

# CaliforniaTeacher

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CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



## Building a movement to end high-stakes testing

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## Up Front Joshua Pechthalt, CFT President



### Working with community allies is key to recapturing the vision for public education

"We want to work with more community organizations, parents, students and others to construct a vision of public education that challenges the one-size-fits-all, top-down, market-based approach to education."

The time has come to reclaim the narrative around public education. The ugly specter of market-driven reforms, focusing on competition above all else, has put educators and education unions on the defensive across the nation while falsely branding us as defenders of a failing, racist status quo.

Our corporate and ideological enemies, such as Mayor Bloomberg, Eli Broad, Rupert Murdoch, the Walton family and Michelle Rhee, gather like wolves, drooling at the prospect of privatizing the nation's schools so they can sink their fangs into hundreds of billions of public dollars.

At the same time, U.S. Secretary of Education Duncan is making an end run around California's elected Superintendent of Public Instruction, Tom Torlakson, by going directly to a coalition of school districts. These districts would adopt the value-added metrics, without union support, for teacher evaluations sought by the U.S. Department of Education in order to get federal Race to the Top grants.

In higher education, politicians and corporate leaders are bent on turning California's public colleges and

universities into quasi-private schools for an ever more elite student population, a retreat from the ideal of inclusive, low-cost campuses envisioned in the California Master Plan.

The CFT is developing a campaign to reframe the debate around public education, while opposition is growing to the market-driven "reforms" promoted by President Obama and before him President Bush.

As we learned from our revenue campaign last year, we will need community allies to be successful. We will be working with the Alliance of Californians for Community Empowerment, ACCE, to build bottom-up, grassroots support for a progressive alternative to corporate education reform.

And we will work with more community organizations, parents, students and others to construct a vision of public education that challenges the one-size-fits-all, top-down, market-based approach to education.

In Chicago, the teachers' union spent two years building member activism and organizing community support, culminating in a powerful strike against Mayor Emanuel's threat

to close schools and unilaterally implement a corporate agenda.

The theme of last month's CFT Convention, "Building Education that Works," drew on the experiences and inspiration of our sisters and brothers in Chicago and St. Paul, Minnesota, in building alliances. With our experience of last year's successful effort to pass Prop. 30, the CFT is poised to deepen and broaden relationships with community partners as we take on this new challenge.

Most importantly, this work will require the active involvement of our entire organization. Over the coming weeks and months we will be working with those locals ready to lead the way. Eventually all of our locals must be engaged in this effort if we are to wage a successful statewide campaign.

While such a campaign might be daunting for many unions, over the last few years the CFT has stepped forward to provide leadership in this state. With your involvement, I am confident we can once again make California public schools the model for the rest of the nation.

*Josh Pechthalt*



SHARON BEALS

#### ON THE COVER

Stephanie Bernstein, who teaches at M. Pauline Brown School in Daly City, has 20 English language learners in a class of 23. Her students have a hard time sitting still, yet, each year, Bernstein's students and second graders throughout California are required to sit for an hour to take the high-stakes STAR test.

PHOTO BY MINDY PINES



The California Federation of Teachers is an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California's students.

PRESIDENT Joshua Pechthalt

SECRETARY TREASURER Jeff Freitas

SENIOR VICE-PRESIDENT L. Lacy Barnes

EXECUTIVE COUNCIL Velma Butler, Cathy Campbell, Robert Chacanaca, Kimberly Claytor, Melinda Dart, Warren Fletcher, Betty Forrester, Carl Friedlander, Ray Gaer, Miki Goral, Carolyn Ishida, Kathy Jasper, Dennis Kelly, Jim Mahler, Elaine Merriweather, Alisa Messer, David Mielke, Dean Murakami, Gary Ravani, Francisco Rodriguez, Bob Samuels, Linda Sneed, Joanne Waddell, Carl Williams, Kent Wong, David Yancey

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Paula Phillips was elected president of the Council of Classified Employees.



Jim Mahler was elected president of the Community College Council.



# All-Union News

## CFT Convention delegates elect leadership slate Speakers laud union's accomplishments and inspire future campaigns

**MIDWAY THROUGH** this year's state convention, CFT President Josh Pechthalt and Secretary Treasurer Jeff Freitas ran unopposed as part of a slate called QES-Quality Education Slate and the entire slate was elected by acclamation.

The slate for the 24 vice presidents was incumbents except for the addi-

the statewide Council of Classified Employees, unseating Velma Butler from the AFT Staff Guild in Los Angeles.

Speakers at the 71st annual CFT Convention, held in Sacramento March 15-17, praised delegates for their victories in passing Prop. 30, the progressive tax increase, and defeat-

and you won. If you're a union guy or gal and you challenge the status quo, you're a troublemaker and if you're a banker you're an innovator. We love you troublemakers."

Jesse Sharkey, vice president of the Chicago Teachers Union a guest speaker who stirred passions, said that the California union had always

The problem, he said, is the growing income gap.

Berliner, co-author of the book *The Manufactured Crisis*, is writing a new book detailing 50 myths used to attack public schools, although he is already up to 54.

Finally, AFT president Randi Weingarten reeled off data linking the

### The CFT leadership team



The Quality Education Slate, left to right, Vice Presidents Cathy Campbell, Betty Forrester, Kathy Jasper, Alisa Messer, Elaine Merriweather, Velma J. Butler, Dennis Kelly, Kimberly Claytor, Kent Wong, Miki Goral, Secretary Treasurer Jeff Freitas, President Josh Pechthalt, Vice President Melinda Dart, Senior Vice President Lacy Barnes, Vice Presidents Ray Gaer, Joanne Waddell, Carl Williams, David Mielke, Carolyn Ishida, David Yancey and Jim Mahler. Not shown: Vice Presidents Robert Chacanaca, Warren Fletcher, Dean Murakami, Francisco Rodriguez and Linda Sneed.

tion of Kathy Jasper, an adult educator from San Jose and leader of the San Jose Federation of Teachers.

There will be new leaders in two of CFT's division councils. Jim Mahler

**"You wanted to change the direction of the nation and you won. If you're a union guy or gal and you challenge the status quo, you're a troublemaker and if you're a banker you're an innovator. We love you troublemakers."**

—Bill Camp, Sacramento Central Labor Council

from the AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges, was elected president of the Community College Council, succeeding Carl Friedlander from Los Angeles College Faculty Guild, who retired. And Paula Phillips from the Berkeley Council of Classified Employees was elected president of

ing Prop. 32, a well-funded anti-union ballot measure.

Changing gears, they outlined what members needed to do next to save the state's schools and colleges and

rescue America's shrinking middle class. The message was clear and repeated — the union is powerful, there's much more work to do and we need community support.

In welcoming the delegates, Bill Camp from the Sacramento Central Labor Council said, "You wanted to change the direction of the nation

been his model. His local's successful strike last fall replicated CFT's broad mobilization of parent and community allies.

Guest speaker David Berliner, an education professor emeritus from Arizona State, impressed. Berliner is a data specialist; he steamed through graphs that showed American schools outperformed the developed world averages, where no more than half the kids fell below the poverty line.

### Recapping a significant year



**TO READ** about the CFT's extraordinary year in its State of the Union report, go to [cft.org](http://cft.org)

growth of corporate profits with the decline of union membership. She saluted CFT's victories on Propositions 30 and 32 and asked, "How many times do we have to prove that California had the best educational system in the country before Prop. 13?"

Award presentations studded the program, including the Legislator of the Year award to Berkeley Assemblymember Nancy Skinner; CFT's highest honor, the Ben Rust Award, to Linda Tubach from Los Angeles; and the EC/K-12 Council's Raoul Teillet Award to Linda Plack from San Francisco. Locals were recognized for membership growth, political success and outstanding communications.

— By Malcolm Terence, CFT Reporter

>>Look for in-depth coverage of Convention 2013 in the next edition of *California Teacher*.



