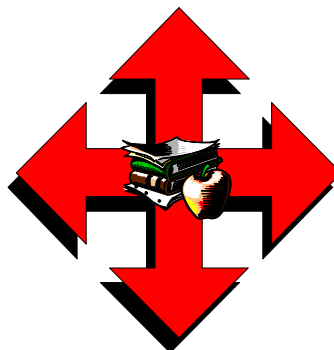


FIELD REPORT

**CALIFORNIA
TEACHERS
ASSOCIATION**



James L. Clark, Deputy Executive Director
Shannon O'Hara, Assistant Executive Director, Region 1
Vacant, Assistant Regional Manager, Region 1
Lee Lipps, Assistant Executive Director, Region 2
Gail Holmes, Assistant Regional Manager, Region 2
Robin Rose, Assistant Executive Director, Region 3
Hal Vick, Assistant Regional Manager, Region 3
Karen Kyhn, Assistant Executive Director, Region 4
Mark Young, Assistant Regional Manager, Region 4
Mike Egan, Assistant Executive Director, NODD



1705 Murchison Drive
Burlingame, CA 94010

Post Office Box 921
Burlingame, CA 94011-0921

650.697.1400
WWW.CTA.ORG

March 2011

SCHOOL REFORM/RESTRUCTURING & SPECIAL PROJECTS

In **Region 1**, Palo Alto Unified School District's current system of using "Instructional Supervisors" for peer evaluations has been found illegal by the Santa Clara COE and **Palo Alto EA** (Santa Clara) may request help from State Senator Joe Simitian to pass legislation in support of a pilot program for evaluation. **PAEA** would like to continue their system of peer evaluation/mentoring in some form. This is still a work in progress, and **PAEA** is working closely with CTA. The pilot legislation, if needed, would not impact any other districts.

Pittsburg EA (Contra Costa) is implementing their internal and community outreach grants. The executive board had a retreat last month and continues to stay on task and make plans to be more effective with members and the community. **PEA** now has a great website up and running <http://www.peateachers.org/>.

Pittsburg EA (Contra Costa) will be reading and donating books at multiple sites for Read Across America.

Travis Unified TA (Solano) conducted a successful community outreach project collecting 315 pairs of eyeglasses for the Eyes of Hope campaign.

Vacaville EA (Solano) received a CTA Community Outreach Grant. They will use this grant to help fund their Eyes of Hope campaign.

In **Region 3**, **Asociación De Maestros Unidos** (Los Angeles), a joint union-management team consisting of the union president, the CEO, a school board member, and the UniServ director, recently presented "Advancing Student Achievement Through Labor-Management Collaboration" at the U.S. Department of Education Conference in Denver.

Associated Chaffey Teachers, Ontario-Montclair TA, (San Bernardino), **Claremont FA**, and **Associated Pomona Teachers** (Los Angeles) leaders have submitted a funding proposal entitled "Building a Community of Learners" to the CTA Institute for Teaching. This proposal reflects the collaboration and cooperation of **ACT**, **CFA**, **OMTA**, and **APT** to strengthen their collective capacities to outreach to parents and surrounding school communities.

Unified Association of Conejo Teachers (Ventura) has been conducting focus groups with various levels of teaching, non-classroom members (speech, nurses, etc.), and parents. **UACT** will take the information gleaned from these groups and create an evaluation system that is more meaningful and constructive than what has been done in the past.

Los Alamos EA and **Orcutt EA** (Santa Barbara) worked with members and officials regarding proposed lapsation¹ of Los Alamos School District. Members must decide whether to oppose a State Board of Education waiver that would allow the lapsation to take place.

Montebello TA (Los Angeles) is working in cooperation with the Montebello Unified School District on developing the "Applied Technology Center." The grades 9-12 school is currently under construction and scheduled to open September 2011. The focus of the school will be pathways to careers.

Oxnard EA (Ventura) is working on developing a special project to form an Instructional and Professional Development Committee. **OEA** has tried to bargain the right to have members on the district committee but have been unsuccessful. Members are very frustrated with the top-down curriculum and DAIT (District Advisory Intervention Team-approved by the state for districts in program improvement) mandates. The **OEA** IPD committee is going to ask members with curriculum degrees to make site visits and listen to members in order to develop an advocacy plan based on what members say they need in terms of curriculum.

In **Region 4, Anaheim Elementary EA** (Orange) established a Student Learning Task Force to give teachers a greater voice in the curriculum and assessment decisions that affect their students.

