



GTA Advocate



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Glendale Teachers Association

March 2010

President's Message Someone Else's Child

By Tami Carlson

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I was on my way to my classroom after having made copies for the day's lesson, when I saw one of our newer teachers, out on the porch with a student. He was waving his hands slightly, and moving his feet. The student said, "That's gang hand signs," and the teacher said, "No, not signs, slight movements." I am not really certain, but it looked to me like this teacher was advising a student who had trouble sitting still how to deal with his need to move without distracting the rest of the class.

I had to smile. I thought, that is why I do what I do for GTA; for my colleagues who take the extra

time and patience to work with other people's children everyday and help them be successful.

It reminded me of my days of being a mentor teacher and a master teacher to credential candidates. These new teachers always reminded me of my early enthusiasm for the profession and infused me with theirs. They always inspired me to grow as a teacher.

Now, as your association president, I am devastated by the district's reaction to the state budget cuts. Three million was spent to purchase property next to the district offices where they are abuzz with excitement over a new park-

ing lot. They pat themselves on the back for the new buildings being constructed at various school sites, give senior administrators outrageous raises, and pay consultants hefty fees for the work those very administrators should be performing. To be fair, they are saying that some of this money spent could not go into the general fund. I honestly do not know if that is true or not. I do know that I sit in the audience at GUSD board meetings and hear inaccurate information about negotiations, and comparisons between apples and oranges, week in and week out.

"As the district continues to use this economic crisis to cap the benefits of Glendale's teachers who are below the median and at the bottom of the L.A. County salary comparisons, the association still struggles with the same old battles of respect for our profession."

Meanwhile, our new, inspired, inspiring teachers are being told to expect a pink slip. Our elementary students are going to be packed like sardines in too small classrooms with too many peers to make movement, let alone learning, possible. Our veteran teachers upon whom our new teachers depend for advice and guidance are being pushed by their principals to retire early and held up as the enemy to those very young teachers they have mentored.

As the district continues to use this economic crisis to cap the benefits of Glendale's teachers who are below the median and at the bottom of the L.A. County salary comparisons, the association still struggles with the same

old battles of respect for our profession. RIF surveys are sent out without our knowledge, the policy for maternity leave changes overnight and lawyers have to be hired and paid for the law to be followed, teachers are given less than a weeks notice about CLAD classes, and the district endeavors to pit colleague against colleague.

It is frustrating and exhausting for your leadership but seeing that new teacher that day, was like being a mentor or master teacher again. I thought, okay, this is why I devote so many hours to our association. For him. For all of our membership who, like him, take time, time and again, and go beyond the job description, for someone else's child.

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Reductions in Force

By Michael Romo, GTA Executive Director

As we all are aware the economic situation of the State of California and indeed that of our Nation is abysmal. This has resulted in over 16,000 teacher jobs lost in California last year. As a result of this GTA has been notified by the District, during negotiations, of upcoming Reductions In Force (RIF's), also known as layoffs.

This is a sad state of affairs for all of us and it is my duty to our members to inform you of this fact and also to inform you of your rights with regard to the process that will be taking place

Before I begin let me say that it is essential that all of our members support each other during this very difficult time. The Association will not allow our colleagues to go through this process alone and we will do everything in our power to support and guide our members who will be impacted. To that end we will be sending out information, hosting meetings about the RIF process and also representing our members in the subsequent RIF hearings.

The RIF process is essentially seniority based. No permanent employee may be terminated while any probationary employee, or any other employee with less seniority, is retained to render a service which the permanent employee is certificated and competent to render.

Sometime before March 15th the

District will be sending out RIF notices to a limited number of employees that they intend to layoff. We do not know the exact number of notices that will be issued. The Association is requesting that any member who receives a lay-off notice by the district **immediately** contact the Association.

In addition, we ask all members who receive such notices to attend a meeting to talk about the RIF (Reduction In Force) process and to receive assistance completing the necessary paperwork for legal assistance. I, in my role as your Executive Director, partnered with an experienced CTA attorney, will be there to assist Association members. We will be informing you of the location and time of this meeting in the near future.