## CFT sponsors bills, resolutions in new session

**MEMBERS COMMUNICATE** *their ideas for union-sponsored legislation from a number of sources including governance meetings and resolutions at Convention. When the CFT adopts a sponsored bill program, lobbyists work to secure legislators to author the bills, and shepherd the bills through the legislative process to the governor's desk. Following is the list of CFT-sponsored bills introduced in February and March for the coming legislative year.*

### ALL-UNION

#### Lowers requirement to pass parcel taxes

SCA 3 (Leno, D-San Francisco)  
Lowers the constitutional vote requirement to a 55 percent majority to approve a K-12 or community college district parcel tax.

#### Requires installation of classroom security locks

SB 316 (Block, D-San Diego)  
Promotes school safety with the installation of classroom security function locks.

#### Opposes excessive district reserves

Legislative resolution discourages excessive district reserves that come at the expense of educational standards, student success and employee retention.

### EC/K-12 EDUCATION

#### Increases options for special education authorization

SB 368 (Pavley, D-Agoura Hills)  
Provides additional path to added authorizations for special education credentials.

#### Improves teacher evaluation

SB 657 (Block, D-San Diego)  
When fully developed, improves the state's teacher evaluation system consistent with the recommendations in the Task Force on Educator Excellence report.

### CLASSIFIED

#### Increases survivor death benefit

AB 507 (Garcia, D-Bell Gardens)  
Provides a graduated death benefit increase for beneficiaries of retired classified employees.

#### Improves access to unemployment benefits

Legislative resolution calls for strengthened access to unemployment benefits for temporary classified employees consistent with the Cervisi decision.

### COMMUNITY COLLEGES

#### Limits full-time faculty overload

AB 950 (Chau, D-Alhambra)  
Limits the amount of excess work a full-time faculty member can be assigned to 50 percent, with exceptions as specified.

#### Provides district funding stability

AB 1199 (Fong, D-Cupertino)  
Provides financial stability for a community college district that faces loss of funding associated with enrollment targets.

#### Creates incentives to hire more full-time faculty

SB 813 (Galgiani, D-Stockton)  
When fully developed, creates financial incentives for community college districts to reach the 75:25 ratio of full-time to part-time FTEF (Full-Time Equivalent Faculty).

### PRIVATE SECTOR

#### Protects federal Job Corps program

AJR 13 (Hueso, D-San Diego)  
Assembly resolution urges Congressional action to maintain the full range of educational and employment services provided by Job Corps.

## Budget proposals free of cuts to education, but not controversy

**FOR THE FIRST TIME** in years, the January budget proposal does not threaten cuts to education, even though Gov. Brown's proposals are not without controversy.

Thanks to new funding from Prop. 30, Brown maintains his commitment to reduce the state's "wall of debt" and dedicates about half of the new

funding (\$1.9 billion) to this purpose. Paying down deferrals to schools and community colleges minimizes district cash flow issues but does not allow for program restoration.

In one controversial proposal, the governor would cap the number of state-supported units for college students, calling it an incentive to



### THE STATE BUDGET

shorten their time to earn a degree.

Cuts to **preschool** are not restored and there is no cost-of-living increase, but the governor calls for a stakeholder group to discuss streamlining the current childcare structure.

The governor proposes moving **K-12 adult education** programs to the community colleges, generating renewed attention about how best to meet the diverse needs of adult learners. He would leave current funding with the K-12 districts and authorize \$300 million to cover new costs at the colleges.

In the **community colleges**, the governor proposes a funding increase but gives authority to the Chancel-

lor's Office to specify use of the \$200 million. Gov. Brown would also allocate \$17 million for a "virtual campus" to increase access to 250 new courses.

The **University of California** would see an ongoing increase of \$125 million with the admonishment that it should "obviate the need for UC to increase student tuition and fees." In a significant change, capital improvement debt service costs would be factored into the overall UC budget.

— By Patty Cox, Research Specialist

**THE GOVERNOR** can revise his January proposals in the May Revision. The Legislature is required to send him a budget by June 15; he can exercise his line-item vetoes, but cannot add new appropriations. He must sign the final budget by June 30. After the successful Prop. 25 modified the required vote for passage to a simple majority, we can expect an on-time budget.

### Governor proposes new way to fund K-12 schools

**FOR K-12 SCHOOLS**, Gov. Brown proposes a major change in the funding mechanism — refining last year's "weighted student formula" and renaming it *Local Control Funding Formula*. He would remove current categorical spending requirements and let districts create local spending plans they believe best meet local needs.

To implement this, the governor would merge most categorical funding, revenue limit dollars, and \$1.6 billion in new funding from Prop. 30. From that pool, base funding for grade level spans would be established, with additional funds for English learners and low-income students.

A district must show it is implementing Common Core, improving student achievement, employing qualified teachers, providing sufficient instructional materials and maintaining facilities — all while providing opportunities for parent involvement. The district budget must be presented concurrently and correlate with the district accountability plan. The 500-page bill is garnering much discussion and speculation.

# Seattle teachers ratchet up movement against high-stakes tests

## Garfield High School teachers boycott administration of state-mandated assessment

### SEATTLE'S GARFIELD HIGH

School teachers made the momentous decision in January to refuse to administer the state-mandated Measures of Academic Progress (MAP) test — and it began with a discussion in the teachers' lounge.

"We talked about how poor of an assessment the MAP test was and then at an all-staff meeting we debated if we should take this drastic step of refusing to administer this test," said Garfield history teacher Jesse Hagopian.

"The students were seeing questions not on their curriculum so evaluations were tied to a test that doesn't reflect what we're teaching in the classroom. It was administered three times a year in addition to five other tests, and it monopolized the computer lab for weeks at a time, so if I assigned a research paper, only kids with connectivity at home could do it."

Several weeks after the boycott, Hagopian took part in a Tele-Town Hall meeting with Darcie Blackburn, a first-grade teacher at Sheridan Elementary in San Francisco and Monty Neill, executive director of The National Center for Fair and Open Testing.



Seattle teacher Jesse Hagopian said discussion about boycotting administration of the MAP test started in the teachers' lounge at Garfield High School and moved to an all-staff meeting.

The panelists described how the movement against standardized tests is growing. Hagopian said the Garfield Parent-Teacher-Student Association unanimously voted to support the teachers. Other Seattle schools joined the boycott, and when Seattle Superintendent José Banda told principals to administer the test anyway,

parents opted their kids out or the kids refused to take the test, making only about 180 out of 800 tests valid.

About 5,000 people signed a letter supporting the teachers, including former U.S. Assistant Secretary of Education Diane Ravitch, and noted activist Noam Chomsky. CFT President Joshua Pechthalt wrote a letter on behalf of the Federation expressing the hope that this boycott could start a national dialogue about "the testing mania that has victimized students and the women and men who work with them."

That's what's happening said Neill, citing examples of professors joining forces in Massachusetts, principals protesting in New York, and even Texas legislators standing up to standardized tests. (See left)

Gary Ravani, president of the CFT EC/K-12 Council, says the Seattle test boycott is reverberating throughout the nation.

"It's a culmination of frustration about testing and data driving instruction, rather than guiding instruction," Ravani explained. "Putting data in the driver's seat has had a negative effect on student learning and narrowed the curriculum in dangerous ways."

Blackburn, thinks San Francisco is heading in Garfield's direction. "We're creating work diaries," said Blackburn, who is also co-chair of the Elementary Division of United Educators of San Francisco. "We're laying out exactly what happens during the instructional day and tracking all these hours that are taken up by something that doesn't inform our instruction."

Washington spends more than any other state on testing, Hagopian said — millions of dollars, which he pointed out could be funding after-school tutoring or reading coaches. And it isn't just the tests that cost students and profit businesses.

"McGraw-Hill and Riverside and Pearson make test prep materials in an effort to boost scores," Neill said. "It's a big industry to sell these ancillary materials that actually damage the quality of education our children receive."