Association of Colton Educators (San Bernardino) published an online video rebuttal to the district's presentation on the state of the district's finances. This is in addition to a slide show challenging the district's budget predictions as well as a link to the CTA Fair Tax Burden Slide Show. All this and more can be seen at the **ACE** website: <http://www.acecolton.org/>.

Fontana TA (San Bernardino) is working at two elementary school sites to implement the NEA Keys to Excellence program in an effort to analyze school climate, performance and culture. The association also has an ongoing outreach to community members by hosting a regular table at Fontana City Cruise Night where they distribute flyers in English and Spanish concerning educational and health care topics.

Santa Ana EA (Orange) had ten out of fourteen QEIA site contacts attend a program update meeting in Orange County. In addition, the Persistently Low Achieving Schools Committee met to discuss issues related to the School Improvement Grant requirements and potential changes to the MOU on that subject.

¹ EC 35780.1. For purposes of this article, "lapse" means an action to dissolve a school district and annex the entire territory of that district to one or more adjoining school districts.

NEGOTIATIONS

CHAPTER NAME (County)	CONTRACT YEAR	SIGNIFICANT ELEMENTS
REGION 1		
Gravenstein Union TA (Sonoma)	2010-11	The district has 55.95% in reserves above the required REU, but has countered unit's proposal for a salary and benefits increase with a regressive offer. The district is offering a 2% salary increase with the stipulation if state tax extensions do not go through they will revert to the 2009-10 salary schedule. District said no to all proposed language changes presented by GUTA .

CHAPTER NAME (County)	CONTRACT YEAR	SIGNIFICANT ELEMENTS
Hayward EA (Alameda)	2009-12	The district wants HEA to make \$10 million in concessions in addition to March 15 layoffs. HEA and the district have had four mediation meetings and two more scheduled in March.
Klamath-Trinity TA (Humboldt)	2010-13	The parties have a TA on all topics proposed and are waiting for KTTA ratification. The TA includes a 1% salary increase for 2010-11 and 2% increase for 2011-12; however, no increase in district's contribution to H&W.
Laguna Salada (San Mateo)	2011-12	A TA has been reached with the Pacifica School District to restore pay-cut days to the calendar using Federal Ed Jobs dollars.
Mill Valley TA (Marin)	2010-11	MVTA negotiated a 1% salary increase beginning 2/1/11, a benefit increase to fully cover up to the Kaiser employee +1 rate, an increase in the CalPERS vesting requirement from 10 to 20 years and a unit member \$350 per year contribution toward the cost of post-retirement health benefits.
Oak Grove EA (Santa Clara)	2011-12	MOU restoring two pay-cut days with Ed Job Bill.
Santa Rosa TA (Sonoma)	2011-12	TA for two or six pay-cut days for 2011-12 depending on which budget passes. District has "swept" Tier 3 Support Counselor funds: seven jobs. Likely RIF of Secondary Library Media Teachers: six jobs.
Assn. of Sonoma COE (Sonoma)	2009-10	Mediated settlement maintains 90/10 benefits coverage for current members; new hires after July 1, 2011 will have 85/15 coverage; loss of two instructional days for 2010-11 and 2011-12. Addition of five year evaluation language; three year contract expires 6/30/13 with no reopeners unless there is a federal directive regarding special education in a local district that COE serves.
Southern Humboldt TA (Humboldt)	2010-11	SHTA members failed to ratify a mediated agreement negotiated by the bargaining teams. The parties will return to mediation mid-March.
Waugh TA (Sonoma)	2011-12	TA for eight pay-cut days in exchange for no RIFs or program cuts.
Wilmar TA (Sonoma)	2011-12	Agreed to five pay-cut days next year; increased health benefits CAP from \$450/member to \$500/employee, \$600/employee + 1, and \$700/employee = 2 or more.