After the notices are sent a trial type hearing is held before an administrative law judge (ALJ) from the Office of Administrative Hearings (OAH). The ALJ prepares a proposed decision (a recommendation to the governing board), containing findings of fact and a determination whether the district has proven the grounds for the RIF and which employees will be terminated at the end of the school year. All members who have received an RIF notice will attend this meeting and will be represented by a CTA appointed attorney.

The ALJ's proposed decision must be submitted to the district governing board (Board of Education) and to the employee on or before May 7.

The GUSD Board of Education makes the final determination to adopt, modify, or reject the ALJ's decision. It must send out a final RIF notice by May 15.

The governing board's decision is subject to judicial review by way of a Petition for Writ of Administrative Mandate.

Please know that the Association is deeply dismayed by the district's action. Throughout this difficult time, your Association will be available to support you, represent you, and guarantee that your due process rights are upheld.



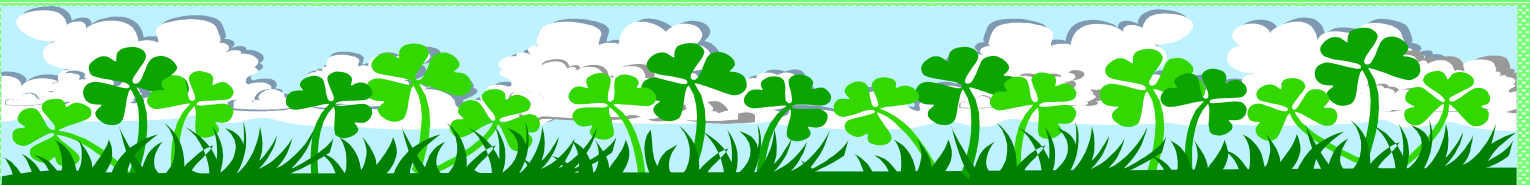
It is Time to Speak Out

By Alicia Harris, GTA Vice President



Hello GTA members-

The time has come for us mobilize and speak out collectively. During site visits, Representative Council meetings, the General membership meetings, via survey and dozens and dozens of individual calls and emails, you have told the GTA leadership loud and clear what you will and will not accept during these negotiations. With your instructions, the GTA bargaining team entered negotiations in good faith. Not once, but twice, your leadership met the district demands only for the offers to be rejected and greater concessions asked for. Ultimately, despite meeting the district financial needs, the district declared impasse. As a membership, you must now speak out together. Please stay abreast on emails and flyers that are coming your way discussing a variety of collective organizing efforts that we must partake in. It is our goal to return to the negotiations table. Together we need to encourage the GUSD Board to send their team back to the table to negotiate in good faith with our association.



Save the Date

March 18

@ 4:00 pm



Sparr Heights Community Center
1613 Glencoe Way
Glendale, CA 91208
(818) 548-2187

For all teachers who have received an RIF notice (pink slip)
on March 15 and site representatives

RIF'd noticed teachers will be apprised of the process, and their rights. Our attorney and CTA Executive Director, Michael Romo, will be in attendance to advise you and answer your questions.

GTA Needs your Support By Bud Yoho, Community Outreach Chair



If you are about to scream with anger at all that is happening and might happen to education, don't immediately respond, take time to re-frame and then respond.

- Address the issues, not personalities.
- Focus on the main points. Have proof points and practice before you respond.
- Proof points give credibility to the message and help clarify your position on key issues.
- Some current proof points: Health care benefits cap, class size reduction, teacher lay offs.

Check with a friend or a GTA Rep to make sure you are on target.

These are crisis times so we need to get out there and make our voices heard. If we can get the support of organizations and our community leaders to study and survey the attacks inflicting education, just maybe we will survive the criticisms and rhetoric from our opponents of public education. To do this we need to focus on key target audiences. Making big noise is no longer effective in today's troubled depression times. It's only throwing the gauntlet down first. It's hard for the targets that we would like to influence to even remember who we are and what was it we said or our message. Remember your name is very important. One on one personal contact proves most valuable.

This is what I learned from going to CTA Summer Institute at UCLA Community Outreach Strains:

- Proof Points: List the best, hard-hitting facts, figures, stats, results, or any other proof points that will support and have impact on your message. Will your message get the attention of your audience?
- Do what President Obama does: Select and focus on the target audiences that are most important to our organization. This method will increase the likelihood that our message will be heard and remembered.
- Know your audience. What do you know about your audiences? Is there anything unique about them? Make a connection.