Tele-Town Hall panelists called for solidarity with the Garfield teachers who Banda threatened with a 10-day suspension without pay. "We can't let them pay the price on their own. We need to support them. Write letters, talk to others, and meet with policymakers to offer alternatives to standardized tests."

CFT President Pechthalt concurred: "These flashes of resistance represent an emerging movement against market reforms and the CFT must be part of that effort."

— By Emily Wilson, CFT Reporter

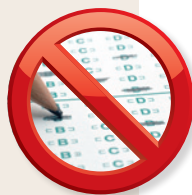
### Seattle teachers are not alone—states take action

- In **Massachusetts**, 130 education professors and researchers signed a letter of protest against the overreliance on standardized tests and their use in evaluating teachers. They said, standardized tests "provide only one indicator of student achievement, and their high-stakes uses produce ever-increasing incentives to teach to the test, narrow the curriculum, or even to cheat."

- In **New York**, principals signed a letter protesting evaluating teachers based on test scores and more than 8,000 parents and educators signed a petition opposing all high-stakes testing.

- In **Montgomery County, Maryland**, Superintendent Joshua Starr issued a public statement calling for a three-year moratorium on standardized testing to "stop the insanity" of evaluating teachers according to student test scores because it is based on "bad science."

- In **Texas**, 800 school districts, representing more than 4 million students, signed a resolution saying standardized testing is bad for education, and 10,000 people mobilized in the streets against state standardized tests. The Texas Legislative House passed a preliminary budget with no funds allotted to standardized tests. GOP House Speaker Joe Straus said, "Teachers and parents worry that we have sacrificed classroom inspiration for rote memorization. To parents and educators concerned about excessive testing: The Texas House has heard you." — By Josh Pechthalt



### TakeAction

>Go to [scrapthemap.wordpress.com](http://scrapthemap.wordpress.com) to tell the Seattle Public Schools Superintendent José L. Banda that you support the boycott and demand that the participating teachers receive no disciplinary action. Sign the online petitions to support teachers at Garfield High.

>Learn more at [fairtest.org](http://fairtest.org), the National Center for Fair and Open Testing, a non-profit advocacy organization dedicated to preventing the misuse of standardized tests being administered in all divisions of education.





# Up Close and Personal *with* Governor Jerry Brown



CFT's Carl Friedlander, left, and CFT member legislators Jimmy Gomez and Paul Fong.

**D**ozens of state officeholders attended a CFT-sponsored legislative reception in the basement rotunda of the state Capitol. As the reception was drawing to a close, Gov. Brown made an appearance, and when invited to have a longer conversation, sat down for a surprisingly intimate talk. "Let's have a little seminar right here," Brown said. "You don't get that many chances."

Armed with chips and guacamole, the governor seated himself at the head of the table, and began an impromptu, hour-long rambling conversation. "No taking pictures when the guacamole is on my lips," he joked. "I can't stay too late because my wife is cooking me dinner — it's just salad. I have to cheat."

## Examining the University

He met John Rundin, a classics lecturer at UC Davis. "So you are a Latin

teacher, we have a Latin teacher in CFT? Are you called an adjunct?"

"Our technical title is lecturer," Rundin replied.

"What's your job security?"

"Previously, you would be hired for a few years and be fired," Rundin explained. "It's better now."

The governor said, "If you want more teaching, you've got to reward teaching."

Rundin agreed. "Well that's true and that would involve a major reconfiguration in the system."

"I am very interested in the university," Brown said. "We have to make some changes here."

"I think the rush to online education is going to be a disaster," Rundin added, "What really turns students on is personal contact and mentoring. They get to see the human element that actually motivates them to excel."

## Sanctions blindside colleges

"We want to talk to you about accreditation," said CFT President Joshua Pechthalt. "There's a body, the ACCJC, that right now operates without much accountability. The Western region has a huge number of sanctions. The rest of the nation, under different regional accrediting

bodies, has none. In California, 25 percent of the colleges are under sanction."

"What are their two top things?" the governor asked.

the body? How many votes does California have on this board? I read this in the paper, but haven't studied all this. Is there an independent view I can read?"



CFT Josh Pechthalt welcomes the governor and asks to meet with him sometime — it turns out the time was right for the governor to have an hour-long roundtable with CFT leaders that night.

Alisa Messer, president of the faculty union at City College of San Francisco, responded, "I'll give you three: financial planning, governance and leadership, measurements."

"When did that start?"

"About 10 years ago," Messer said. "We weren't documenting that you could show Student Learning Outcomes. Data-driven assessment can drive changes in learning. They want us to change our mission."

Gov. Brown responded, "That can be quite a process and take over the education. It's a corporate idea."

Messer said, "We were not dinged for our classes or our teaching. All of the employees, right up the chancellor, were taking pay cuts. If City College loses its accreditation in June, 90,000 students will go packing."

"This has to be a threat. Where does this board operate from? Marin?" the governor asked, along with other questions. "Who appoints

## On Montaigne and martyrs

Brown turned to the classics. "I left out of my State of the Union address, a Montaigne quote from *Essais*:

'Whereas before we were suffered from crimes, today we suffer from too many laws.' How did I know about Montaigne? In 1955, I was at Lowell High School. You gotta keep studying.

"You know, there are not a lot of new ideas. When you think about it, the university produces a lot of knowledge. You have to learn what already exists.

"I read two books by these saints — Perpetua and Felicity. Perpetua was martyred at age 22. She wrote the earliest first-person story of a woman in the antiquities. I'm interested in martyrs. The blood of martyrs is the sea of the church.

"Here's my real point: There's a whole lot of research going on. I don't know how useful it is. How much is teaching? How much is knowledge?"



Vice President Velma Butler catches up with legislators and staffers at the Capitol Reception.

## Legislative Reception turns into intimate

## roundtable with California governor and members



There is so much information out there. There has to be a balance.

“We are looking at UC. At Harvard in 1900 — you did not need a bachelor’s degree to teach.”

Rundin enthused: “Within my lifetime, I could teach with a bachelor’s.” CFT Vice President Linda Sneed added, “I left my Ph.D. program before getting one because I thought it was not useful.”

“It probably wasn’t!” exclaimed Brown. “Fifty percent of Ph.D. candidates never get their degrees. In the 60s, they overproduced; it was a fraud.”

### Holding the line on funding

Pechthalt asked, “With Prop. 30, where do you see us going in terms of new revenue?”

“We have a lot of pressures on other things,” the governor said. “Everyone is going to come in with all their great ideas. I’m going to be tough. I’m going to be holding the line.”

“There’s good news for people sitting here, for the most part. Prop. 98 will be pushing a lot of money — \$2500 a kid, on average, over five years. This movement of money to lower-income districts is compensating for the inequality out there. So that’s good.”

“The Rs and Ds don’t want to raise



Joining the roundtable were, left to right: Vice President Linda Sneed, UC Davis lecturer John Rundin, Vice President Dean Murakami, President Josh Pechthalt, Vice President Alisa Messer, State Superintendent Tom Torlakson, Gov. Jerry Brown and Secretary Treasurer Jeff Frietas (far right).

tuition again. The students are little birds that you can pluck and we have already plucked them for every dollar.”

### California history without TV

“I have been reading California history,” the governor said. “I pulled out one of my father’s books, *From Wilderness to Empire*. In the inscrip-

tion, it says to Governor Brown from Glenn Dumke [co-author of the book]. I think it was Portola... When he came here, he marched all the way to Monterey, but he missed it in the fog. The king said ‘I want Monterey,’ so they returned. It’s inspiring.”

When asked if he watched Huell Howser on the PBS show *California Gold*, Brown replied “I don’t have time to watch television.”

“I’ve also read *California, The Great Exception*. California, it’s a great idea. I think people need to feel good about it. They will invest in it.”

### Loving Lincoln

Brown was passionate about the movie *Lincoln*.

