800+ Educators Kickoff Signature Gathering for Schools and Communities First Initiative

FIRST OF MANY EVENTS ACROSS THE STATE TO COLLECT SIGNATURES FOR MEASURE THAT RECLAIMS $12 BILLION ANNUALLY FOR SCHOOLS AND COMMUNITIES

LOS ANGELES - Today, more than 800 of California's educators joined with other labor and community coalition partners to officially kickoff statewide signature gathering for the Schools and Communities First campaign. The initiative ensures that our schools and communities have the resources to educate all our kids and the services to support all our families. It closes commercial property tax loopholes benefiting a fraction of corporations and wealthy investors, without affecting homeowners or renters, and reclaims $12 billion every year to fund world-class schools and strengthen local economies to benefit all Californians. Together, we need 1.6 million signatures total in order to have enough valid signatures to be on the 2020 ballot. The California Teachers Association is committed to gathering 150,000 signatures.

"For far too long, public education has received the short end of the stick when it comes to providing the resources our students need to succeed. But today, we are here with more than 800 educators to say, 'No more!' and announce a measure that will significantly improve the lives of our students and the communities where we raise our families. The fight for equity requires deliberate action, and Schools and Communities First would start to undo the effects of decades of chronic underfunding of our schools, colleges and public services," said CTA President E. Toby Boyd.

Supporters are joining the kickoff by using #CTAStateCouncil and #SchoolsAndCommunitiesFirst, and they are adding a Schools and Communities First frame to their Facebook profile picture. Additionally, the public can follow @WeAreCTA and @SchoolsAndCommunities on Twitter and Instagram for all the campaign updates.

"For the last four decades, wealthy investors and big corporations have not been paying their fair share. They take advantage of tax schemes and loopholes, all while passing costs on to you and me. Whether we work as caregivers for children and the elderly, social workers, sanitation workers, nurses or college faculty, most of us want the same things for our families: the ability to thrive and determine our own future. That's why SEIU workers are ALL IN on the Schools and Communities First campaign. Let's end the corporate tax breaks and invest that money in our children's education and the services that matter to our families," said Bob Schoonover, President of SEIU California and SEIU Local 721.

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Effectuating Change
President’s Message — by Allison Steppes

United Teachers of Pasadena members are facing a myriad of changes this school year. There are colleagues that will go through school consolidation effective for the 2020-2021 school year and it causes angst among them. While speaking with many of you at your sites there were issues that arose repeatedly. Concerns that face our unit across the district are our working conditions, the lack of resources and how Pasadena Unified District handles discipline and implements special education.

In the coming months, UTP is providing California Teachers Association (CTA) Presentations for our members in the areas of social media, discipline and special education. The intent is to be preemptive and inform individuals of the personal liabilities one has when performing their jobs as well as their rights.

As the district closes schools, we have an obligation to insist that the students have an opportunity for a better situation academically as the district is stating they will. As teachers transfer from one school to another, we must insist on implementing a special education model that allows teachers to reach the needs of all students.

Members of the various parent groups of PUSD will meet with UTP in November. We will hear their concerns and where there are similar issues that concern us both we will seek opportunities to collaborate to improve the conditions in our schools.

As educators we must acknowledge and continue to call out injustices that face those furthest from opportunity in a way that impacts change. We must continue to call out the inequity our students face with the intent on eliminating the wrong to positively impact them. Their learning conditions are our working conditions. In order to effectuate change in 1st and 2nd grade, UTP collaborated with the African American Parent Council to bring volunteers into the classrooms at 6 schools to tutor low performing students in mathematics. It is still in its infantile stages, but we saw a need and when approached we worked to bring a solution to students while helping teachers.

The work to have parents and the community support educators in the public schools is multi layered and puts students learning conditions at the forefront. Their learning conditions are our working conditions. In order to see change in our schools we must engage our parents and community and share the plight of our students. The journey is ours with the students and together we create the conditions for strong public schools in Pasadena Unified School District.

