Tony Thurmond Wins Historic State Superintendent Race -- All Students Gain with His Victory

Despite Billionaires Bankrolling His Opponent, Thurmond Takes Tight Race at Last, Vows to Fight for All Students

BURLINGAME -- Assemblymember and former social worker Tony Thurmond will be California's next Superintendent of Public Instruction. In an historic victory for the millions of public school students across California, Marshall Tuck called Tony Thurmond 11 days after Election Day to concede in a race where every vote mattered.

Despite being outspent by more than 2-to-1 by billionaires backing former Wall Street banker Tuck and his scheme to privatize our public schools, Thurmond prevailed in what was the most expensive race for a state schools chief in U.S. history thanks to the work of thousands of educators, parents and public education supporters.

"Congratulations to Tony Thurmond, California's next Superintendent of Public Instruction. Tony has always been a winner in the eyes of educators who were inspired by his character and genuine support for all the students of our state," said Eric C. Heins, president of the 325,000-member California Teachers Association. "It's clear that educators played a pivotal role in this election. We sent a loud message to the billionaires and corporate special interests who spent nearly $40 million trying to buy the state superintendent's office: Our public schools are not for sale!"

"Never under estimate the power of public school educators, who stood together in unity to do what's right for our students. We phone-banked, texted, canvassed and volunteered for candidates like Tony who want quality public schools and an equal opportunity to higher education for all children. I want to thank all CTA members for their hard work in this election. We look forward to working with Tony to ensure all students succeed."

"Electing Tony Thurmond as state superintendent and Gavin Newsom as governor were our top priorities. Tony prevailed in the most expensive race for a statewide schools' chief in the history of U.S. politics because California voters know he will advocate for all students. The misleading attack ads against Tony by the billionaire allies of Marshall Tuck backfired as voters rejected their agenda to take money from our neighborhood public schools to give to their corporate charter schools. Both Thurmond and Newsom will treat our schools as community centers, not profit centers."

Inside this issue:

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UTP's Mission
The United Teachers of Pasadena (UTP) strives to empower its members so 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

nea National Education Association

CTA Great Public Schools for Every Child
PUSD, Where Is the Cost of Living Adjustment for Your Employees?
President's Message — by Alvin Nash,

During 2010–2012, the teachers, counselors, librarians, nurses, psychologists, and speech-language pathologists serving the students of PUSD agreed to five furlough days each year resulting in a 2.7% pay cut each year for two years.

Since those years, the District has agreed that it "is fully committed to restoring the total compensation levels of 2009–2010 as immediately as possible. The District is fully committed to enhancing the total compensation levels of 2009–2010 as immediately as possible." Further, the State has funded the Cost of Living Adjustment (COLA) for PUSD each year beginning with 2011–2012.

However, the District has agreed to a salary increase for its teachers and certificated support personnel only two times: 3% effective January 1, 2014, and 6% effective January 1, 2016, and only after UTP had to fight for it through impasse and a fact-finding hearing.

While the State has funded COLA at a total of 14.18% for the past eight years, PUSD has only increased salaries at a total of 9%. **PUSD, WHERE IS THE REMAINING 5.18% FOR THE COST OF LIVING ADJUSTMENT FOR YOUR EMPLOYEES?**

<table>
<thead>
<tr>
<th></th>
<th>State COLA</th>
<th>PUSD Salary Increase</th>
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<tbody>
<tr>
<td>2011-2012</td>
<td>2.24%</td>
<td>(furlough days)</td>
</tr>
<tr>
<td>2012-2013</td>
<td>3.24%</td>
<td>0%</td>
</tr>
<tr>
<td>2013-2014</td>
<td>1.57%</td>
<td>3% mid-year</td>
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<tr>
<td>2014-2015</td>
<td>0.85%</td>
<td>0%</td>
</tr>
<tr>
<td>2015-2016</td>
<td>1.02%</td>
<td>6% mid-year</td>
</tr>
<tr>
<td>2016-2017</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>1.56%</td>
<td>Not settled</td>
</tr>
<tr>
<td>2018-2019</td>
<td>3.70%</td>
<td>Not settled</td>
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</table>