“I saw it twice. It’s very moving. The essence is this: Here’s a guy who had a vision of the Union that transcended everything. He wanted to get rid of slavery. He was going to do this come hell or high water.”

“Thaddeus Stevens, the purest man

in America, had to negotiate to get 20 Democrat votes. He knew how to get in the muck to get those votes. These senators were yahoos; they were prejudiced. They talked in a basement, a lot like this one. It’s a fabulous movie



CFT Vice President Elaine Merriweather, right, talks with Loni Hancock, her assemblymember.

— a mixing of vision and transactional politics at its best.”

And Pechthalt concluded, “Like merging the Millionaires Tax with your measure.”

—By Jane Hundertmark, CFT Publications Director



Left to right: Vice President Robert Chacanaca, Assemblymember Luis Alejo, Vice President Francisco Rodriguez and Alejo’s staffer in the State Capitol.



# All Out to Save San Francisco



JANE HUNDERTMARK

Look at this,” said City College of San Francisco professor Tarik Farrar, gesturing at the line of cars honking in support of the human billboard on San Francisco’s Ocean Avenue at the recent “We Love our City College” rally. “This is the college they want to close. It’s insane and criminal.”

Farrar, who chairs the African American Studies Department at CCSF, joined about 500 people who came to show their support at the demonstration. In July, the Accrediting Commission for Community and Junior Colleges abruptly and without warning put City College on its harshest sanction, “show cause.”

AFT Local 2121, the faculty union, has been fighting to save the college, participating on accreditation committees, and hitting the streets and the phones with students, staff, and community members in an all-out effort for Proposition A, a parcel tax to bring the college roughly \$16 million a year for eight years and help make up for more than \$50 million in state cuts over the past several years.

That work paid off when the measure passed with a whopping 72.9

percent, and faculty members felt hopeful the worst of the cuts would be avoided. But Interim Chancellor Thelma Scott-Skillman claims Prop. A money must be used to build up the reserve and for “accreditation needs,” rather than what voters approved it for.

Administrators have used this accreditation guise to disregard collective bargaining and roll back decades of gains by imposing a 8.8

not 100 percent of Prop. A money for the reserve,” she said. “I saw in the language of Prop. A it was to restore classes, offset cuts, and prevent layoffs.”

Along with providing opportunities to transfer to a four-year college, City College is the city’s largest provider of English-as-a-Second Language classes and workforce education.

Farrar cites CCSF’s radiology program, which trades being in first place in the country with John Hopkins;

“These unnecessary sanctions on the college are part of a drive to privatize public education in our country. It’s making college a two-tiered system and punishing students for not knowing what they want.”

—Mike Estrada, Political Science instructor

percent salary cut, along with pressing for items such as a withdrawal of employee health benefits and increases in faculty workload. AFT Local 2121 has filed an unfair labor practice complaint and grievance related to the wage cut and rallied tremendous support against the proposed austerity measures.

Local 2121 Executive Board member Janey Skinner, who teaches in the Health Education Department, came to the rally to speak out against what’s happening.

“I support having a prudent reserve and infrastructure for the college, but



SHARON BEALS

the nationally recognized hospitality and culinary arts programs; and Second Chance, a program for formerly incarcerated students, as examples of how the college shines.

“They’re creating a narrative in which we’re this basket-case school,” he said. “You don’t hear how successful this school is. What the hell is a school like this doing on ‘show cause?’”



SHARON BEALS



Amber Straus, a teacher in the College Success program, says the school makes an impact every day.

“We provide a wonderful path to changing people’s lives,” Straus said. “If that’s limited, students will be excluded.”

Straus and others want to see City College continue to offer affordable quality public education, but that’s not the current administration’s priority, says Mike Estrada, a Local 2121 Executive Board member who teaches political science.

## Get involved

>Learn more online at [saveccsf.org](http://saveccsf.org). Keep up on the news by liking [facebook.com/saveccsf](https://www.facebook.com/saveccsf) and follow on Twitter at [@saveccsfnow](https://twitter.com/saveccsfnow). Check in on the faculty website at [aft2121.org](http://aft2121.org).





# Community defends college against unwarranted accreditation sanction, threatening closure

## City College



SHARON BEALS



JANE HUNDERTMARK



SHARON BEALS

tiered system and punishing students for not knowing what they want.”

This also worries Lijia Lumsden. She came out to be part of the human billboard because City College and her mentors there (among them Skinner and Local 2121 President Alisa Messer) gave her life skills and a way of analyzing the world, she says.

“I saw I could put what I was learning into action,” said Lumsden, who went on to get a Master’s in Ethnic Studies at Mills College. “They’re shutting down exploration that’s a part of education.”

Watching these attempts to dismantle the college definitely takes a toll, says Farrar.

“A faculty member asked me how I was doing, and I said, ‘I haven’t felt this bad since my divorce in the mid-90s,’” he said. The demonstrators stretched out over several blocks of Ocean Avenue, holding signs and banners and chanting, “San Francisco voters say save our students with Prop. A” and “Board of Trustees, do your job, stand

up to the corporate mob,” before going to rally in front of the Board of Trustees meeting, where CFT President Josh Pechthalt told the crowd that earlier in the day, he, Messer, and other labor leaders joined Assemblymember Paul Fong, D-San Jose, to announce AB 1199, which would help districts like CCSF suffering an enrollment decline while on severe accreditation sanction.

Pechthalt told the crowd this fight remains a priority for both CFT and AFT.

“I know you’re under a lot of pressure, but I know we’re going to be successful,” Pechthalt said before Messer took him inside to testify in front of the trustees.

San Francisco Labor Council President Mike Casey echoed that sentiment. “If it wasn’t for community colleges,

working people wouldn’t have a shot at getting anywhere,” he said. “What they’re trying to do is unconscionable, and it’s not going to be accepted. They cannot crush the human desire to teach and learn.”

— By Emily Wilson, CFT Reporter



JANE HUNDERTMARK

“These unnecessary sanctions on the college are part of a drive to privatize public education in our country,” he said. “It’s making college a two-



SHARON BEALS

### AFT takes up accreditation at higher ed conference

**AT THE AFT HIGHER** Education Conference held March 8-10 in San Diego, Alisa Messer, AFT Local 2121 president at City College



SANDY HUFFAKER, JR.

of San Francisco, left, was one of the speakers at a session on changes in accreditation. She was joined by Barmak Nassirin, right, a national expert on accreditation.

“What we’re dealing with in California is so far from helpful in terms of improving quality,” she said, referring to the severe accreditation sanction City College faculty and community members are mobilizing against.

Practical sessions at the conference imparted skills: how to connect with members and community partners to create a community engagement plan around issues of common interest, for example, and how to prepare for the unexpected, be it weather, threats of violence on campus, or threats from accreditation agencies.

— By Barbara McKenna, AFT Staff

CFT Legislative Director Mónica Henestroza, left, moderates a discussion with guest speakers Christina Livingston and Steven Pitts.



# CFT launches member discussion of “quality public education”



Attendees were eager to learn the nuts and bolts of how to negotiate new funds generated by Proposition 30 that will be arriving to school and college districts soon.

## Leadership Conference explores partnership of community and educators

**MAKING SCHOOLS** community hubs is key to the union’s campaign for quality public education, CFT President Joshua Pechthalt told participants at the Leadership Conference in February. Connections with community members comprise the CFT’s greatest strength and he encouraged teachers to mine those ties.

community partners is about more than what happens in school. Then when we start to talk about issues like seniority, the parents have some confidence in us,” Pechthalt said.

“This attack on us is 30 years in the making,” Pechthalt said. “We’re not going to turn it around in a couple of months. But this is the antidote to these powerful forces fighting against us. They have more money and more access to media, but they don’t have our connections to parents and students.”

Livingston, who was on the Quality Public Education panel at the Oakland Marriott with Steven Pitts, a senior policy analyst with the UC Berkeley Labor Center, also encouraged union locals to build relationships with parents.