Important Dates

- **November is American Indian Heritage Month**
- **November 1-3** — CTA Future Leaders, Los Angeles
- **November 4** — Executive Board Meeting, UTP Office
- **November 11** — Veterans Day (Schools & Offices Closed)
- **November 11-15** — School Psychology Awareness Week
- **November 18** — Representative Council Meeting, PHS
- **November 18-22** — American Education Week
- **November 21** — PUSD Board of Education Meeting, Ed. Center
- **November 22** — Shortened Day (K-12)
- **November 25-29** — Thanksgiving Break (Schools Closed)
- **November 28-29** — Thanksgiving Holiday (Offices Closed)
- **December 2** — Executive Board Meeting, UTP Office
- **December 3** — CTA School Board Dinner, San Dimas
- **December 6-8** — CTA New Educators Weekend, San Diego
- **December 9** — Representative Council Meeting, PHS
- **December 13** — Shortened Day (High Schools)
- **December 13-15** — CTA LGBTQ+ Issues Conf., San Francisco
- **December 17** — Shortened Day (Rose City)
- **December 17-19** — Final Exams (High Schools)
- **December 18-19** — Final Exams (Rose City)
- **December 19** — Shortened Day (K-8)
- **December 19** — PUSD Board of Education Meeting, Ed. Center
- **December 20-January 3** — Winter Break (Schools Closed)
- **December 24-25** — Christmas Eve & Day (Offices Closed)
- **December 31-January 1** — New Year’s Eve & Day (Offices Closed)

UTC Communications Committee
- Alvin Nash, Chairperson
- Manuel Carcido, Webmaster
- Jeffrey Leming
- Teresa Martinez
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"California is home to more than 1 in 4 U.S. billionaires, yet we have the highest rates of poverty and mass incarceration in the entire country. This is what happens when we put the wealthiest corporations in the world ahead of our own people. The Schools and Communities First Initiative is a bold solution that will end the chronic underfunding that has hurt generations of Californians. We are ready to demonstrate what’s possible when we have the courage to fight for what our families deserve: a world-class education system and neighborhoods where all of us can thrive," said Karla Zombo of California Calls.

"We all know we can’t solve our huge problems without everyone doing – and paying – their fair share. Working people like nurses and teachers are investing in our work and communities, but the huge, multibillion-dollar corporations have been gaming the system. Nurses support Schools and Communities First because we have a vision where families—regardless of race or income—have stable housing, in safe neighborhoods, and access to all the support they need in times of trauma. Strong community resources funded by this initiative will give our students, families, and communities an opportunity to thrive," said SEIU Local 721 member, Theresa Wyatt-Monroe, RN.

The campaign has until March 3, 2020 to submit the required signatures to each county.

School Psychology Awareness Week 2019

School Psychology Awareness Week is November 11–15, 2019. This year’s theme is "Find Your Focus," which can have a variety of meanings such as paying attention, being able to see an idea more clearly, identifying an area of interest, or being persistent and determined in one’s effort. Focusing can help us set goals, identify action steps, communicate needs, and engage in discussions that help create the connections necessary for students to develop critical academic and social emotional skills.

In light of recent tragedies, school psychologists in Pasadena Unified School District and across the country believe it is important that state legislators address three issues affecting students’ ability to learn in an environment that is safe, supportive, and conducive to learning.

Commonsense School Safety

When students do not feel safe and supported at school, both physically and psychologically, they cannot learn to their fullest potential. This means supporting policies that promote sustainable crisis prevention, preparedness, response, and recovery while rejecting proposals that seek to allow anyone other than a commissioned school resource officer to be armed on a school campus.

Access to School-Employed Mental Health Services

One in five children and youth experience a mental health disorder, and about 80% who need mental health care do not receive it. With suggested staffing ratios for school-employed mental health professional (250:1 for school social workers, 250:1 for school counselors, and 500-700:1 for school psychologists) not being met by most school districts, state leaders need to make a sustained commitment to achieve these key staffing ratios to ensure students are receiving the support they need.

High Quality, Well-Rounded, Rigorous Curricula

Comprehensive 21st century education includes social-emotional competency, self-control, problem-solving and conflict resolution skills, the ability to access and evaluate the validity of information, and the ability to thrive in an increasingly competitive global economy. This means supporting school funding policies that promote equitable access to resources for all students and ensuring that teacher preparation, training, and professional development programs prepare teachers to work with diverse student populations.
Negotiations Update
By Alvin Nash, Bargaining Chairperson

On October 16, 2019, the UTP and PUSD Bargaining Teams reached a Tentative Agreements regarding Article XIV, Salary and Salary Schedule Rules and Regulations, and Article XXIX, Completion of Meet and Negotiation.