CHAPTER NAME (County)	CONTRACT YEAR	SIGNIFICANT ELEMENTS
REGION 2		
Castle Rock TA (Shasta)	2010-11	CRTA previously agreed to a five day reduction in the school year. District now says it wants “status quo” for 2010-11. Bargaining continues.
Chatom Union EA (Stanislaus)	2010-11	Contract settled: five furlough days, restoration of step and column.
Gateway TA (Shasta)	2010-11	After two bargaining sessions, the district declared impasse—it has 1% on table, chapter has 5%+. GTA contested the impasse and PERB sent the parties back to the table for at least one more meeting.
Gustine-Romero TA (Merced)	2010-11	Settlement included three furlough days, 1% off schedule bonus should the tax initiative pass.
Montague TA (Siskiyou)	2010-13	Parties reached a three-year agreement which included giving up one non-instructional day for 2011-12 and 2012-13, up to an additional five days for 2011-12 only at district discretion; and a new provision granting members permanent status after completing two years of probation.
North Cow Creek TA and North Cow Creek ESP (Shasta)	2010-11	The Certificated Unit and the ESP Unit have been certified to fact-finding. The district's insistence of 10% plus in salary cuts and take backs has not changed even though the district has received new monies. For 2010-11, the district unilaterally imposed a 1.6% pay cut and a cut of three days off the certificated calendar (staff development buy-back days); cut ESP positions; failed to continue to pay \$2000 annually in health benefit premiums; wants to reduce student instructional days by five days; and wants support staff to accept five furlough days with those days' compensation off the salary schedule. In addition to fact-finding, the certificated unit will move the staff development buy-back day grievance to arbitration.
Pacheco District TA (Shasta)	2010-12	PDTA gave up six days (two teaching, one prep, three staff development).
Redding TA (Shasta)	2010-11	Settlement agreement includes a permanent three day (staff development days) reduction in work year with corresponding pay reduction; increase of \$482 to district benefit contribution (now totals 9000/yr.); and a

CHAPTER NAME (County)	CONTRACT YEAR	SIGNIFICANT ELEMENTS
		"one-time" \$15,000 retirement incentive to those who retire no later than June 30, 2011.
Selma Unified TA (Fresno)	2011-12	Selma Unified School District and SUTA completed a one-year MOU. SUSD is facing an economic crisis and asked for concessions from all employees of the district. SUTA has agreed to a five day reduction of the school year and a higher employee contribution to health benefits.
Siskiyou Union High School District TA (Siskiyou)	2010-11	SUHSDTA is at the table working to gain ongoing compensation improvements such as increased district-paid benefits. District is proposing increased collaboration time with commensurate increase in pay (ongoing or one-time contingent on June election outcome).
Stockton TA (San Joaquin)	2011-13	STA and the district met at the bargaining table and SUSD changed its proposal to a 7% cut for 2011-12 and 10.7% pay cut for 2012-13. STA is working on proposal responses and member empowerment during this process.
REGION 3		
Buellton EA and ESP (Santa Barbara)	2010-13	One-time stipend of \$2025 for certificated, \$1012.50 for classified; language for 2011-12 and 2012-13 for percentage increase based on funded BRL; language that allows more members to qualify for anniversary increments and to compact the salary schedule; language to require members to repay all or some of the cost for trainings they request and the district pays for if the member leaves the district voluntarily within two years of the training (certificated); new language to guarantee planning time at existing levels (certificated).
Oak Park Teachers and ESP (Ventura)	2011-12	Sunshine required to be done by March 31. District is not requesting furlough days unless the tax extension fails. The district has agreed to wait until June to begin negotiations.
Oxnard EA (Ventura)	2010-11	District is proposing a calendar for the next two years with seven less days each year. District also wants to take away more rights from their transfer language (currently have three arbitrations on transfer violations) and force early release days for professional

CHAPTER NAME (County)	CONTRACT YEAR	SIGNIFICANT ELEMENTS
		development. District has begun visiting all the sites and the community presenting a program developed for them by School Services for \$15,000. They are also paying SSC to come up with an early retirement package.
San Luis Coastal TA (San Luis Obispo)	2010-11	Certified to fact-finding over salary.
San Miguel TA (San Luis Obispo)	2010-11	Certified to fact-finding over furlough days.
Santa Ynez Valley FA (Santa Barbara)	2010-11	One-time stipend of \$414 per FTE triggered by increased property tax revenues.
REGION 4		
Anaheim Secondary TA (Orange)	2010-11	Returned two of the six furlough days as required by their agreement due to increased district revenues.
Association of Colton Educators (San Bernardino)	2010-11	Demand to bargain on CTC Autism Authorization and the 2009-10 SERP.
Copper Mountain College FA (San Bernardino)	2010-13	Ratified a three-year successor agreement with no take backs; paid office hours for part-time faculty; decrease in online class size; improvements to the evaluation process.
Association of Coronado Teachers (San Diego)	2010-11	Reduction of furlough days from seven to four.
Corona-Norco TA (Riverside)	2010-11	Completed proofing and review of the CBA; working on areas in need of clarification to reflect current practices.
Del Mar CTA (San Diego)	2010-11	MOU providing each member with \$1,000 to help offset increases in benefits.
Fontana TA (San Bernardino)	2010-11	Working in collaboration with the classified employees union to fight off a proposal by the district that would implement drastic cuts to the employees' benefits.
National City TA (San Diego)	2010-12	Settled a two-year agreement which averted a strike that was set to begin the following morning; the local was successful in fighting off class size increases and other concessions that had been imposed by the district.
Rancho Santiago Part-Time Continuing Education FA (Orange)	2010-13	Settled a three-year successor agreement; step and column currently frozen; prevented charges for parking; improved language for acquiring new classes; implemented a catastrophic leave bank.