We need to support team GTA. We need to help our bargaining team when they go to the tables. The results might surprise you. We have much to lose and we need to move forward not backward. Is the jar half empty or half full? If we don't unite together, it's going to be empty. Get the message out.

Remember this: FORM

F = Family—Your family ties are a resource

O = Organizations—Organizations you belong to are a resource

R = Recreations—When you are at your children's games, or on the golf course, you have a resource

M = Message—Get the message to your audience—you can make a difference!

Chamber of Commerce mixer at Dream Dinners, February 10, 2010



Jana Wells and Patty Vakian-Yoho



Rose Newman and Phyllis Miller



Bud Yoho and Mike Perry



(At Right:) Crescenta Valley High School teacher Brian Landisi receives the Educator of the Year award from the Montrose Verdugo Chamber of Commerce



President's Notes and Musings on GUSD Cabinet and Board Meetings

By Tami Carlson

CLAD -

36 teachers have taken the test. Of those, 26 have passed all 3 sections
The district will be offering classes again this spring. Contact Ms. Junge for dates. Next test = June

RIF's -

Twice as many pink slips will be sent out as are needed to be RIF'd. Has to be done this way. Somewhere between 40 - 80 RIF's are expected. Hope to move elementary to secondary positions and / or into district positions to lower number of actual lay offs. If teachers would take a 2 - 3 % salary reduction could save up to 80 teacher positions (teachers did offer a 2.69% salary reduction with 5 furlough days).

Furlough Days -

Eva Lueck says it is a problem that they go away after 2012. (Well, our contract reopens then. If we are still in a crisis, they would be extended.) Mary Boger is concerned about furlough days being on instructional days. (We offered that some of them be on non instructional days and we made it clear that it was our hope that the number of assemblies and the like would be reduced so no instructional minutes would actually be lost.)

Surveys -

John Garcia's office has been working on the surveys for months. (Funny, he never told the association he was working on them so we could alert our membership about them. He forced us to play catch up by keeping them a secret.)

Property Purchased -

Money could not be used for salary or benefits. Now need to do some landscaping around the building. Income from rent goes into district general fund. When parking lot is built (I wonder how much that is costing us), district will save a couple hundred dollars a month in the money they are spending to "rent" parking somewhere up the street (really, a couple hundred a month? How long until we see the cost savings of that?) (If we now sold that property, wouldn't it be revenue that could go into the general fund?)

Health Benefits -

Greg Krikorian is willing to pay for part of his benefits to save jobs (so were teachers. We offered paycheck deductions. And Mr. Krikorian's wife is a teacher in Burbank so I suppose he can afford it as he has two plans, his wife's in Burbank and ours in Glendale). Family PPO plan (22% of GUSD employees have this), is \$19,000 annually with dental, vision etc. Krikorian says the city pays on average about \$9,100 annually without a cap and average for the state is about 10%. (Guess what, that is what our **average** is too! They are comparing our top to averages. Our average is the same as everyone else's)
Krikorian quotes that Blue Shield is talking about raising health care costs by 39%. (That is for **individual plans**. Eva Lueck already said our broker says we are looking at around 15%. That is the same amount we were expecting last year at this time. We ended up at 12%.)

Maternity Leave -

There has been a change to district policy (not said what it was but must be they are now following the law as learned from the association attorney).

Bond Refinance -

The Board members are very proud that they have saved the city homeowners approximately \$7.00 per \$100,000.00 of property assessment. (I live in the Glendale annexed portion of La Crescenta. They could have saved their time. I don't even notice the money).

New Appointments -

Dr. Sheehan is our Superintendent elect (they are negotiating his contract). Dr. Jennifer Earl is the principal elect for Hoover High School. (She is presently Associate Principal at Hoover.)



Off-Campus Masters Programs

In Your Area • One Night Per Week • Discounted Tuition

Glendale Area Programs

Information Meetings

South Pasadena District Office
1020 El Centro St., South Pasadena
Wednesday, March 10th
3:30 or 4:30 p.m. (Board Room)

OR

Zion Lutheran School
301 N. Isabel St., Glendale
Thursday, March 11th
3:30 or 4:30 p.m.