“School sites are instrumental in the community. Parents and teachers have the same goals — they’re natural allies,” Livingston said. “Folks who want to dismantle public education

would love to see us divided.

“We need to move away from numbers and statistics and test scores to real stories of people,” she said. “That’s how you move people — when it’s connected to a face, and they feel compelled to change.”

Pitts, too, emphasized the importance of building alliances. Talking about the need for good jobs, Pitts said education alone is not a silver bullet. “We need to go beyond trying to fix a person and try to fix structures,” he said.

After the panel, conference participants broke into three groups — classified employees, K-12 and higher education — to come up with what they thought a quality public education system should look like. Teachers and staff discussed how work should be evaluated, what types of services

vibrant and diverse curriculum.

In the K-12 group, Britt Dowdy, a middle school science and math teacher from the Newport-Mesa Federation of Teachers, said his group discussed the importance of an interconnected curriculum that goes beyond testing. Other ideas were appropriate support for teachers and professional development.

Implementing all these ideas won’t be easy, Pechthalt told the group, but



Susan Solomon talks about the union’s experiences in San Francisco Unified.

the CFT is used to setting ambitious goals. He reminded participants of the March for California’s Future, the 48-day trek from Bakersfield to Sacramento that led to Proposition 25,

“We need to move away from numbers and statistics and test scores to real stories of people. That’s how you move people — when it’s connected to a face, and they feel compelled to change.”

—Christina Livingston, Executive Director, Alliance of Californians for Community Empowerment

students should have and what teachers need to be effective.

In the classified group, accountability, more training and respect among colleagues, students, teachers and parents came up again and again.

Getting input from faculty, students and community when making decisions at the school was also something Barbara Hanfling, the executive director of the San Jose/Evergreen Faculty Association, had as one of the top ideas from her group. Hanfling’s group discussed how students learn best when they have a

which reduced the legislative vote margin on the state budget from two-thirds to a simple majority, and last November’s Millionaire’s Tax, which proposed raising taxes on the wealthiest two percent to fund schools and essential services. Many in the labor movement told the CFT both were mistakes.

Pechthalt asked everyone to keep thinking big with this campaign. “We need your energy and ideas,” he said. “We need a compelling vision of quality education that we can build a campaign around.”

—By Emily Wilson, CFT Reporter



Oxnard Federation President Wesley Davis, plans with his colleagues.

Pechthalt said that he first met one of that morning’s panelists, Christina Livingston, the executive director of Alliance of Californians for Community Empowerment, when his local worked with ACCE to close a metal plating plant across from an elementary school in South Los Angeles, which was causing respiratory problems in the kids and cancer in the teachers. After years of organizing, the plant was removed and the soil was cleaned. Showing that teachers and staff care about students and their families makes a big difference, Pechthalt said.

“Our relationships with our com-



UC members Holly Craig-Wehrle and Honora Keller break down their organizing strategy.

PHOTOS BY JANE HUNDERMARK

# Around CFT



## CFT bids farewell to senior field rep, welcomes new staffers



Pat Lerman

**PAT LERMAN** served local unions in Santa Clara County and the Monterey Bay Area for the past 18 years as a CFT field representative. She

retired in January.

Using her law degree and finely tuned communications skills, Lerman brought top-notch representation to the bargaining table, mediation and arbitration. She organized lobbying groups in the halls of the state Capitol, presented trainings to teachers and classified employees, and wrote or edited union communications.

Lerman also grew the union, organizing hundreds of new workers. She organized the teaching faculty at the Palmer College of Chiropractic West into AFT Local 6166, and faculty at the San Jose colleges into the San Jose/Evergreen Faculty Association, AFT Local 9157.



Daryl Hemenway

**DARYL HEMENWAY** brings union knowledge and experience as the new field representative in the

Monterey Bay Area. Hemenway started his career as a high school history, government and comparative politics teacher in suburban St. Louis. He taught for 11 years and became active in his local union.

His teaching and union work prepared him for a staff job and he joined the Missouri NEA as a field representative. Then he worked as a field representative with the Oregon Education Association for five years.

Hemenway has worked with a variety of local unions — including classified, certificated, wall-to-wall-units, and community college faculty. “I am excited to work with our California members,” he says.

**KENDRA HARRIS** brings eight years of legislative experience in Sacramento to the CFT. Most recently, Harris served as a senior consultant to



Kendra Harris

Assemblyman Marty Block, D-San Diego, focusing on policy related to higher education, children’s health, human services, jobs and the economy and the welfare of women and girls. Her first stint in Sacramento was as Senate Fellow and she has been a legislative aide to members of both the Senate and Assembly.

Prior to her work in the Legislature, Harris was public policy manager of the California Partnership to End Domestic Violence where she provided policy analysis, program planning and advocacy. She also served as legislative advocate for Equality California, focusing on issues that advance the interests of LGBTQ Californians.

## Mark your Calendar

### NEW! ALL-INCLUSIVE CFT WEEKEND

In a significant change, the CFT is combining three union events into a single weekend, **May 3-5** with an evening conference kicking off the activities in Manhattan Beach.

The **EC/K-12 Conference** will be held Friday, **May 3** at the Manhattan Beach Marriot. The conference opens with a social at 5 pm followed by dinner. The plenary starts at 6:30 pm. with keynote speaker David Kirp and a presentation on Smarter Balanced Assessments. Breakout sessions on Common Core and English Language Arts and Math will follow, with the conference wrapping up at 9:15 pm. Conference fee is \$25. Email [doconnor@cft.org](mailto:doconnor@cft.org) for registration information.

On Saturday, **May 4** the **Standing Committees** will meet from 10 am to 3:30 pm. **Division Councils** will meet from 4 to 10 pm. On Sunday, **May 5**, **State Council** is 9 am to 1 pm...all at the Manhattan Beach Marriott.

The **CFT Union Summer School** that will be held **June 24-28** is geared for emerging and veteran leaders who want to hone their skills. The week-long training takes place at Asilomar Conference Grounds in Pacific Grove. Members may attend one of five classes. The deadline to register is May 17, but discounts are available for registration by April 15. Scholarships are available; the application deadline is April 15. Learn more at [cft.org](http://cft.org).

The **deadline for continuing college students to submit applications** for the Raoul Teilhet Scholarships is **July 1**.

**AFT TEACH**, the national union’s biennial professional issues conference will be held **July 22-24** in Washington, D.C. Learn more at [aft.org](http://aft.org).

**Executive Council** will be held **September 7** at the CFT Administrative Office in Burbank.

**THE NEXT ALL-INCLUSIVE CFT WEEKEND** will be **September 28-29** in Northern California with **Standing Committees** and **Division Councils** meeting on **September 28** and **State Council** on **September 29**.



## Raoul Teilhet SCHOLARSHIPS

### 2013 high school senior scholarship recipients

**THE CFT RAOUL TEILHET** Scholarship Program awarded scholarships to 23 high school seniors planning to attend institutions of higher learning. The scholarship recipients are listed below with the name of the parent or guardian who is a member of an AFT local union.

Applications are now being accepted from continuing college students through July 1. Recipients will be announced prior to the fall semester. To obtain an application, go to [cft.org](http://cft.org) and click on Scholarships, or phone the CFT Costa Mesa office, (714) 754-6638, to have one mailed to you.

