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# Contact

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## Bargaining Update

### Bargaining Reopeners Begin September 5

The Board and the Association will begin bargaining reopeners Friday, September 5. The team will complete wages and hours and assignments based on the memorandums of understandings signed in June. The team includes Chairperson Dianne Garcia Stevens (LMI), Irv Bartikofsky (LMI), Gloria Garza (WIE), Elizabeth Gasca (RPE), and Kenny Seto (SHS). Executive Director Kathy Kohn advises the team.

### Is This Your Stull Year? What Is PAR?

The Peer Assistance and Review (PAR) law applies *only to permanent classroom teachers*. Therefore, the temporary contract teachers, probationary teachers, and all support personnel in our bargaining unit receive specific Stull sheets. And, permanent classroom teachers who are being evaluated this year receive forms which reference PAR. The forms include four categories which may be marked by the administrator as *unsatisfactory* at the end of the year and send the teacher to the PAR program. The *PAR Rules and Procedures* will be distributed soon by the Joint Panel.

Here are a few tips for all those being evaluated this year.

- Building Reps are happy and eager to help members complete the forms.
- Any modification in timeline (if the administrator is late giving you the forms) must be mutually agreed upon by the administrator and you.
- The administrator may offer three broad goals. You must use two of the three to develop your objectives. A broad goal is one that is not measurable and is applicable to everyone at the site.
- Those being evaluated must select a minimum of two adjunct duties from a list provided by the immediate administrator. Adjunct duties are non-instructional duties normally performed before or after the Board day.

### Are You a Member of The CLB?

The Catastrophic Leave Bank (CLB) was negotiated in order to donate sick days to colleagues with catastrophic illnesses.

- You may donate a maximum of 3 days per year providing the donors own sick days do not fall below 10 days at the time of the donation.
- You may now automatically donate 1 day per year by checking the appropriate box on the form. You are eligible to participate in the CLB during any year in which you donated at least 1 day.
- All decisions regarding the authorization of CLB days to a catastrophically ill member are made by the Catastrophic Leave Bank Committee.
- The deadline to donate days is **November 15**.

### Committees Required By Contract

#### Staff Inservice Committee

Each site must have a staff elected Inservice Committee. Staff Inservice Committee shall advise and be consulted prior to all site inservice/staff development activities and the selection of all staff development days which are not specified in the Contract.

#### Class Size Reduction and Facilities Planning Committee

The principal at each participating site will create a CSR Committee by the 20th working day of the school year. The committee will meet at least 4 times each year. Each committee will include, but not be limited to, the principal, a teacher from each grade level elected by Bargaining Unit members at that site, classified personnel, parents, and support staff.

#### Site Safety Committee

Each Site Safety Committee shall consist of 7 members: faculty club chairperson or designee, site administrator or designee, site nurse or other certificated support person, cafeteria manager, site custodian, a representative from the certificated staff, and a representative from the classified staff. Each Site Safety Committee shall submit its report annually to the Risk Manager **by November 1** who will respond by February 15. Inspections: odd years: preschool & elementary and even years: Intermediate, High School & Adult Education.

#### Are You Interested In Out-Of-Classroom Positions?

Sometimes out-of classroom positions arise during the school year. The following information is helpful for those considering such positions. (Contract pp. 33-34)

- Within the first month of the school year, principals shall request names of Bargaining Unit members interested in any out-of-classroom positions. Those Bargaining Unit members indicating an interest shall be notified if such a vacancy occurs during the school year.
- Support Personnel and other out-of-classroom Bargaining Unit vacancies will be open to all Bargaining Unit members and will be posted at each school site for at least six (6) working days. Bargaining Unit members may request an interview through the Human Resources Office. The appropriate administrator shall make the selection recommendation to the Human Resources Office.

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## **CTA Opposes Proposition 53**

Proposition 53 is a constitutional amendment that requires specified percentages of general fund revenues to be set aside for acquisition, construction, rehabilitation and modernization of infrastructure. The initiative contains no accountability measures, so taxpayers won't know how the money is being spent. It specifically prohibits using any of this money to build public schools or community colleges, and it takes money out of the General Fund that would otherwise be available for funding children's programs, health care, schools and state colleges and universities. The Legislative Analyst estimates revenue transfers at \$850 million in 2006 and growing to several billion dollars in future years.

- Proposition 53 takes billions of dollars out of the state general fund at a time when California is cutting funds for our schools, raising college tuition fees and cutting health care programs.
- Proposition 53 specifically prohibits that any of this money be used to build or renovate schools or community colleges.
- Proposition 53 gives politicians a "blank check" to spend money on pet, pork projects with no accountability to taxpayers. The Legislature has complete control over how the money will be spent with no oversight, no annual audits and no guarantees that our tax dollars are not wasted.
- Proposition 53 creates a new multi-billion dollar spending program in spite of our current budget deficit and locks those spending increases into our state Constitution. Billions of dollars will be taken from existing revenues each year – regardless of the state's future needs.

## **CTA Opposes Proposition 54**

Proposition 54, the Classification by Race, Ethnicity, Color or National Origin Initiative, also known as the Ward Connerly Initiative, amends the state constitution to prohibit the state and local governments from gathering and classifying information on individuals by race, ethnicity, color or national origin in the operation of public education, public contracting, and public employment. Connerly is the same person who brought us the anti-affirmative action initiative, Proposition 209, which was passed in 1996.

- Proposition 54 hinders the state's efforts to make sure all California students and schools get the resources they deserve to succeed. By making it more difficult to compare student performance across different racial and ethnic groups, Proposition 54 forces schools to adopt a one-size-fits-all approach to education and assumes that all kids are getting equal help and resources.
- Proposition 54 makes it impossible to collect health data that saves lives. It would make it more difficult to track cancer rates by community and location in order to pinpoint cancer-causing agents, inform women who are at higher risk for breast cancer and control the spread of diseases.
- Proposition 54 would reduce accountability in our schools by preventing schools, districts and the state from collecting the information they need to help close the achievement gap. Without this data there is no way to know if African American and Latino students are doing better or if they are falling further behind.
- Proposition 54 will make it impossible to protect all Californians against discrimination. Racial quotas and preferences are already illegal in California, but discrimination still exists. We need to monitor and track information that helps identify discrimination and protects people from it.

In addition to CTA, Proposition 54 is opposed by more than 40 health care organizations, civil rights leaders and law enforcement groups.