P.U.S.D. Ed Center (626) 396-3600
• Human Resources ext. 88380
• Health Benefits ext. 88144
• Substitutes 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

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Know Your Contract: Sick Leave, Goal Setting, IEPs, Inclusion, 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 may also use the online system. 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 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 8.5.3.2)

- 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 2014-2015 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 17: Parent/Teacher Conference Day 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).
Reduction in Out-of-Pocket Costs!

Bargaining Team

Premiums effective as of October 1, 2014 through September 30, 2015. This reduction in premiums is the result of the cost savings because UTP unit members whose spouse or domestic partner is also a UTP member, shall not be required to enroll in one of the health plans (Kaiser or Blue Shield). Per Contract agreement, the District must apply this cost savings to the out-of-pocket rates for UTP members.

CERTIFICATED EMPLOYEES - UTP

MEDICAL & DENTAL RATES

Kaiser or Blue Shield (HMO) & Delta Dental
- Single: $8.35
- Two-party: $23.35
- Family: $63.35

Blue Shield (PPO) & Delta Dental
- Single: $112.35
- Two-party: $155.35
- Family: $300.35

OPTIONAL PLANS

Vision Service Plan (VSP) Spectera
- (Verbal request at time of enrollment) (Application required)
- Single: $14.43 per month
- Two-party: $20.91 per month
- Family: $37.50 per month

Premiums are paid on a tenthly basis for 12 months of coverage.

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.

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

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

Tentative Agreements for Evaluation Procedures and Peer Assistance and Review (PAR) Timelines: PASSED

Welcome New Site Reps!

Blair
Kathy Anderson

Focus Point Academy
MaryEsther Espinoza

Franklin
Laurel Ware
Diana Arnold (Alternate)

Jackson
Linda Keavy (Alternate)

San Rafael
Priscila Leon

Willard
Jamie-Beth Munro

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.

Advocacy Opportunity: Vote Yes on Measure A!

VOTE YES ON MEASURE A - Save the Altadena Libraries!

KEEP OUR LIBRARIES OPEN WITH NO NEW TAXES.

Vote Yes and continue our existing, voter-approved library tax, as is, for another ten years — no changes. All funds will continue to go directly to library services. They cannot be used for any other purpose.

WHAT IS THE ALTADENA LIBRARY PARCEL TAX?

To make up for drastic funding cuts in 1993 that threatened our libraries, Altadena voters overwhelmingly adopted a parcel tax on our properties to keep them going. These are our libraries, locally run by our own Altadena Library District. When our patrons need changes to meet their changing technology needs, we change to meet those needs. Since 1993, we have voted three times to continue our community support for our Libraries. The last renewal was ten years ago and it is about to expire.

WHY IS IT IMPORTANT?

While the parcel revenue only amounts to a contribution currently of 14 cents per day for residential properties, it accounts for nearly 30% of our library’s funding.

WHAT IF WE FAIL?

The very existence of our library would be at risk. If we do not renew our support by voting YES in the November election, it would result in a loss of nearly 30% to the library’s revenues. The community would face unprecedented cutbacks in service. At the very least, we would have to dramatically reduce days and hours at both branches and possibly close the Bob Lucas Branch, resulting in fewer community activities and a reduction in many more services.

WHOSE LIBRARY IS THIS?

Our Altadena Libraries have been a central part of our community for over 88 years. Since 1926, they have provided invaluable resources for teachers, students, scholars, researchers, families and seniors throughout Altadena. They are source of pride that sets us apart from small cities and towns throughout California.

HOW YOU CAN HELP TO SAVE OUR ALTADENA LIBRARIES.

1] Pledge to vote YES in the November election by visiting our donate page.
2] Tell your friends, family to pledge to vote YES.
3] Volunteer your time so our libraries can thrive.
4] Donate what you can to help fund our Save The Libraries campaign

VOTE YES TO SAVE OUR ALTADENA LIBRARIES. VOTE YES TO READ ON!
Advocacy Opportunity: New UTP Committees

Two new UTP standing committees were approved by unanimous decisions at the September Representative Council meeting. The Special Education Committee and the Community Engagement Committee were established to advocate for student needs, to increase awareness, and to promote the teaching profession.