Important Dates

**NATIVE AMERICAN HERITAGE MONTH**

November is Native American Heritage Month
November 11–17—School Psychology Awareness Week
November 11–17—American Education Week
November 12—Veterans Day (Schools & Offices Closed)
November 19–23—Thanksgiving Break (Schools Closed)
November 30–December 2—CTA Region 3 Future Leaders Workshop, Los Angeles
December 3—UTP Executive Board Meeting
December 7–9—CTA GLBT Issues Conference, Palm Springs
December 10—UTP Representative Council Meeting
December 13—PUSD Board of Education Meeting
December 14—Shortened Day (High Schools)
December 14–16—CTA New Educators Weekend, San Diego
December 18—Shortened Day (Rose City)
December 18–20—Final Exams (High Schools)
December 20—Shortened Day (K–8)
December 21–January 4—Winter Break (Schools Closed)
December 24–25—Christmas Eve/Day (Offices Closed)
December 31–January 1—New Year’s Eve/Day (Offices Closed)

General Information

**UTP Office:**
2303 E. Washington Blvd.
Pasadena, CA 91104
(626) 798-0928
Fax (626) 219-6030
marcelalara@utp5@gmail.com
www.utofp.org

**UTP Officers:**
Alvin Nash, President
Allison Steppes, Vice President
J. Manuel Carcudo, Secretary
Stephanie Cosey, Treasurer

**UTP Area Directors:**
Cassandra William Brown, Area 1
Laurel Ware, Area 2
Martha Tovar, Area 3
Lorna Washington, Area 4
Jonathan Gardner, Area 5
Frequently Requested

**P.U.S.D. Numbers:**
P.U.S.D. Ed Center (626) 396-3600
- Human Resources ext. 88777
- Health Benefits ext. 88144
- Substitute Line ext. 88382
- Payroll ext. 88369

Frequently Requested Numbers:
CAL STRS (800) 228-5453
CTA Group Life and Disability Insurance (800) 522-0406
CTA Auto and Home Insurance Program (800) 880-9410
California’s Students Win, Futures Brighter with Election Victory of Gavin Newsom for Governor

BURLINGAME - What’s clear is educators played a pivotal role in this election. From volunteering for pro-public education candidates to running for office in record numbers, California educators proved once again that when it comes to their students, they are willing to do what it takes to make sure they get the public education they deserve.

California’s millions of public school students were big winners on November 6 as voters joined educators and parents in electing Gavin Newsom for governor. “As educators who care deeply for our students, we stood in unity with Gavin. His election sends a clear message that in California we care about free public education for all students regardless of the color of their skin, their religion, their gender or their station in life,” said Eric C. Heins, president of the 325,000-member California Teachers Association.

“We look forward to working with Governor Newsom on his bold vision of supporting children from cradle to career, investing in schools and colleges, creating sustainable jobs, and providing affordable health care and housing to all Californians in every community. Working together, we can be California’s dream.”

As part of the national Red For Ed movement, California educators ran for state and local races in record numbers this year, many of them winning their respective races.

“With real educators stepping into office, you can be sure what’s best for students will take center stage,” said Heins.

Educators won school board elections in Westminster, West Sacramento, San Jose, Saddleback Valley, Middletown, Fremont, and Fallbrook, just to name a few. California educators were also re-elected to the State Assembly and Congress.

“Looking at the outcome of statewide initiatives, educators are pleased voters saw through the realtors’ scam of Proposition 5, which would have cut more than a billion dollars a year from public education and another billion from essential community services like fire protection. We are disappointed with the defeat of Proposition 10. CTA will continue to work in a broad coalition to support affordable housing for all,” said Heins.

CTA also congratulates the other educator-recommended candidates who won their races: Xavier Becerra will remain California’s Attorney General, Alex Padilla continues as Secretary of State, Betty Yee remains Controller, Fiona Ma won State Treasurer, Malia Cohen was elected for Board of Equalization District 2, and Ricardo Lara won as Insurance Commissioner.