POLITICAL ACTION

In **Region 1**, local chapter leaders met at the **Cordelia RRC** to caravan and participate in the "We Are One" candlelight vigil in Sacramento.

Los Altos School District and Cupertino Union School District will be running mail-only parcel tax elections this May. Both the **Cupertino EA** (Santa Clara) and **Los Altos TA** (Santa Clara) have applied for ABC funding to help offset costs in support of the elections.

John Swett EA (Contra Costa) is going for another parcel tax in the June election. Their biggest road block is Conoco-Phillips who aggressively opposed the district last fall.

New Haven TA (Alameda) is working on a parcel tax campaign with the school district. **NHTA** will have phone banking the entire month of March, Monday through Thursday from 4:00 p.m. to 8:00 p.m. So far, **NHTA** has generated \$19,500 in donations for the campaign.

In **Region 2**, the **Ceres RRC** has begun to alert local presidents for involvement in activities around the June election.

Delta SCC (San Joaquin) held its annual school board dinner. A legislative advocate from governmental relations served as the guest speaker.

Legislative contact information has been provided for **Stockton TA** (San Joaquin) members to make contact and share the importance of the June election. Additionally, this information is posted on the local website.

In **Region 3**, **Beverly Hills EA** (Los Angeles) voted to endorse and actively support two candidates for the Beverly Hills City Council election. Their local PAC authorized expenditures of up to \$1,000 for the campaign. **BHEA** used CTA-printed postcards for the 3,000 or so most likely voters, including all CTA members who are

registered voters in Beverly Hills. They also walked precincts for the candidates the weekend before the election with CTA provided walk lists/maps/phone numbers.

Unified Association of Conejo Teachers (Ventura) and the **Las Virgenes EA** (Los Angeles) have gone into high gear to encourage their legislators to get Governor Brown's budget proposal on the ballot. Both associations met with the legislators' staff and organized phone calling.

Montebello TA (Los Angeles) published articles in their February newsletters to inform members on State Budget issues and the importance of increasing revenues for school funding.

Redondo Beach TA (Los Angeles) conducted phone banks on behalf of the Redondo Beach School Board for a mail-only election. They've also put out six mail pieces and leafleted parents before school at the sites.

In **Region 4**, **Anaheim Elementary EA** (Orange) has begun a school board member contact program. Two executive board members meet regularly with their assigned school board members to discuss items pre-determined by the executive board. Reports are then made back to the executive board regarding the meetings.

Desert Sands TA (Riverside) signed a joint letter with the school board and district administration to be sent to all area legislators requesting support for the governor's budget and the subsequent special election that it would require.

Moreno Valley EA (Riverside) executive board adopted a proactive Budget Crisis Plan that was subsequently approved by the representative council. It is a multi-phased strategy intended to educate, ideate, agitate, and activate the members and the community.

TRAINING

TRAINING SPONSOR (County)	TRAINING TOPICS	PARTICIPATING GROUPS
REGION 1		
Arcata Elementary TA (Humboldt)	How to Read a District Budget	Bargaining team, superintendent, school board members.
CTA Human Rights Staff	Unconscious Bias Training	All Antioch EA teachers.
San Jose TA (Santa Clara)	Employment status and related rights and protections and basic rules and laws regarding non-reelection of probationary employees.	One hundred thirty rep council members.
United Educators of San Francisco	Organizing/Bargaining	Site representatives.
Vallejo EA (Solano)	Legal Issues	Rep council.
Vallejo EA (Solano)	"I Can Do It" Training	Open to all local chapters.
REGION 2		
Ceres RRC (Stanislaus)	Coordinated Bargaining discussions included the state budget and the possibility of RIFs.	Fifteen attendees from nine chapters.
CTA Region 2	Organizing 4 Power Module 1 Training based on NSO's Organizing for Power and designed to give participants a view of why unions should organize for power and instruction on how to write an organizing plan based on this organizing model. This two and one-half day training included the creation of an organizing plan to take back to their chapters for review and implementation at the local level.	Eleven chapter teams including American Bear EA, Assn. of Colfax Educators, Calaveras Unified TA, Chico Unified TA, Livingston Elementary TA, Natomas TA, TA of Paradise, Red Bluff Elementary EA, Sacramento City TA, Siskiyou Union HS TA, Twin Rivers UE, and Yuba City TA.
Feather River SCC (Colusa, Nevada, Sierra, Sutter, Yuba)	Representation and Legal Training	Twenty-five participants.
Stockton RRC (Amador, Calaveras, San Joaquin, Tuolumne)	Coordinated Bargaining meeting. Everyone shared what was going on with their negotiations, received the latest information on the state budget, BRL history, RIFs and CalSTRS, and a	Leaders from three counties.