Salary and Salary Schedule Rules and Regulations:
1. The District shall provide a 2% off-schedule payment for the 2018-2019 school year for unit members employed as of May 31, 2019.
2. Effective July 1, 2019, the District shall provide a 3% increase on all salary schedules contained in Appendix A of the Contract.
3. For the 2019-2020 school year, Children’s Center and Permit Teachers who have a Bachelor degree or higher who are employed by the District as of May 31, 2019, shall receive an off-schedule one-time payment of $1,000.
4. For the 2019-2020 school year, Special Education teachers holding a full and clear Education Specialist Credential or the equivalent, who are assigned to a classroom as the teacher of record by the District as of May 31, 2019, shall receive an off-schedule one-time payment of $1,000.
5. Effective July 1, 2019, Counselors and Librarians shall receive 1.075 times their placement on the salary schedule (an increase from 1.06).

Completion of Meet and Negotiations:
1. This Agreement is comprised of a three-year agreement for the 2018-2019 through and including the 2020-2021 school years.
2. For the 2019-2020 School Year, the Contract shall remain closed.
3. For the 2020-2021 School Year, the Contract shall remain closed, except the two parties shall reopen Article XIV, Salary and Salary Schedule Rules and Regulations, and Article XV, Health and Welfare Benefits.

The UTP Membership overwhelmingly approved the ratification of the Tentative Agreements during October 25-31. The PUSD School Board will vote to approve the Tentative Agreements during its regular meeting on November 21.

The UTP Bargaining Team will survey the UTP Membership regarding the Official Calendar for the 2022-2023 School Year during November 15-21.

Bargaining is scheduled to resume in December 2019.

American Education Week: November 18-22, 2019

What is American Education Week?

American Education Week will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

2019’s theme, “Reach. Educate. Inspire.”, will be reflected in special observances each day of the 2019 weeklong celebration (Visit nea.org/grants/19823.htm for more information.):

Monday, November 18, 2019: Kickoff Day
Tuesday, November 19, 2019: Parents Day

Wednesday, November 20, 2019: Education Support Professionals Day

Thursday, November 21, 2019: Educator for a Day

Friday, November 22, 2019: Substitute Educators Day
Know Your Contract: Transfer Necessitated by School Closure

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.

In September and October, the PUSD School Board approved the closures of Franklin, Jefferson, Roosevelt, and Wilson at the end of the 2019–2020 school year.

Unit members affected by Section 7.6 (Transfer Necessitated by School Closure) of the Contract 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.

Unit members affected by Section 7.6 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.

The first UTP member to email all of the correct answers will win a $20 gift card.

State the Article Number, Title, and Section Numbers that addresses the following contractual provisions:

1. "B" Mondays
2. Annual Goal-Setting
3. Open House
4. Sick Leave Balance and Absence Reporting
5. Involuntary Transfers and Reassignments

Email your answers to aenash@sbcglobal.net.

Contract Management: Personal Necessity Leave

A unit member is entitled to use, during each school year, a maximum of seven (7) days of the sick leave provided for in Section 9.2 of the Contract as Personal Necessity Leave for any of the purposes listed in Sections 9.4.1.1 through 9.4.1.10 of the Contract.

Personal Necessity Leave must be taken in increments of not less than one-half (1/2) day.

Under all circumstances, a unit member must verify in writing that the personal necessity leave was used only for purposes as set forth above.
#RedForEd: Raising Our Voices, Protecting Public Schools

I'm wearing #RedForEd today to support public education, our students, and the teaching profession!

We wear #RedForEd to support California teachers and educators across the country who are fighting for decent pay and the quality public education our students deserve!
#WeAreCTA #WeAreUTP

WEAR RED FOR ED ON MONDAYS AT YOUR SITE!

UNITED WE STAND!

We have settled a lawsuit concerning salary and salary schedule rules and regulations for more than 100 members.

We have obtained a 2% bonus for members for the 2018-2019 school year.