Member Benefits


You got the job – congratulations! Whether you are a brand new CTA member starting your first job or a long-time member starting at a new district, you have a special opportunity to apply for CTA-endorsed Disability Insurance and up to $200,000 in Life Insurance from Standard Insurance Company (The Standard) all without having to answer any health questions.

New Benefits Exclusively for CTA Members
To help members during challenging times and help lessen the financial burden of student loans, CTA recently created two new benefits – Student Loan Benefit and Cancer Benefit – for members enrolled in the CTA-endorsed Voluntary Disability plans.

To take advantage of this offer, apply within 180 days from starting your new job.

Enrolling is easy! Visit us at: www.standard.com/cta/newhire.
School Psychology Awareness Week 2018

Unlock Potential. Find Your Password!

During the week of November 12–16, 2018 schools throughout the country celebrated National School Psychology Awareness Week to highlight the important work school psychologists and other educators do to help all students thrive.

This year’s theme was “Unlock Potential. Find Your Password!” A password is a personal key for unlocking any number of areas of potential in our lives. The goal was to connect with how modern youth and adults unlock things (e.g., gaming levels, phones, devices, codes) and to highlight how thinking about specific skills, assets, or characteristics as "passwords" can lead to positive growth. School psychologists are particularly skilled at assisting students and staff in unlocking the resources, proactive and preventive skills, and positive connections necessary to unlock one’s full potential to thrive in school and life. A password can help us set goals, identify action steps, communicate need, and engage in discussions to help create the connections necessary for students to develop critical academic and social emotional skills.

The poster image reflects a magical game world in which the main character strives to find passwords to level up their potential.

Member Benefits

Did You Know that a Vehicle Goes Missing Every 6 ½ Minutes?

The National Insurance Crime Bureau reports there are about 700,000 vehicle thefts each year, with 60,000 of those a result of someone leaving the key or key fob inside or the car or truck running. That means someone returned to find their vehicle went missing about every six-and-a-half minutes.

There is a spike of these thefts as the weather chills and more people leave their cars and trucks warming up in driveways and parking areas.

California led the states with the most thefts (168,000), with Texas a distant second. The NICB has compiled a list of the ten metropolitan areas where the most vehicles were taken, and California’s Central Valley held five of the top spots for the most stolen automobiles.

The law enforcement community reports that crooks use the personal information contained in the vehicle for identity theft, and often drive a stolen vehicle to the home and use the garage door opener to burglarize it.

Now is a great time to contact a California Casualty advisor to make certain you have the protection you need for your driving needs. Give a call today at 1.800.800.9410 or visit www.calcas.com/CTA.

To learn more, or to request an auto insurance quote, please visit: http://www.CTAMemberBenefits.org/calcas or http://www.calcas.com/CTA, or call 1-800-800-9410.
PUSD School Nurses
Advocating for All Students
By Lisa Collins, R.N.—Marshall Fundamental Secondary School

Lisa Collins delivered the following speech to the PUSD Board of Education members:

Good evening Board Members, and Superintendent McDonald. My name is Lisa Collins, and I have been a school nurse for 17 years.

I am deeply concerned that you are considering cutting school nurse positions. First of all, you may not be aware that the two open school nurse positions are being staffed by agency nurses who cover six schools. Staffing of schools with nurses is determined by an acuity algorithm software that was developed using information such as number of at-risk students, specific health issues of students, as well as other indicators. At this time, this software program shows that eleven school nurses are needed to manage the students in our district. Including our two agency nurses, we are right where we should be. If we cut nurses, we risk providing substandard care and open our district up to potential lawsuits. But we do more than avoid lawsuits for the district.

• Nurses generate revenue for the District - As part of LEA and MAA billing, we are the authorizing signatories for services such as speech, LVN and TSA services. Without school nurses, this program would collapse. We also bill for our assessments. In the first 45 days of school, nurses have billed for over 200 Assessments

• Nurses Directly Impact ADA - Nurses meet with families to arrange services at school so students with health issues can return to school sooner.

• Nurses are Special Education Team Members - Our nurses are required to cover all 2,979 special education students in our district, as well as students in charter and private schools.