**Mona Abutouk**, daughter of Fatima Abutouk, United Teachers Los Angeles

**Robert Adelson**, son of Evan Adelson, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

**Natalie Andersen**, daughter of Allen Andersen, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

**Rio Barrere-Cain**, daughter of Crispin Barrere and Martha Cain, Berkeley Federation of Teachers

**Tara Clark**, daughter of Ellen Clark, Gilroy Federation of Teachers and Paraprofessionals

**Shane Gillespie**, son of Steven Gillespie, Oxnard Federation of Teachers and School Employees

**Michael Helson**, son of Kathryn Helson, Poway Federation of Teachers

**Kolter Knapp**, son of Rand Knapp, Poway Federation of Teachers

**Grace Kumaishi**, daughter of Stuart Kumaishi, Greater Santa Cruz Federation of Teachers

**Robert Lopez**, son of Susan Carrasco, Oxnard Federation of Teachers and School Employees

**Sierra MacLeod**, daughter of Devon MacLeod, Galt Federation of Certificated and Classified Employees

**Zack Maddren**, son of Chauncey and Cyndi Maddren, AFT College Staff Guild

**Saige Manier**, daughter of David and Jennifer

Manier, Pajaro Valley Federation of Teachers

**Graham McAlpine**, son of Kathy McAlpine, Ojai Federation of Teachers

**Hannah McCrory**, daughter of Eileen McCrory, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

**Kelsey McDonald**, daughter of Susan McDonald, Oxnard Federation of Teachers and School Employees

**Sienna Mok-Reader**, daughter of YingPing Lily Mok, United Educators of San Francisco

**Lacey Mortensen**, daughter of Heidi Mortensen, Novato Federation of Teachers

**Oksana Moscoso**, daughter of Glenda Moscoso, Cuesta College Federation of Teachers

**Katherine Phillips**, daughter of David Phillips, Rescue Union Federation of Teachers

**Katherine Shelby**, daughter of Chris Shelby, AFT Part-Time Faculty Federation, Victorville

**Paul Smith III**, son of Lorraine Smith, State Center Federation of Teachers

**Angela Tsagarakis**, daughter of Sophia Tsagarakis, Jefferson Elementary Federation of Teachers



# Pre-K and K-12

## Members work to end high-stakes test for second graders CFT continues efforts to abolish STAR test for state's youngest learners

**STEPHANIE BERNSTEIN** says her second graders are typical seven-year-olds: “They need to get up and move about every 15 minutes.”

Bernstein, who has taught at M. Pauline Brown School in Daly City for seven years, has 20 English language learners in a class of 23. She plans a lot of hands-on and peer-learning activities to engage students because “they have a hard time sitting still, listening to the teacher talk, and concentrating on lessons.” Yet, each year, Bernstein’s students and second graders throughout California are required to sit for an hour to take the high-stakes Standardized Testing and Reporting, or STAR, test.

Bernstein doubts her students understand what’s being asked. “Young children are still emergent readers and concrete thinkers. The test has a lot of abstract questions

that go beyond their levels. They get easily frustrated.”

Bernstein wonders who benefits from giving second graders the STAR test: “It’s not helpful to me as a teacher. Results come as an overall reading or math score late in the year.

Committee in the state Capitol to urge support of SB 740.

Morelini has taught English learners in Title 1 schools as well as English-only students for 12 years. She currently works at McNear Elementary, a California Blue Ribbon Dis-

posed to testing students. They call for age-appropriate and reliable diagnostic tools to help them identify what their students need. They want the money saved by eliminating the STAR test to be invested in class size reduction, professional development, and other programs to help children learn and teachers teach. “We have lost the ability to work with children frequently as individuals and in small groups. We have fewer days to make a significant impact on their learning,” explains Morelini.

Gary Ravani, president of the CFT EC/K-12 Council points to the growing nationwide movement to eliminate standardized testing.

The website [fairtest.org](http://fairtest.org) lists parent groups that object to testing. The *Greatness by Design* taskforce convened by State Superintendent Tom Torlakson and Stanford’s Linda Darling-Hammond — comprising superintendents, principals, teachers, researchers, labor, student advocates, and policymakers — objects to using “unstable and unreliable state standardized test scores” to measure student learning and teaching effectiveness. Teachers at Seattle’s Garfield High refused to administer high-stakes tests, with backing from opinion leaders Diane Ravitch and Jonathan Kozol. (See page 7)

Yet in California, SB 740 failed to get out of legislative committee, despite potential annual savings of more than \$2 million that could be better spent to educate young learners, and despite backing of educators, Torlakson, the California PTA and California School Boards Association.

Ravani says legislators focus on replacing the STAR test. “There’s a mindset that only a commercial program will satisfy school needs. But we don’t need to buy a commercial test,” he said. “Teachers already use assessment tools that more adequately measure student progress.”

— By Mindy Pines, CFT Reporter



Stephanie Bernstein wonders who benefits from giving second graders the STAR test: “It’s not helpful to me as a teacher.” She already uses better and more reliable diagnostic tools.

They don’t say in what specific areas my students need improvement.” Bernstein already uses numerous better

tinguished School. “While there are many inequities, both groups of children face similar setbacks and con-

**“Young children are still emergent readers and concrete thinkers. The test has a lot of abstract questions that go beyond their levels. They get easily frustrated.”**

— Stephanie Bernstein, Second Grade Teacher, M. Pauline Brown School

and more reliable diagnostic tools.

Bernstein’s local, the Jefferson Elementary Federation of Teachers, brought forward a resolution to abolish the California’s standards test for second graders. Following its passage at CFT Convention, the union sponsored a bill to eliminate second grade testing, SB 740, carried by Sen. Loni Hancock, D-Berkeley.

Dana Morelini, a second-grade teacher and member of the Petaluma Federation of Teachers, testified before the Senate Education

sequences from STAR testing due to their age,” explains Morelini.

Students repeatedly break pencils, complain of headaches, request frequent bathroom breaks and “exhibit types of anxious behavior markedly different” from when she administers other assessments. “None of us believe it was ever really the intent of the California Legislature to deliver an assessment that has created undue stress, fear and doubt in our youngest learners.”

Neither Morelini or Bernstein are

**GARY RAVANI**  
COUNCIL PRESIDENT

### Kirp brings fresh insight

In his new book, David L. Kirp tells the story of change in Union City, New Jersey, where schools are being nationally recognized for their academic success with poor and minority students. *Improbable Scholars: The Rebirth of a Great American School System and a Strategy for America’s Schools* offers seven guiding principles for how school systems can achieve sustained success.

There are no silver-bullet fixes in the Union City plans, no mass firings, no closing schools, no elimination of teachers’ due process rights. Success was based on more than a decade of effort focused on putting educators in charge of curriculum, as opposed to testing and publishing companies.

According to Kirp’s research, real change is based on urging teachers “to work together...to add expertise.” This is just the kind of renewal outlined in California’s own *Greatness by Design* roadmap.





L.A.'s Sandra Lepore leads a workshop about shared governance.

## Locals take bold steps to build power in tough times Faculty-classified alliance, improved communications empower members

**TWO SOUTHERN CALIFORNIA** classified locals have recently seen how unity pays off.

“Our members understand that the more of us who go in, the stronger voice we have,” says Debbi Claypool, president of the Palomar Council of Classified Employees.

**“We communicate constantly and have gained so much strength. The district can no longer use us as pawns.”**

— Aaron Holmes, Assistive Media Specialist, Palomar College

The northern San Diego County local represents about 400 classified employees at Palomar College, including maintenance, clerical, police, payroll and janitorial, according to Claypool, a business services technician.

After the district hired a new human resources director, treatment of staff deteriorated. The administration retaliated against the union; bargaining was tough and the local needed to spend money on legal counsel. “We knew we had to implement agency fee,” says Claypool.

Members explained to non-members how union fair share would bring more power to the table. Since implementing it last summer, membership increased by more than 40 percent. “We’ve had a tremendous increase in participation,” says Claypool. “More members attend meetings, brainstorm, and are being heard.”

The local has avoided layoffs, furloughs and salary cuts, and stopped the district from contracting out. The local prevented implementation of a classification study that would have cut staff salaries.

The AFT classified and faculty locals created a committee called JUSTICE (Joint Union Staff Teachers Investigating Common Equity), says

Claypool, to “support each other’s common interests. We have each other’s backs, rather than giving the district power to tear us apart.”