TRAINING SPONSOR (County)	TRAINING TOPICS	PARTICIPATING GROUPS
	preview of possible changes to teacher evaluation criteria.	
Parlier FA (Fresno)	Bargaining Training	PFA's bargaining team.
Redding RRC (Lassen, Modoc, Shasta, Siskiyou, Tehama, Trinity)	School Site Council Training	Chapter presidents, bargaining chairs, and site-council members.
Redding SCC (Lassen, Modoc, Shasta, Siskiyou, Tehama, Trinity)	Program Improvement Training	Chapter presidents, bargaining chairs, and site-council members.
Sacramento City TA	GLS attorneys provided training on the layoff process and contract surplus program. Topics included legal aspects of seniority, skipping rules, hearings, and membership requirements for representation.	One hundred site reps.
REGION 3		
Bay Valley SCC (Los Angeles) Orange SCC Service Center One (Los Angeles, San Bernardino) Southeastern SCC (Los Angeles)	Ethnic Minority Leadership Training	Approximately 100 teachers from the four service center councils along with CTA and NEA board members.
CECHCR Training (Los Angeles)	Health Care Challenges	Centinela Valley Secondary TA, Manhattan Beach Unified TA, Palos Verdes FA, Redondo Beach TA, and management.
Channel Islands SCC (Santa Barbara, San Luis Obispo, Ventura)	How to Run a School Board Campaign	Chapter members.
Associated Chino Teachers (San Bernardino)	Bullying 101	All members.
Santa Maria RRC (Santa Barbara)	Bargaining 101	Bargaining team for United Teaching Professionals Goleta.
Service Center One (Los Angeles, San Bernardino)	Thirty minute mini trainings by CTA staff included "RIF's in 2011", "How our Schools are Funded and Why We Need to Fund the Tax Extension", and "Teacher Evaluation, What's Going On". A keynote address titled, "California's	Thirty-seven presidents, several bargaining chairs, & 35 school superintendents.

TRAINING SPONSOR (County)	TRAINING TOPICS	PARTICIPATING GROUPS
	Public Schools have a Brighter Future if...What is it Going to Take?" was also presented.	
Southeastern SCC (Los Angeles)	Contract Analysis	Bargaining teams and presidents.
REGION 4		
Alvord EA (Riverside)	Planning Retreat	Executive board members.
Alvord EA (Riverside)	Bargaining Processes and Strategies	New bargaining team members.
Corona-Norco TA (Riverside)	Grievance Processing, Human Rights and Bullying, Contract Language	Site representatives.
Palm Desert RRC (Riverside)	Bargaining and the Governor's Budget	Local bargaining team representatives and leaders.
Palm Desert RRC (Riverside)	Retirement	Members.
San Diego RRC	Social Media for Organizing; special education issues.	All interested members.
Santa Ana EA (Orange)	Strengthening the Bond between General and Special Education	All members with a buy-back hour bonus.
Teachers United UniServ and NODD (Orange)	Basic Bargaining Training	Six chapter bargaining teams.

ORGANIZING & REPRESENTATION

Twenty-three chapters in **Region 1**, and one chapter from **Region 3** were represented at the first Basic Aid Coalition meeting. Information about Basic Aid districts was disseminated, and there was a lively discussion on topics such as reserves, negotiations and health benefits. The group will be meeting again, either in May or July (depending on what happens with the proposed tax extensions.) Increasing networking among the chapters and sharing bargaining information are two goals of the Coalition. Many of the chapters expressed interest in learning more about internal organizing too. As the chapters are spread throughout **Region 1**, a Ning website is being created to help foster communication and sharing of information. Represented chapters included **Assoc. of Carmel Teachers**,

Pacific Grove TA, San Luis Coastal TA (Monterey), **Brisbane Elem. TA, San Mateo UNSDTA, Sequoia TA** (San Mateo), **Campbell High School, Fremont EA, Los Altos TA, Los Gatos Classified, Los Gatos ETA, Mountain View EA, Palo Alto EA, Saratoga TA, Sunnyvale EA, and United Teachers of Santa Clara** (Santa Clara), **Dixie TA, Lagunitas TA, Las Lomas EA, Mill Valley TA** (Marin), **Healdsburg Area TA** (Sonoma), **Mendocino Unified TA, St. Helena TA** (Napa).