• Nurses Provide Safety - We are licensed providers trained in Mental Health First Aid, Trauma Informed Care and are part of the CWAS Suicide Risk Assessment Team. Nurses are the only trained medical personnel in the event of an earthquake or campus shooting. We have been trained in Stop the Bleed (a campaign that increases the chance of survival in a mass casualty situation).

Each nurse carries a caseload of greater than 1,600 students, and we cover an average of three schools each. We make daily decisions to be at the schools where the acuity is highest. Being without a school nurse is like a ticking time bomb. Health issues and health crises do not wait for the one day the school nurse is in the building.

Before you cut nurses, ask yourself, “Am I okay with clerical staff making the decision whether to use life-saving medication such as Narcan or Epi Pens to save our students?”

If the answer is No, then you must say NO to further cuts of our School Nurses in PUSD.
PROFESSIONAL DEVELOPMENT

Quality professional development is essential to improving public education and the teaching profession. In addition to CTA's numerous events designed to improve the quality of teaching and learning and to enhance your livelihood, your own colleagues are providing assistance to fellow educators as they navigate the Common Core State Standards and other pertinent areas within our profession. Whether it is attending one of CTA's annual conferences, participating in some of the many trainings or workshops offered throughout the year, or learning from the true experts in the field—classroom teachers—you will find a wealth of practical information and resources for successful educational experiences in and outside of the classroom.

Urban Issues Conference | January 18–20 – Las Vegas; Registration deadline is January 3
CTA/NEA Retired Conference | Feb 28–Mar 1 – San Jose; Registration deadline is February 6.
Equity & Human Rights Conference | March 1–3 – San Jose; Registration deadline is February 6.
Good Teaching Conference (South) | March 22–24 – Garden Grove; Registration deadline is March 7.

The Challenge of Change—Refresh, Renew, Refocus

Come to the CTA Issues Conference to understand and embrace the challenges facing educators in today’s post-Janus environment in our local communities and statewide. You can shape the educational future for our youth and have a positive and dynamic impact in the classroom, on our culture and in our society. Learn how at the CTA Issues Conference!

CTA is offering many new and updated sessions again in this years agenda! The 2019 conference will feature dynamic and inspirational keynote speakers, session presenters, as well as opportunities to network and collaborate with colleagues and education thought leaders from around the state.

The conference will include an array of up-to-date elective skill building sessions and informative, relevant topic sessions for you to chose from including: Organizing for Member Retention, Recruitment, and Engagement! Planning Your Year; Building Strong Sites Through Distributed Leadership; CAL STRS Retirement Essentials; PERS Retirement Essentials; Loss of Fair Share—What Does It Mean? What Will We Do? and many more.

This year, CTA is fortunate to have Dr. Gordon Lafer, Associate Professor at the University of Oregon’s Labor Education and Research Center as our primary keynote speaker. His areas of expertise include labor law, union organizing, collective bargaining and the impact of charter schools on public education in the United States as published in his Breaking Point Report, May 2018. He is the author of The Job Training Charade and The One Percent Solution: How Corporations are Remaking American One State at a Time.

At the conference numerous exhibits will showcase CTA services and programs, offering participants the opportunity to learn how local chapters can access the many resources available from CTA. Also, conference participants will be able to meet with CTA and NEA Board representatives and members from other areas throughout the state.

After attending sessions on current issues, collaborating with colleagues to invest in lasting relationships and acquiring new skill sets, you will be stronger than ever as you stand together to refresh, renew and refocus on the importance of CTA’s involvement in the future of California’s diverse student populations and the future of the teaching profession.
California Projects Continued Funding for Cost of Living Adjustments (COLAs)

For the next four years, the State is projecting that the COLA will continue to be funded.

<table>
<thead>
<tr>
<th>Year</th>
<th>COLA Rate</th>
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<tbody>
<tr>
<td>2019-2020</td>
<td>2.57%</td>
</tr>
<tr>
<td>2020-2021</td>
<td>2.67%</td>
</tr>
<tr>
<td>2021-2022</td>
<td>3.42%</td>
</tr>
<tr>
<td>2022-2023</td>
<td>3.26%</td>
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</table>

Contract Management: Know Your Contract

7.6 Transfer Necessitated by School Closure
[ratified by UTP and PUSD on 1/26/2017]

7.6.1 Unit members affected by Section 7.6 above shall be afforded first priority for filling any new or vacant positions. The “first priority” shall mean that such unit members shall be placed in openings/vacancies prior to placing voluntary transfers, new hires, and/or returning temporary and leave of absence unit members into openings/vacancies.