We have secured a 3% raise for members with retroactive pay effective July 1, 2019.

We have obtained a $1,000 bonus for Child Development Teachers and for Special Education Teachers.

We secured a 1.5% salary increase for Counselors and Librarians as compensation for a longer workday.

We have secured improved dental benefits for member including orthodontia and implants as of October 1, 2019.

We have provided an opportunity and space for parents/community to engage with us surrounding issues that affect our teaching and learning environment. We are building a strong relationship with the community.

We have provided a STRS presentation to inform members about retirement planning.

We have maintained class sizes for K-3 at 24 to 1.

WE WILL CONTINUE TO STAND UNITED AS WE WORK TOWARD INCREASING OUR SALARY AND MAINTAINING OUR HEALTH BENEFITS FOR 2020-2021 AND BEYOND!
Last year, Carmen Núñez and Kathy Marquez received a grant to establish a Monarch Waystation at Jefferson Elementary. The Western Monarch has suffered a 99.4% decrease in numbers since the 1980’s. “We hadn't really seen this species since growing up in the San Fernando Valley, and, several years ago, we were enthralled to find milkweed covered with caterpillars at a local nursery, and developed a passion for supporting this species,” said Kathy Marquez. Last April, the Jefferson community came together and planted four large root pouches with a variety of native milkweeds (the only plant the Monarch larva will eat) and plants that attract pollinators. Students have been able to observe firsthand the lifecycle of this butterfly and will soon be learning more through assemblies given by a local Master Gardener. "It has given us joy to have successfully released 14 butterflies since the beginning of the school year!" said Marquez.
PUSD School Board Election—November 2020
By Manuel Carcido, Political Action Chairperson

The seven Pasadena Unified School Board members make the following decisions:

- YOUR SALARY
- SCHOOL BUDGETS
- CLASS SIZES/WORK LOAD
- WORK YEAR
- YOUR HEALTH BENEFITS
- DISCIPLINE POLICIES
- SCHOOL DISTRICT INSURANCE CARRIERS
- LENGTH OF YOUR WORKDAY
- HIRING PRACTICES
- TEXTBOOK ADOPTIONS & TECHNOLOGY

The United Teachers of Pasadena Political Action Committee is actively engaged in influencing the PUSD Board of Education on the above topics. These topics impact our students, our classrooms, our parents, and our members.

Each Board member who is willing to meet with us has been assigned a UTP Board Liaison. A liaison is a UTP member who meets monthly with their assigned board member to discuss any of the above topics. Before an election, UTP will endorse, oppose, or remain neutral on candidates for each seat. Our goal is to always have four friendly incumbents that will vote to support us.

The next PUSD Board of Education election will be on November 3, 2020. Three Seats will be open. We will keep you informed. The sites represented:

⇒ District 2—CIS, Coombs, Don Benito, PHS, & Webster
⇒ District 4—Longfellow CC, Longfellow ES, & Madison
⇒ District 6—Field, Sierra Madre ES, Sierra Madre MS, PALS, Willard CC, Willard ES, & Wilson

Pasadena & Sierra Madre City Council Elections—March & April 2020

Pasadena City Council Election—March 3, 2020

The sites represented:

- District 1—Cleveland, Muir, Roosevelt, Washington CC/ES/MS
- District 2—Jefferson CC/ES, Longfellow CC/ES, Marshall
- District 4—CIS, Coombs, Don Benito, Field, PALS, PHS, Willard CC/ES, Wilson
- District 6—San Rafael

Sierra Madre City Council Election—April 14, 2020

The sites represented:

- Sierra Madre ES
- Sierra Madre MS
Member Benefits

Limited Time Offer for CTA Members to Switch Coverage with No Health Questions

From October 1 through November 30, CTA members who are covered by a different insurance company have a special opportunity to apply for CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard) without answering health questions. Before applying, members should compare their current plan with the CTA-endorsed plans to understand how any differences may impact their personal situation.

To help CTA members compare Disability plans or to learn more about the process of switching coverage to The Standard, visit standard.com/cta/portover.
For more information, please go to ctamemberbenefits.org/tsnews

Impacted by California wildfires? Your Union is here to help.

Have you been affected by California wildfires? CTA’s Disaster Relief Fund provides financial assistance grants for CTA members who have suffered significant losses from fires and other disasters.