After uncovering more than \$6 million in district funds and proposing ways the district could save \$700,000 annually, JUSTICE fought

off district proposals that would have negatively affected workers, according to Aaron Holmes, an assistive

**IN RIVERSIDE COUNTY**, members of Menifee Council of Classified Employees have also benefited from sticking together. The local represents



Aaron Holmes sits on Palomar's bargaining, benefits and JUSTICE committees.

local has benefited from its proactive efforts, such as dramatically stepping up union participation at district board meetings. A strong internal communications campaign persuaded members to raise dues to build the union.

At a time when just holding steady is difficult enough, the union negotiated improvements in professional development, higher pay for summer work, comp time flexibility for extra work, and better sick leave provisions. “We want to do more for our people and make things more fair,”

says Berumen. “Each year we try to accomplish a little more. Sometimes it seems like baby steps, but we are making improvements.”

— By Mindy Pines, CFT Reporter

approximately 400 custodians, food service, clerical, security, bus drivers, tech aides, health aides, maintenance and other classified.

The Menifee Union School District has come to respect the union, says local President Frances Berumen, a technology aide for Menifee. “Instead of them just telling us ‘This is how we’re going to do it’...they seek our input. We try to work in collaboration, but we don’t let them run over us. We stand up to them.”

The newfound respect came after

**“...they seek our input. We try to work in collaboration, but we don’t let them run over us. We stand up to them.”**

— Frances Berumen, Technology Aide, Menifee Union School District

learning media specialist who serves on the union’s bargaining and benefits committees, and on the JUSTICE committee.

Holmes values the local’s relationship with faculty and wants to expand it. “We communicate constantly and have gained so much strength,” he says. “The district can no longer use us as pawns. Together we hold a lot more weight with the district.”

teachers went to impasse over furloughs. Berumen said classified did research and learned the district had reason to ask for furloughs. But classified countered district demand by tying the number of days to dollar amounts of budget shortfall. “By not just complaining, but researching,” the union showed that it could “find the most reasonable resolution.”

Though passage of Proposition 30 resolved the furlough issue, the

### VELMA BUTLER COUNCIL PRESIDENT

#### Get involved in governance

**Participatory democracy** in the workplace means being fully prepared to engage in the issues before us. Shared governance and site-based decision-making give employees a say at work. Classified bring unique knowledge about worksite operations. The process demands our full participation and we need other employees to support our voice at the table.

Yet classified members are often hesitant to engage in shared governance, citing reasons such as “I can’t leave my assigned work area,” or “I am not interested in serving on a committee.”

What can be done? The Education Code gives classified employees an equal voice in shared governance. Your local union can negotiate contract language and release time for committee participation. Get involved. Classified must be full partners in the workplace.



John McDowell protests two-tier student fees at Santa Monica College last year.



# Community College

## McDowell fights to ensure all students have equal opportunity California Student Aid Commission makes college affordable for thousands

**JOHN MCDOWELL** has been empowering students for four decades. Now, as the chair of the California Student Aid Commission, he is charged with making education beyond high school financially accessible to all Californians. With budget cuts, fewer classes and rising fees and tuition, that mission has become more important, but much more difficult.

“My hope, and goal for the commission, is that no student be denied education because she or he can’t afford it,” says McDowell, appointed to the commission a year ago by Assembly Speaker Pérez and elected chairman in November.

The commission administers the Cal Grants program, which gives financial aid to qualifying students in higher education. Next year it will give grants totaling \$1.7 billion — more than double the 2008 amount



John McDowell, who has been dedicated to student and labor issues for decades, was appointed to the Student Aid Commission by Speaker John Pérez and recently became chair.

**“I’ve spent my entire career fighting against fee and tuition increases”**

—John McDowell, Chair, Student Aid Commission

of \$760 million.

“Since it was set up to support students in UC, CSU and the community colleges,” he explains, “it’s no surprise that the amount distributed is rising so quickly, considering how tuition and fees have shot up in the last five years.”

Even though funded by the state’s general fund, Cal Grants are also available to students attending private and for-profit colleges. As widely reported, some for-profits encourage students to apply, but don’t provide an adequate education. Cal Grant funding ends when fewer than 30 percent of a school’s students graduate. During McDowell’s brief time on the commission, 154 for-profit institutions have been cut off.

McDowell is proud that the commission aids “Dreamers” — students brought to the United States without documents as children, and then graduated from California high schools. New state legislation has enabled Dreamers to attend public colleges and qualify for financial aid

on the same basis as other students. McDowell says the commission created a special form for Dreamers on its website to maintain their privacy.

As a student activist at Sacramento State College, now CSU Sacramento, McDowell fought cuts and tuition proposals by then-Gov. Ronald Reagan. In 1969 he organized his fellow teaching assistants into an early AFT local, and led them in support of the “Third World Strike” for ethnic studies at San Francisco State.

After moving to Los Angeles, McDowell worked as a union representative for the Screen Extras Guild. In 1978, he was hired as founding director of the Labor Studies Cen-

ter at Los Angeles Trade Tech College, one of nine campuses in the Los Angeles district.

“We’re the largest community college labor studies program in the country,” McDowell says, “with a thousand students each semester.” The program offers courses in collective bargaining and other labor-related subjects.

For the past 15 years, McDowell has also been political director of the Los Angeles College Faculty Guild, where he scouts candidates, especially for the Legislature and Board of Trustees, chairs the COPE committee, and motivates members to participate in campaigns like Prop. 30.

Beginning in 2003, he helped Local 1521 establish internship programs for students interested in politics. “We help students develop political and organizing skills,” McDowell says. “The program operates very well, and the CFT is now working to develop similar programs at other colleges.”

Now McDowell is involving students in the Student Aid Commission. As chair, he advocated for a permanent student impact committee, headed by a student and appointed a second student chair of the audit committee. Students also belong to the strategic policy committee.

“I’ve spent my entire career fighting against fee and tuition increases,” McDowell explains, “This is an important arena where we can pursue the same objective — making higher education accessible to all who want it.”

— By David Bacon, CFT Reporter

### CARL FRIEDLANDER COUNCIL PRESIDENT

#### Thank you!

**It’s been an honor** to serve as President of CFT’s Community College Council for six years. While the country’s financial crisis, courtesy of Wall Street, has inflicted terrible damage on public education, including our community colleges, CFT’s back-to-back triumphs in ending California’s two-thirds vote requirement for passing the state budget through Prop. 25 and forging a compromise with Gov. Brown to pass Prop. 30 have inspired great hope. It’s been both the worst and best of times.

CFT leaders and staff are amazing, but the power of CFT derives from the work and intelligence of our locals. The fights to restore funding and access, beat back bad ideas and ill-conceived “solutions,” and restore sanity to the accreditation process are just beginning. I leave knowing that the engagement of our community college locals and the council tip the odds in our favor.



TOP: BOB RIHA, JR.

Roberto Delgadillo at work with a colleague and student at UC Davis.



## Delgadillo receives “I Love My Librarian” national award UC Davis librarian provides resources, support for underrepresented students

**WHEN THE AMERICAN** Library Association gave Roberto Delgadillo its “I Love My Librarian” award in December, it recognized his approach to librarianship: Beyond being a guardian of the stacks, Delgadillo helps and mentors students through their undergraduate years.

“His ability to make the library an easier place to navigate, particularly for historically underrepresented students, makes him an especially valued member on the campus,” said his colleague, Miroslava Chavez-Garcia, chair of the Chicana/Chicano Studies Program at UC Davis, when nominating him for the prestigious award.

Born in Nicaragua, Delgadillo was only four when the capital, Managua, suffered a disastrous earthquake followed by a polio epidemic. He contracted the disease. North American Shriners doing relief work told his mother that if she could get him to Los Angeles, they’d get him treated, no questions asked. She somehow managed the difficult journey, and the Shriners were true to their word.