7.6.2 Unit members affected by Section 7.6 above shall also be afforded first priority in filling all openings/vacancies that arise for which they have an appropriate credential. Openings/vacancies shall be filled in order of seniority.

7.7 Unit members affected by Section 7.6 shall be given up to three (3) days of release time or paid time at the unit members’ pro-rata daily rate of pay for the purposes of moving to their new assignment. In addition, the District shall provide packing and moving assistance of unit members’ materials to the new assignment location.

City of Pasadena Election—November 6, 2018

Election results

<table>
<thead>
<tr>
<th>Measure J: Pasadena Sales Tax Revenue Advisory Question</th>
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<tbody>
<tr>
<td>Result</td>
</tr>
<tr>
<td>---------------</td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
</tbody>
</table>

A yes vote was a vote in favor of advising city officials to allocate sales tax revenue, dependent on the passage of Measure I, in the following manner:

- 2/3 of revenue to the general fund and
- 1/3 of revenue to public schools.
HERE ARE CTA's
SCHOLARSHIPS
FOR MEMBERS AND THEIR CHILDREN

GLBT Safety in Schools Grant & Scholarship in Honor of Guy DeRosa offers grants to support projects and presentations that promote understanding and respect for Gay, Lesbian, Bisexual and Transgender persons, in addition to scholarships for members enrolled in a teacher/counseling credential or graduate program who understand the importance of GLBT educators as role models.
Deadline: Friday, December 14, 2018

CTA Scholarship for Dependent Children offers scholarships in the amount of $5,000 each to dependent children of active, retired or deceased CTA members. The highest scoring applicant is awarded the Ralph J. Flynn Memorial Scholarship.
Deadline: Friday, February 1, 2019

CTA Scholarship for Dependent Children In Honor of Del A. Weber offers one scholarship in the amount of $5,000 to a dependent child of a current CTA member, or a retired or deceased CTA member who is attending or attended a continuation high school or an alternative education program.
Deadline: Friday, February 1, 2019

CTA Scholarship for Members offers scholarships in the amount of $3,000 to current, active CTA members completing college coursework. The highest scoring applicant is awarded the Alice Piper American Indian/Alaska Native Memorial Scholarship.
Deadline: Friday, February 1, 2019

CTA Scholarship for Student CTA (SCta) In Honor of L. Gordon Bittle offers scholarships in the amount of $5,000 each to members of Student CTA (SCTA) who have demonstrated high academic achievement. The highest scoring SCTA member is awarded the Philip Vera Cruz Pacific Asian American Scholarship.
Deadline: Friday, February 1, 2019

Martin Luther King, Jr. Memorial Scholarship helps members of ethnic minorities in pursuing a college degree, credential or certification for a teaching-related career in public education. Applicant must be an active CTA member, Student CTA member or dependent of a CTA member.
Deadline: Friday, February 15, 2019

CTA César E. Chávez Memorial Education Awards Program provides recognition for teams of students and their teachers who demonstrate an understanding of the vision and guiding principles by which César Chávez lived his life. The recipients, both students and sponsoring CTA members, will receive up to $550 and their work will be recognized by the posting of visual art and written essays online and in various CTA publications. The exact amount will be determined by the Awards committee.
Deadline: Friday, March 15, 2019

2018-19
DO YOU HAVE AN INNOVATIVE IDEA AND NEED A GRANT TO MAKE IT HAPPEN?

Then look no further.

The CTA Foundation for Teaching and Learning combines three areas of support.

The CTA Foundation for Teaching and Learning offers scholarships and grants to members continuing their education; to the dependent children of members, members of Student CTA, ethnic minorities entering the profession, and students and teachers who promote civil rights.