Apply for help: download and fill out CTA’s Disaster Relief Grant Form.

Go to: ctamemberbenefits.org/Life-Events/Who-is-Eligible-for-Funds

A Message from California Casualty’s Auto & Home Insurance

To CTA Policyholders...

The fires happening across California are causing incredible damage and personal disruption for many families. We regret this event is occurring, and we want to assure you that we are here for you during this critical time.

If you have an auto, homeowners or renters policy with us and have:
1. Been forced to evacuate your home
2. Suffered smoke damage
3. Suffered other fire related damage

Please call us toll-free at 1-800-800-9410 so that we can assist you as quickly as possible. When you call, press 4 when prompted or remain on the line for an operator and you will be transferred to a claims specialist who can assist you.

We are doing our very best to quickly take care of all of our customers affected by this tragedy.

https://www.calcas.com/claims
PROFESSIONAL DEVELOPMENT CONFERENCES

CTA’s New Educator Weekend (NEW) is a new conference for new CTA members. This NEW conference is for educators in their first three years in the profession. The New Educator Weekend has everything that educators need to be successful in their first years of teaching with sessions and electives concentrating on:

- Classroom Management – Creating a productive and inspiring learning environment
- Navigating IEP’s and Special Education Areas
- What I wish I knew my first years of teaching
- Working with colleagues, administration and parents
- Common Core, State Standards, Assessments and Pedagogy
- Teaching is a Career
- Student Loan Forgiveness Programs for Educators
- Resources and Programs from CTA available to members

Your experience at the New Educator Weekend is equal parts educational and transformational. You’ll learn new skills and find solutions to real-life challenges. You’ll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom.

REGISTRATION DEADLINE: November 21
Go to: ctago.org/events/2019-new-educator-weekend-south/

CTA is proud to present the eleventh annual CTA conference addressing LGBTQ+ issues involving educators, students and the community. This conference is open to all CTA members and will serve as a venue to discuss a variety of subjects affecting the entire membership and California’s youth. Participants will have a variety of interactive and free-form sessions to choose from as well as opportunities to interact with members from across the state.

This year’s conference will include a variety of traditional interactive sessions and free-form sessions.

Some highlights include:

- The Teachable Moment: Skillfully Responding to Questions from Elementary Students about LGBTQ, Gender and Family Topics
- LGBTQ+ History – Our History Includes Everyone!
- Instant CSA (Just Add Kids!) A GSA Quick-start Workshop
- Trans Teaching: A Parent’s Perspective
- FAIR and Square – Every Hour, Everywhere

REGISTRATION DEADLINE: November 18
Go to: ctago.org/events/2019-lgbtq-issues-conference/
YOU'RE COMMITTED TO EDUCATING OUR COMMUNITY.
WE'RE COMMITTED TO PROTECTING YOURS.
General Information

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UTP Officers:
Allison Stepes, President
Alvin Nash, Vice President
Stephanie Cosey, Secretary
J. Manuel Carcico, 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
PUSD Phone Numbers:
Education Center (626) 396-3600
• Human Resources ext. 88777
• Health Benefits ext. 88144
• Substitute Line ext. 88382
• Payroll ext. 88369

Frequently Requested Numbers:
CalSTRS (800) 228-5453
CTA Group Life and Disability Insurance (800) 522-0406
CTA Auto and Home Insurance Program (800) 800-9410

Welcome New Members

Altadena
Kylie Santanello
Marlee Ynger

Blair
Kestutis Daugirdas

CIS
Andrea Reynoso

Cleveland CC
Ana Reynoso

Eliot
Fabiola Acevedo
Michael McGrew

Field
Xin Yao

Jefferson CC
Tony Gantt

Madison
Ana Maria
Apodaca

Marshall
Adam Devore

McKinley
James Lopez

Muir
Deshaunda Reed
Damian Willis

PHS
Arturo Munoz
Carla Saenz
Hillary Temple
Natalie Daily

Roosevelt
Carolina Orozco-Smith

Rose City
Karina Gutierrez

Sierra Madre ES
Valeria Brewer
Washington CC
Elena Altuzarra

Washington MS
Natalie Daily