Important Notice

These programs fill quickly. University policy limits the number of students that participate in each off campus program to 27 and accepts reservations on a first come, first served basis.

To RSVP or for information, please call (800) 718-4235

Estimated payment of
\$130 per month

if using Financial Aid.

May defer payments until graduation.

The loan calculator used in this example is available at www.finaid.org
Please read the disclaimer below.

PROGRAMS OFFERED

Masters in Ed. Administration (w/Tier 1)

(Become a school administrator)

Class Begins: Tuesday, August 24th
Class Meets: Every Tuesday from 4:30 - 8:30 p.m.
18 month program completion

Masters in Curriculum & Instruction

(Become a better classroom teacher)

Class Begins: Thursday, August 26th
Class Meets: Every Thursday from 4:30 - 8:30 p.m.
24 month program completion

Online Masters in Curriculum & Instruction

Finish 1 course every 7 weeks; 10 courses to complete
Online tuition rate is same as on-campus rate**
Login from any computer
24 month program completion

Accreditation & Quality

- Accredited by Western Association of Schools and Colleges
(WASC 43517 Ridge Park Dr., Suite 100, Temecula, CA 92590-3615)

PROGRAM HIGHLIGHTS

Convenient

- Entire program conducted in or near your school
- One night a week, same night entire program (Admin program includes 3 Saturdays in 18 months)
- Student-centered service & streamlined registration process
- Generous summer, Christmas & holiday breaks
- Finish one course every eight weeks
- One course at a time provides manageable workload
- Course make-up options available if scheduling conflicts occur
- Convenient, accessible parking
- No GRE required
- Transfer units considered
- Class times are 4:30-8:30 p.m.

Affordable

- 24% Tuition Discount
- Tuition is guaranteed throughout the entire program*
- Financial aid, Stafford Loans and payment plans available
- Student Loan repayments may be deferred until program completion
- You may be eligible for up to \$5,000 in loan forgiveness if your school receives Title One funding***



CONCORDIA
UNIVERSITY

This is a paid advertisement and not endorsed by Glendale Teachers Association.

The repayment example set forth above is for illustrative purposes only and was calculated based on a standard amortization assuming a loan amount of \$11,250, a payment term of 10 years, and a fixed interest rate equal to 6.8%. The loan calculator used in this example is available at www.finaid.org. It is your responsibility to verify your eligibility by completing the Free Application for Federal Student Aid at www.finaid.org. All loans are subject to federal student aid guidelines. The actual interest rate may change periodically based on federal regulations.

* Students who maintain continuous enrollment (spring, summer, and fall) will be guaranteed the tuition rate throughout the program. ** Tuition guarantee does not apply to this program. *** Title One Teacher Loan Forgiveness Program is a Government Program. You are responsible to verify your own eligibility.

Please Contact: Donna Bateman (800) 718-4235
DBateman@graduateprogram.org

On March 4, 2010,
**Start the Day
For Students**

**SAVE
THE DATE**

An Urgent Statewide Day of Action for Students and California's Future

**In the last two years, \$17 billion was cut from schools and colleges.
Entire art, music and PE programs were eliminated.
More than 16,000 educators were laid off.
And large California corporations enjoyed tax breaks.**

**This year, in the wake of all these cuts, our students and schools
are being threatened again. *We can't let that happen.***

We need your help in this urgent effort to speak out about the painful effects cuts are having on our students, schools and communities., On March 4, 2010, "Start the Day for Students" and be a part of the campaign to fight for the resources our students deserve. We must reform the state's tax structure and repeal the tax breaks handed out to large corporations. It's time everyone paid their fair share.

We all know that education is essential to building a better California. Working together, we can make sure our students get the resources they need to succeed.

**Join this urgent action for our students and our future.
Start today by making plans for March 4th and joining the
conversation at www.standupforschools.org**



www.cta.org

STAND UP FOR SCHOOLS





"Modern cynics and skeptics...see no harm in paying those to whom they entrust the minds of their children a smaller wage than is paid to those to whom they entrust the care of their plumbing."

John F. Kennedy



Daylight Saving Time begins March 14th
Move clocks ahead one hour

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