There are also funds for programs that raise awareness of LGBTQ+ issues.

The CTA Foundation’s Institute for Teaching (IFT) works to create better teaching and learning conditions in schools. The IFT promotes teacher-driven solutions to help struggling students and schools by giving innovation grants directly to members and local chapters. All you need to get started is a bright idea.

APPLY FOR A GRANT: www.teacherdrivenchange.org

The CTA Disaster Relief Fund is a special fund created to provide financial assistance to members who experience significant losses due to natural disasters in California.

As a member of United Teachers of Pasadena, CTA, and the National Education Association you are eligible for grants, scholarships and awards through the NEA Foundation for the Improvement of Education.

EXPLORE THE POSSIBILITIES: www.nfte.org
Community Member Addresses School Board about PUSD Budget

By Zella Knight

Real reconciliation can only occur when it starts with the truth no matter the level of discomfort it may cause. The truth may hurt, but selective ignorance is fatal.

The irony is that the Board is seeking to penalize families and other stakeholders by making fatal decision. The talk to cut the family engagement unit yet claims that family engagement is a priority for academic success. Cutting the families in transitions unit, a three person unit who priority is to address the needs of homeless families as they are trying to fiscally stabilize themselves by staying in the streets or a large number of persons in a home. They are trying to survive for their lives, and yet the decision makers are trying to preserve their status. They are not valuing and looking at the return on investments. The students, families... the teachers... they are the return on the investments.

These are the students and families like myself who are alums who come back and pay it forward for the next generation. In my case I do all my advocacy as a volunteer, as my family still lives in the vicinity of Franklin for over 50 years(where I walked to school). Neighborhoods and Community are the building force for the greater tomorrow, our children and our families.... yet by Ill decision making, not by the devices of declining enrollment, declining birth rates, these indicators they have know for years would decline. This budget crisis is not the blame on Special Education, which increase numbers are equated to the fact that we are able to find children more who need greater supports because of disability and learning challenges. As Judy presented last night, Special Education funding has been at a deficit model for decades, it was not fully funded, and when LEA’s and others advocated for local control funding formula, they knew that special education has never been equitable in funding. Yes, there was an attempt in the crisis to right size the funding, but years have transpired and to many it is not a priority.

Ill decision making is what led to the fatal decision of closing schools, squeezing school sites until they bleed. Placing the blame on bargaining discussion and unions is not right, as this is not the cause of why LACOE exposed the deficits spending. ILL DECISION MAKING. No amount of cuts will correct PUSD until leadership does the right thing, that includes the governing board. Even when a few of the members heed to the fact that plans, strategies and community buy in was needed, it still went upon deaf ears.

The two minutes that we were allotted last night, does not equate to the rumbling that will occur, as all of this could have been rectified by following the right and keeping students, families and teachers first. The unfortunate reality is that the decision this board makes will not stop the bleeding. PUSD will continue to lose community trust, families will continue to find other educational settings. That's the fatal.

Welcome New Members!

<table>
<thead>
<tr>
<th>Field</th>
<th>PHS</th>
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<tbody>
<tr>
<td>Jing Gao</td>
<td>Israel Arauz</td>
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<td>Tracey Pooler</td>
<td>Annette Green</td>
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<td></td>
<td>Roosevelt</td>
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<td></td>
<td>Karla Orellana</td>
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<td>Rose City</td>
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<td>Jane Leong</td>
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<td>Sierra Madre ES</td>
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<td>Jennifer Guzman</td>
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<td>Washington MS</td>
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<td></td>
<td>Nancy Lugo</td>
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<td>Willard CC</td>
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<td></td>
<td>Amparo Magalong</td>
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<tr>
<td></td>
<td>Webster</td>
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<td></td>
<td>Ashley Villagran</td>
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Altadena
Sophie Durand
Courtney Linsey
Meghan Livengood
Amy Marmor
Amanda Van Erik

Blair
Lorena Fernandez Carrillo
Francisco Jose Martinez Peranos

Don Benito
Luis Martinez

Educational Center
Aaron Abdus-Shakoor II
Sonia Jaimes

Focus Point Academy
Jessica Kligman

Jefferson ES
Daniela Anino Gapezzani
Jennifer Warren

Madison
Crystal Hermosillo

Marshall
Jia Wu

McKinley
Jocqueline Marashlian
Even if Facebook is not your thing, here are a few compelling reasons to sign up and join our closed Facebook group:

**United Teachers Of Pasadena Community Group (Members Only)**

- Staying Up-To-Date on Important UTP Information
- Sharing Photos and Celebrations of Events at Your School
- Trash-To-Treasure — Giving and Receiving Classroom Items
- Building a Stronger, More Connected Union!