County Office of Education has chosen to move from interest based bargaining to traditional. **Contra Costa Co. Schools EA** bargaining team is in the process of planning and writing language and may also file an unfair labor practice for sudden change in ground rules by the COE. **CCCSEA** is starting to organize members against unnecessary cuts.

The four teachers from **Ft. Ross TA** (Sonoma) are seeking bargaining unit recognition as a CTA local chapter. Request has gone to PERB and PERB has contacted the district.

San Bruno EA (San Mateo) continues to explore the possibility of accreting preschool teachers into the bargaining unit. The membership is scheduled to vote on the question of whether or not to proceed. Also, in San Bruno, NODD and IPD staff are working with the local to provide support for a Program Improvement school that is set to go into PI 5 status next year. The district appears to be leaning toward a contract with Notre Dame de Namur University to provide clinical supervision of student teachers that would turn the school into the equivalent of a university laboratory school. This would be under the private-management option of school transformation.

The **United Educators of San Francisco** organizing project is proceeding on schedule. The local, working with assistance from CTA and AFT, has developed a set of strategic goals and tactical objectives for the next 12 to 18 months. In addition, a specific set of activities, complete with deadlines and assignments of responsibility, has been laid out for the next six months. Site representatives assembled in Rohnert Park for a day-and-a-half retreat for the purpose of shaping and becoming engaged in the implementation of the organizing plan. The work product from that retreat has been transcribed, forwarded to the participants, and the planning group is meeting to incorporate suggestions into the master plan.

Ukiah TA (Mendocino) has at least five grievances moving to arbitration with more in the pipeline.

Vallejo EA (Solano) leaders and staff have been involved with site visits celebrating schools with a positive culture and administrative support. Additionally, **Vallejo EA** is in full implementation of its Level III Grievance Panel to help settle grievances before moving to arbitration.

In **Region 2**, American Union School District and Washington Union School District will become Washington Unified School District effective July

1, 2011. In addition to the unification, West Fresno School District will be lapsed into the newly created Washington Unified School District. All three districts are currently represented by CTA and will continue to be so after unification. Representatives from all three schools are meeting to prepare for negotiating a new certificated contract.

Gustine-Romero TA (Merced) filed an Unfair Labor Practice against the Gustine-Romero Unified School District for failing to bargain over a mandatory subject.

Gustine-Romero TA (Merced) and **Merced COE** have grievances filed pending arbitration.

Sacramento City TA won two school-site grievances at Level 2. The first one involved the correct payment for volunteer pay for extra hours at Edward Kemble, a QEIA school. The teachers were awarded the difference between the lower amount that they had been paid and the correct contractual amount of \$34 per hour. The teachers had been under paid for up to 40 hours each for the 2009-10 school year.

A second **Sac City TA** grievance involved a claim that the district required four teachers at Success Academy School to exceed their contractual teaching day of 250 minutes a day and also denied the teachers a daily prep during the 2009-10 school year. The award granted the teachers a 9.2% salary increase for the time of the violation. The teachers were placed on the agreed upon extended day schedule retroactively. The district also agreed to return the teachers to the correct contractual teaching time schedule.

A third **SCTA** grievance at Level 2 received a positive advisory from the appointed mediator. The grievance alleged changes to the teaching day at Kit Carson Middle School and increased student loads for a special education teacher at the same school. The special education teacher was required to teach a regular education class in addition to her normal special day load. The **SCTA** and district have agreed in principle to reduce the teaching periods from six to five and

also agreed to award the special day teacher a financial make whole remedy.

Shasta Secondary EA/ESP (Shasta) went to arbitration over the issue of seniority in lay-off and reinstatement. Though the parties agreed in 1996 to move the hire date in a classification in which the employee received permanency, the district still claims that it can refuse bumping and rehire rights based on hours worked.

Redding RRC staff attended the Organizing for Power workshop with a team from the **Siskiyou Union High School District TA** (Siskiyou). **SUHSDTA** is energized and looking for very positive results to come out of their organizing/organizing plan over the next couple of years.