Special Education (SPED) Committee:
1. Studies and recommends policies and procedures in the following areas:
   A. SPED needs of PUSD students
   B. SPED concerns of UTP members
   C. Other SPED matters as referred by members, leadership and community
2. Monitors implementation of the Association’s goals and objectives concerning Special Education
3. Participates in Association training programs
4. Raises the awareness of SPED issues within the Association
5. Leads in the development of SPED programs in the Association and in the educational profession
6. Monitors the involvement of a broad segment of the membership (including SPED teachers) in the policy-making process and in all practical operations at all levels of the Association
7. Identifies and analyzes SPED problem areas within schools, Association, and community, maintaining contact with the Contract Management Team
8. Provides SPED training for staff, Association leaders and members that addresses SPED teachers’ and students’ issues
9. Works with Bargaining Team to include language in the Association’s Collective Bargaining Agreement that protects SPED and professional rights

Community Engagement Committee:
1. Builds strong collaborative relationships between the community and the Association
2. Develops projects and partnerships in support of public schools and their surrounding communities
3. Develops and implements an action plan that brings the Association and the community together, is an integral part of the Association’s plan, and is aligned with the Association’s goals and objectives
4. Surveys and identifies members who are already involved in community organizations and activities
5. Supports community issues even when those issues do not impact the Association, including, but not limited to, housing, safety, social services, and transportation

We want to encourage members to join these committees to promote the mission of improving communications between unit members, the PUSD administration and the community at large. Please contact the UTP Office if you are interested in joining or attending any of these committee meetings or events.
Welcome New Members!

Burbank
Dina Perez

Ed Center
Alison Reese
Candice Choi

San Rafael
Katia Zavatsky

Washington ES
Meredith Gray
Annette Green
Amy Roos

Madison
Diane Salson

Washington MS
Ricardo Cortez
Matthew Nicklas

Marshall
Jennifer Pakradouni

Washington CC
Jefferson Sankary
Valentin Scott

Webster
Helena Alves

Cleveland
Midori Eguchi

Wilson
Alexandria Fabbro
Griselda Hermosillo
Marian Pena

Psychologists Join UTP!

In May 2014, United Teachers of Pasadena (UTP) filed a petition with the Public Employment Relations Board to add previously unrepresented psychologist positions to our bargaining unit. A majority of the employees in these positions signed statements supporting the petition. The District initially objected to the petition.

The parties are pleased to announce that they have entered into a settlement agreement that provides for stated psychologist positions to be added to the UTP bargaining unit. It is believed that the agreement is evidence of a new level of trust and cooperation between the District and UTP that will assist the parties in negotiations now and in the future.

Welcome, new Association members!
A message from Dr. Choi
As the summer winds down and fall is quickly approaching, we would like to take the opportunity to remind our patients to use their dental care benefits before the end of the year.
While some dental insurance plans run on a fiscal year, the majority of dental insurance plans are based on a calendar year, which means, any of their 2014 annual benefits will expire at the end of the calendar year. The phrase "use it or lose it" really does apply to dental benefits. So if you have any unfinished dental work or haven’t made time to come in for your cleaning, it isn’t too late. Call and schedule your appointment.

New Patient Special
$90
Teeth Cleaning, Exam & 4 X-rays
(Regular Price $195)
Or you may use this offer as 20% off your bill or any other treatment needed

$250 Teeth Whitening Special
$50 Off! Now $250
(Regular price $300)
Take it home with you, and whiten regularly as you need it.
Call for details: (626) 797-4121

Buying, Selling or Refinancing?
Meet our Neighborhood Specialists...
We can assure you the best possible service and make buying, selling or refinancing a home a more pleasant experience.

Pete Katsafados
Branch Manager / Senior Loan Consultant
(626) 991-0412
696 E. Colorado Blvd., Suite 205
Pasadena, CA 91101
Pete@RateOneFinancial.com
www.MeetwithPete.com
DRE Lic. # 01496367  NMLS ID # 254904

Nathalie Marles
Real Estate Professional
(626) 921-8148
38 W. Sierra Madre Blvd.
Sierra Madre, CA 91024
nmarles8@gmail.com
www.NatSoldit.com
License # 01330558

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Helping our community grow through homeownership.