**YOU are the UNION!**

**Update Your Membership Information!**

Name: __________________________

Address: __________________________

Cell Phone number: __________________________

Non PUSD email address: __________________________

Birthday: __________________________ (mm/dd/ )

Send it to the UTP office 2303 E. Washington Blvd. or email to marcelalaraup5@gmail.com

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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.

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**About the National Education Association**

The National Education Association is the nation’s largest professional employee organization, representing more than 3 million elementary and secondary teachers, higher education faculty, education support professionals, school administrators, retired educators and students preparing to become teachers. Learn more at [www.nea.org](http://www.nea.org) and follow on twitter at @NEAmedia.

**About the California Teachers Association**

The 325,000-member California Teachers Association is affiliated with the 3 million-member National Education Association. Find out more at [www.cta.org](http://www.cta.org) and follow on twitter at @WeAreCTA.

**About the National Student Legal Defense Network**

The National Student Legal Defense Network is a nonprofit organization that works, through litigation and advocacy, to advance students’ rights to educational opportunity and to ensure that higher education provides a launching point for economic mobility. Learn more at [www.nslidn.org](http://www.nslidn.org) and follow on twitter at @StudentLegalNet.
December encompasses a variety of winter holidays, including:

**Christmas** is observed on December 25 to commemorate the birth of Jesus, the central figure of Christianity. The date is not known to be Jesus’s actual birthday, and may have been chosen to correspond with either the day nine months after early Christians believed Jesus was conceived, the date of the winter solstice on the ancient Roman calendar, or one of various ancient winter festivals. In Christianity, Christmas marks the beginning of the larger season of Christmastide, which lasts 12 days.

**Hanukkah** - also known as the Festival of Lights - is an eight-day Jewish holiday commemorating the rededication of the Holy Temple (the Second Temple) in Jerusalem at the time of the Maccabean Revolt of the 2nd century BCE. Hanukkah is observed for eight nights, starting on the 25th day of Kislev according to the Hebrew calendar, which may occur at any time from late November to late December in the Gregorian calendar. Hanukkah for 2017 is celebrated December 12 - 20.

**Kwanzaa** is a weeklong celebration held in the United States honoring universal African heritage and culture, marked by participants lighting a kinara (candle holder). It is observed from December 26 to January 1 every year. Kwanzaa consists of seven days of celebration, featuring activities such as candle-lighting and libations, and culminating in a feast and gift giving. It was created by Ron Karenga and was first celebrated from December 26, 1966 to January 1, 1967.

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**Be Involved: YOU are the UNION!**

UTP certificated members include teachers, counselors, librarians, nurses, psychologists, and speech-language pathologists who work in PUSD. Your expertise is called upon in numerous ways, whether it is to help implement best practices in our schools, or to improve the working conditions of the profession.

UTP is a place where new teachers and veteran educators can come together to learn from one another – and that is what makes us a strong, dynamic, and inclusive organization.

The more you engage in the Association, the more you will grow professionally and personally.

Please join us at one of our committee meetings that may interest you, and share your ideas.

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**WINTER HOLIDAY CELEBRATION**

*Wednesday, December 12, 2018*
*4:00 p.m. to 7:00 p.m.*

*Mijares Mexican Restaurant*
*145 Palmetto Dr.*
*Pasadena, CA 91105*

Join us in celebration of the holidays and upcoming break!
See your friends and enjoy a delicious meal!
There will be raffles throughout the event.

Please RSVP by December 10 to
Marcela Lara at (626) 798-0928
or marcelalaratutp5@gmail.com

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