Stockton Unified School District sent a letter to all teachers regarding "Consent to Assignment in Alternative Programs" (Education Code Section 44865). **Stockton TA** advised members not to sign until clarification was provided by the district and sent a demand to bargain letter. After much deliberation, a joint letter from **STA** and SUSD clarifying this for potential RIF teachers was sent to all members.

In **Region 3, Buellton EA** (Santa Barbara) resolved a grievance and potential unfair labor practice charge regarding the district's unilateral change in some members' planning time. The settlement will result in members being paid for some lost planning time.

All **Associated Chino Teachers** (San Bernardino) work sites have been visited to discuss the state budget, its impact on the district budget, and the need to pass the state tax extension on the June ballot. The **ACT** Special Ed. Committee continues to meet with district representatives to resolve problems related to IEP meetings, SH classes, and the increasing load of paperwork.

Compton EA (Los Angeles) has been working with CTA, parents, and the district since December 7, 2010 when a privately funded Los Angeles organization, Parent Revolution, filed a petition under the so-called parent trigger law to convert McKinley Elementary School to a charter

school. **CEA** has opposed the petition for a "restart" because McKinley is already implementing a transformation school reform program under QEIA and has been making significant progress in the past two years. The union has also tried to ensure that student instruction remains a priority, correct legal process is followed for this new law, and teacher due process and workplace protections are enforced. Parent Revolution's stealth campaign included coercion tactics and a misrepresentation to parents, and took the district and the union by surprise. However, local LA media, namely *L.A. Weekly*, was invited to embed with PR to watch and make slanted reports on the organization's plot to take over McKinley Elementary. Power actors such as Antonio Villaraigosa, Gloria Romero, the CA State Board of Education, and Michelle Rhee have been involved. CTA and NEA board members have visited McKinley to hear concerns, answer questions, and offer support.

CEA has implemented an organizing plan. The organizing team has been assisted by a dozen CTA staff who, along with organizing team members and **CEA** elected leaders, are meeting with unit members at every work site. Discussions focus on CUSD's recent denial of the parent trigger petition and the threatened court action by Parent Revolution as well as other critical issues including school closures, layoffs, and fiscal stability. **CEA** knows the parent trigger issue is on a national stage and that the fight is bigger than that for McKinley School.

Eastside TA (Los Angeles) participated in the "Organizing For Power Training" and has held relational meetings.

PERB has officially recognized **Family Partnership Charter TA** (Santa Barbara) as the exclusive representative of the charter's part-time certificated employees (sixteen at the time of the filing and now more due to new programs at the charter.) The unit modification had been held in abeyance while the unit successfully defended against a decertification attempt.

In addition, **FPCTA** filed an unfair labor practice charge with PERB for the charter's unilateral step and column freeze.

Los Alamos EA (Santa Barbara) settled a grievance that had gone through mediation with an MOU that added 1.13% to the salary schedule for training day pay that the district had withheld since October 2010.

Moorpark EA and **Simi EA** (Ventura) developed a joint organizing plan to inform their communities about the dire consequences to their districts' budgets if the tax extensions are not passed. Their plan began with morning leafleting to parents as they dropped off their kids at each school site. The flyers list the names and contact information of their local legislators. Both districts joined forces with their associations and are participating in this event.

Oxnard EA (Ventura) had their organizing committee attend the **Region 3** Organizing Seminar in Manhattan Beach.

Oak Park TA (Ventura) attended the Organizing Seminar and they want to use relational meetings to build a sense of unionism. Their goal is to have members realize they are part of the union and it is not there just for a crisis.

One hundred twenty **Palos Verdes FA** (Los Angeles) members came out to deliver a strong message to the Palos Verdes Peninsula School Board to use the Ed Jobs dollars as they were intended. The board is sitting on the allocation, while falsely claiming they used it to bring back teachers.

San Luis County COE EA grievance moved to Level Three for the first time. Grievance concerns upholding contract language for extra pay assignments.

In **Region 4**, **Alvord EA** (Riverside) recently settled an Unfair Practice Charge against the district at a PERB informal hearing. The charge was bypass bargaining during the spring of 2010 when the district met directly with members to offer proposals that had not been presented at the bargaining table. With the help of a CTA staff attorney, a settlement was reached that

acknowledges the association as the exclusive representative of certificated employees. The settlement also requires the district to attend a joint training with the association on the EERA and guidelines for negotiations.

Imperial Valley College Part-Time Faculty has signed representation cards in support of becoming affiliated with **CCA/CTA/NEA**. The district is currently debating voluntary recognition versus forcing **CCA/CTA** to petition PERB. Local leadership hopes to convince the board of trustees to voluntarily recognize the group at their March meeting.