When he left Los Angeles Children’s hospital, the family settled across the street from the University of Southern California, in a working class predominantly Latino neighborhood. “It was a really bad economic situation there, with lots of people out of work, but once again, people helped me,” Delgadillo remembers. His tutors and mentors in USC’s neighborhood outreach program raised his sights to focus on college. “I was very lucky,” he says.

After high school, he went to UC Santa Cruz, determined to be an historian. He also began working in the campus library. He intended to get a doctorate, but hardships forced him to go to work immediately after graduating.

He worked for the next nine years at the public library in Inglewood while attending UCLA, and finally earned his doctorate. In the process, he real-

ized that rather than teach, he wanted to continue working in libraries.

He discovered that librarians are a rare breed. “The Ph.D. program was very competitive. People took themselves way too seriously,” he jokes. “In library science, everyone seemed much more willing to help each other. So instead of focusing on doing

That was Susana Hinojosa, a longtime leader of the librarian union at UC Berkeley, AFT Local 1474. Delgadillo and Hinojosa were both members of Reforma, the national organization of Latino librarians. “She told me to be persistent, so I kept going, and when the next position opened at Davis, I finally got it,” he recalls.



“A lot of these students have the idea that they’re imposters, that they don’t really belong here at the university. I know that was true for me. So I help demystify the undergraduate experience, telling them what to expect.”

—Roberto Delgadillo, Librarian of the Humanities, Social Sciences and Government Information Services collections, UC Davis

research, I realized I needed to be of service to people.”

Delgadillo applied for academic library positions 17 times before he was hired at UC Davis. “It’s not easy to transfer from a public library career to an academic library,” he says. “There’s a kind of bias. But again someone reached out to help me.”

“My work in a public library helped prepare me for what I do today,” he says. “A lot of these students have the idea that they’re imposters, that they don’t really belong here at the university. I know that was true for me. So I help demystify the undergraduate experience, telling them what to expect.”

Chavez-Garcia said Delgadillo has developed several digital media sites for students to access the latest materials related to the U.S.-Mexico border, a topic that is constantly evolving. And that he is also familiar with the latest digital and social media that enables him to communicate in effective new ways across the campus.

Outreach is the heart of what makes Delgadillo an exceptional librarian and won him the ALA award. “I think, ‘Why didn’t I know about all the resources we have when I was in high school?’” Delgadillo asks. “So now what I try to tell students is ‘I’m a resource for you, to help you get your work done so you can make it here. Use me.’ And they do need me – it’s hard for them without someone like me on their side.”

— By David Bacon, CFT Reporter

**BOB SAMUELS**  
COUNCIL PRESIDENT

### Prop. 30 staves off cuts

**Our work passing Prop. 30** has resulted in possible funding increases for the UC system. Gov. Brown’s latest budget increases UC funding by 5 percent next year and 4 percent each of the following two years. This money will stave off further cuts to instructional programs and perhaps stop fee increases next year.

The governor’s budget includes additional money for online education. To ensure that UC’s move to distance education is done in a cost-effective and high-quality way, we are now starting to bargain over online education in our lecturer negotiations with the intent to protect intellectual property, academic freedom, workload and compensation.

In July, UC’s pension fund will add a tier for new hires. Librarians voted to accept these changes in exchange for release of their merit increases, and lecturers will be bargaining over benefit changes, salary increases, and other vital issues.



# Local Wire

Reporting Local Action  
Around the State



Parents were partners in school change at Woodland Hills and continue to be part of the educational process.



Warren Fletcher

## LOCAL 1021

**UTLA wins AFT grant...** The national union has awarded an AFT Innovation Fund grant to United Teachers Los Angeles to help teachers design teacher-led public schools like Woodland Hills Academy, which has witnessed improving student achievement and growing enrollment.

AFT noted that so-called reformers too often rely on counterproductive measures, like closing schools or turning them over to private entities. At a February press conference, AFT President Randi Weingarten said, "Parents were at the front end of reform and continue to be part of the educational process, which is absolutely essential."

Woodland Hills was the city's first school of choice using expanded school-based management. Teacher and parent collaboration on the school's reform efforts has resulted in improved student achievement and increased enrollment.

This effective model stands in stark contrast to the "parent trigger" model being considered for 24th Street Elementary School, where, Weingarten said, "parents and teachers need to work together to help the struggling school; parent trigger is not the best way to improve it."

Also speaking at the news con-

ference were UTLA president Warren Fletcher, Los Angeles Unified School District school board member Steven Zimmer and two parents, who explained that they chose to send their children to Woodland Hills because parental engagement is embedded in the school's operations.

The former principal of Woodland Hills has been hired by UTLA to run the Center for Effective School Improvement using the AFT Innovation Fund grant. The AFT Innovation Fund, launched in 2009, has made more than 25 investments in groundbreaking work across the nation.

Zimmer, a former teacher, won reelection to his seat on the LAUSD School Board a month later, despite an infusion of millions of dollars by wealthy anti-union "reform" ideologues. Weingarten said, "Big monied interests — most of whom live far away from Los Angeles and virtually none of whom have children in LAUSD schools — were rebuked by parents, teachers and the community. They saw these efforts for what they were: an attempt to spend millions to elect a candidate who they believe would help them carry out an ideological agenda that has both polarized and failed in cities all across America."

## LOCAL 1521A

**Classified as adjuncts...** For years, full-time classified employees in the Los Angeles Community College District taught classes in their discipline as adjuncts. In 2003, an administrator decided that full-time

classified who taught part-time must reduce their classified assignment by the number of hours they taught because of provisions in the Fair Labor Standards Act.

But the AFT Staff Guild was determined to find a way for its members

to teach without penalizing them with a loss of work hours. More than 120 classified employees are full-time workers who also teach in the district.

Finally, in January, the Staff Guild reached an agreement with the district. It stipulates that classified employees who teach are, in effect, already receiving at least time-and-a-half compensation for the classroom hours, and therefore will no longer be required to reduce their hours working in their classified jobs, if the adjunct assignment is outside their regular classified work hours. If it is during the work time, the employee needs supervisory approval, and will revert to a flexible schedule.

## Rank & Files

**Robert Sautter**, kindergarten teacher at Leonard Flynn Elementary and member of United Educators of San Francisco, was one of five educators nationwide to win the Teaching Tolerance Award for Excellence in Culturally Responsive Teaching. The Southern Poverty Law Center recognized Sautter for classroom techniques such as the morning "community circle," in which each student greets the others using his or her home language. The award carries a \$1,000 prize.

**Karen Saginor**, member of the San Francisco Community College Federation and president of the campus Academic Senate, was presented the Full-Time Faculty Member of the Year Award from the Faculty Association of California Community Colleges, an honor that recognizes an outstanding full-timer whose campus or district leadership benefits faculty.

**CONGRATULATIONS** to more members elected to public office in the November election...

**Sandra Nichols**, retired CFT member who taught for 31 years in California public schools and former three-term member of the Pajaro Valley Unified District School Board, won a seat on the Santa Cruz County Board of Education with 80 percent of the vote.

**Gina Clayton-Tarvin**, a teacher at Cerritos Elementary and member of the ABC Federation of Teachers, was elected to the school board of the Ocean View School District in Huntington Beach.

**Walter Kawamoto**, political director and member of the Los Rios College Federation of Teachers, was elected to the school board of the Twin Rivers Unified School District in Sacramento.

**Steve Harris**, recently retired from the ABC Federation of Teachers and now historian and newsletter editor of the new ABC-Retired Chapter, was elected to the school board of the Centralia Elementary School District in Buena Park.

## Union Summer School: Get involved!

**GO UNION THIS SUMMER** — be part of the second annual CFT Union Summer School that boasts five week-long classes offering powerful skills to build unions. Summer School will be held June 24-28 on the coast, at Asilomar Conference Grounds in Pacific Grove. Scholarships are available; so are early-bird registration rates. >Learn all the details at [cft.org](http://cft.org)