NODD

Bargaining Support During an Extraordinary State Budget Crisis

In **Region 1**, NODD staff assisted with a very interesting arbitration for **San Lorenzo EA** (Alameda) in which the local ended up arguing against the arbitrator's authority to hear the case. This was a deliberate move so that the issue could be brought to court (suing the district for breach of contract). This was executed because the current collective bargaining agreement limits an arbitrator's authority to make financial awards. The arbitrator ruled in the local's favor, concluding that he had no jurisdiction because of the extremely restrictive language in the CBA.

In **Region 3**, several NODD staff are working with chapters regarding restoration language and/or reopener language based on triggers linked to base revenue limit changes. Districts are loathe to restore or negotiate return of previously agreed to concessions.

Inglewood TA (Los Angeles) is working with the district and the **LACOE** fiscal advisor in an attempt to put IUSD's fiscal house in order. The district may face insolvency after many years of apparent mismanagement.

Compton EA (Los Angeles) is working with classified employee unions and NODD staff to determine what budget cuts are needed and how

to keep cuts away from the classroom. **CEA** is also developing a strategy for impact bargaining over the new "parent trigger" law.

Bargaining Assistance

In **Region 1**, NODD staff has served as an expert witness in the **Livermore TA** (Alameda) arbitration concerning the reduction of salary due to the unilateral elimination of staff buy back days.

NODD staff also assisted **San Benito Joint Union High School TA** settle an impasse in bargaining for the 2010-11 school year. The parties were able to reach a satisfactory agreement without the use of a state mediator.

NODD staff worked with the **Association of Carmel Teachers** (Monterey) to analyze data on comparable districts in an Interest Based Bargaining setting with their district and School Services of California. Comparable data is important at this table because much of the settlement is keyed to being competitive with the chosen comps.

Work continues in assisting the **Hayward EA** (Alameda) with an ongoing impasse over salary and the protection of unit member preparation time. The district faces financial difficulties largely brought on by years of mismanagement.

NODD staff presented state budget information to the **Santa Clara County SCC** to help locals grapple with the implications for bargaining.

In **Region 3**, **Associated Pomona Teachers** (Los Angeles) is bargaining teacher evaluation in order to comply with SIG. They are using the points in the NODD bargaining advisory with great success.

NODD is working with **Los Alamos EA** and **Orcutt EA** (Santa Barbara) in seeking a waiver from the State Board of Education regarding the requirements of a district absorbing a very low enrollment district through the 'lapsation' provisions of the Education Code.

In **Region 4**, NODD continues to bargain the initial contract for the newly recognized **Arts Academy Association** (Orange) Chapter,

provide support to **Centralia EA** (Orange) in establishing restoration language, to **Garden Grove EA** (Orange) in creating a retirement incentive, and to **Santa Ana EA** (Orange) in improving health and welfare benefits language.

Orange County staff also met to debrief the **La Habra EA** (Orange) strike and discussed lessons learned from the experience.

NODD provided assistance to San Diego NODD and RUS throughout the National City bargaining crisis.

Coordinated Bargaining Councils

In **Region 3**, NODD staff worked with the **Southeastern SCC** Bargaining Summit which held a contract analysis workshop focused on language issues: safety, hours, transfer/reassignment and professional development/shared decision making.

In **Region 4**, over 80 local bargaining team members attended the Orange County CBC meeting and were presented with an overview of the Governor's proposed budget, tax extensions, and overall funding of education in California. Strategies for framing messages, education of members, and building local coalitions were discussed in length.

Prior to the CBC meeting, Orange County staff met to discuss how to include bargain/budget education around Multi Year Fiscal Projections into the CBC. CBC participants discussed strategies on how to "debunk" the districts MYFPs, either at or away from the bargaining table.

State Budget and Finance

In **Region 3**, NODD staff is working with **Santa Maria JUHSD FA** (Santa Barbara) and RUS to secure the revenue and expenditure pages for ARRA special education funding. The district may not be properly using the funding.

NODD Staff is working with **United Teachers of Pasadena** (Los Angeles) to acquire financial documents from the district. The CBO remains

recalcitrant and refuses to provide the requested information.

In **Region 4**, NODD staff provided a state budget overview of the Governor's proposed budget at the Orange County Presidents' Summit. A presentation and discussion was facilitated around internal organizing and the need to extend the temporary taxes. Working with the local RUS, local budget analysis support was provided to **Centralia EA, Garden Grove EA, and Tustin EA** (Orange).

NODD was part of the **Orange SCC's** "Budget Crisis" forum for local presidents and PAC chairs.