

THE VOICE OF THE UNION

# CaliforniaTeacher

February ■ March 2016  
Volume 69, Number 3

CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



**SOLIDARITY!**

**In the streets for public education**

PAGE 6



**Make higher education free**

The time has come...again

PAGES 14 & 15



**Food service in a changing world**

Healthy menus, fresh attitude

PAGE 13

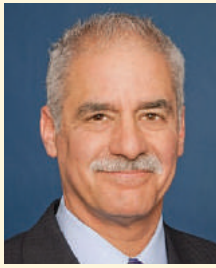


**Keep it working: Extend Prop. 30**

Help put funding measure on ballot

PAGE 3

## Up Front Joshua Pechthalt, CFT President



### The State of Our Union: We are working to “Activate Labor for Justice”

We must defend the concept of public education while remaining sharply critical of a system that doesn't meet the needs of working class children and children of color.

> This is a summary of State of the Union address presented by Josh Pechthalt at CFT Convention on March 12. Read the full report on the President's Blog at [cft.org](http://cft.org) or listen to it on YouTube at [cftunionvideos](http://cftunionvideos).

Four years ago we talked about the need to pass Proposition 30, a measure that has added more than \$6 billion dollars annually to the state budget after years of devastating cuts. Now we have to extend it. The measure for which we are gathering signatures — The Children's Education and Healthcare Protection Act — will raise \$5 to \$11 billion a year, eliminate the sales tax increase, and continue to ask wealthy Californians to pay a bit more in personal income tax.

But our success with Prop. 30 cannot blind us to the fact that rich and powerful forces continue to attack us and promote an education agenda that hurts our students.

A couple of weeks ago, we began the appeal of the *Vergara* decision that threatens to end seniority based on objective criteria and eliminate due process rights for teachers. The initial ruling was not grounded in evidence, and the clear motivation is to undermine educator rights.

While the death of Justice Scalia may have delayed a decision on *Friedrichs v. CTA*, we can't afford to let down our guard. Fighting in the courts, however essential, is not a substitute for our organizing work.

We must continue to reinvigorate our union. What many locals are doing through our Building Power campaign is Unionism 101 — engaging our members. The billionaires and millionaires may have the money, but we have the people when we organize them. We have to engage in finding solutions.

For example, the AFT is broadening ties with key community organizations through the Alliance to Reclaim Our Schools. Last month, over 1,000 schools across the country participated in walk-ins at which educators joined students, parents, and community members in a show of solidarity. Another walk-in is scheduled for May 4.

It is critical that our vision of public education inspires the community. To that end, we will be re-launching our education initiative, with the name The Education Californians Deserve. We are also creating a non-profit organization that will help us engage community groups. We must defend the concept of public education while remaining sharply critical of a system that doesn't meet the needs of working class children and children of color.

We have a responsibility to provide

leadership and direction at this critical moment. The issues of wealth disparity, racism, immigration, climate change, militarization (both at home and abroad), worker rights, and corporate control of the political process have all become central themes in this presidential election.

We must deny Republicans the White House. The next president may appoint more than one Supreme Court justice. I don't want my daughter or any child living in a world where a majority of right-wing Supreme Court justices are making decisions about women's rights, healthcare, the environment, affirmative action, union rights, and the power of the wealthy and corporations to buy elections. We have to work hard to elect a Democrat.

Finally, no matter whom we elect, our job as a union will still be to organize our members, strengthen our locals, forge ties to our community allies, and build the social movements that give us real power. That's why, sisters and brothers, we must “Activate Labor for Justice.”

#### ON THE COVER

Delegates to CFT Convention in San Francisco joined a march for public education with CFT President Joshua Pechthalt and Secretary Treasurer Jeff Freitas leading the way. Educators were also supporting their colleagues at City College of San Francisco in their fight for a fair contract.

PHOTO BY RUSS CURTIS



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 Jeffery M. Freitas

SENIOR VICE-PRESIDENT L. Lacy Barnes

EXECUTIVE COUNCIL Cathy Campbell, Alex Caputo-Pearl, Robert Chacanaca, Linda Chan, Kimberly Claytor, Melinda Dart, Betty Forrester, Ray Gaer, Miki Goral, Kathy Jasper, Dennis Kelly, Tim Killikelly, Jim Mahler, Elaine Merriweather, David Mielke, Dean Murakami, John Perez, Paula A. Phillips, Francisco Rodriguez, Bob Samuels, Linda Sneed, Luukia Smith, Rico Tamayo, Joanne Waddell, Carl Williams, Kent Wong, David Yancey

**CaliforniaTeacher** (ISSN 0410-3556) is published four times a year in September/October, November/December, February/March and April/May by the California Federation of Teachers, 2550 N. Hollywood Way, Suite 400, Burbank, CA 91505, and mailed to all CFT members and agency fee payers. Annual subscription price: \$3 (included in membership dues). For others: \$10 per year. Periodicals postage paid at Burbank and additional mailing offices.

**Postmaster:** Send address corrections to California Teacher, 2550 N. Hollywood Way, Suite 400, Burbank, CA 91505.

California Teacher is a member of the International Labor Communications Association and the AFT Communicators Network. It is printed by union workers at Pacific Standard Press in Sacramento using soy-based inks on Forest Stewardship Council-certified paper that contains 10 percent post-consumer recycled content.

Direct letters or other editorial submissions to the editor. Letters must not exceed 200 words and must include your name, address, and phone number. Letters will be edited for clarity and length.

#### EDITORIAL OFFICE

**California Federation of Teachers**, 1330 Broadway, Suite 1601, Oakland, California 94612  
 Telephone 510-523-5238 Fax 510-523-5262  
 Email [jhundertmark@cft.org](mailto:jhundertmark@cft.org)

**Publications Director and Editor** Jane Hundertmark

**Contributors this issue:** David Bacon, Iván Carillo, Fred Glass, Elaine Johnson, Jim Mahler, Joshua Pechthalt, Paula A. Phillips, Ron Rapp, Jill Rice, Bob Samuels, Rico Tamayo, Steve Weingarten, Rosanna Wiebe, Emily Wilson

**Graphic Design** Kajun Design, Graphic Artists Guild





Patricia Medina and Patricia Butterworth, from College of the Canyons, sign the petition offered by organizer Alex Castillo-Kesper.

# All-Union News

## General Election 2016

### Educators work to preserve education funding, extend Prop. 30 CFT members collect signatures to place vital measure on November ballot

**PASSING PROPOSITION 30**, officially known as the Schools and Local Public Safety Protection Act of 2012, turned years of cuts into a period of growth, CFT President Josh Pechthalt said at the CFT Convention. Not extending the law would be a huge setback for the state.

“It’s essentially the reincarnation of the Millionaire’s Tax,” Pechthalt explained, referring to a CFT-backed tax on the state’s highest earners that then merged with a measure sponsored by Gov. Jerry Brown. “We can’t go back to pre-Prop. 30 days.”

A short CFT-produced video shown at convention made that point, explaining how the state overall has benefitted from the tax and showing educators talking about the uncertainty and indignity of getting pink slips every March, constantly feeling their jobs are in jeopardy before the proposition passed.

Since 2012, Prop. 30 has gener-

ated more than \$20 billion for California schools and colleges by raising income tax rates by 1 to 3 percent on individuals making over \$250,000 and families making over \$500,000, and by increasing sales tax a quarter of a cent. The sales tax will expire at the end of this year, and the tax on the wealthy will expire in 2018 unless extended.

A key argument made against Prop. 30 was that millionaires would leave the state to avoid the tax and jobs would disappear. But in the video, Chris Hoene, executive director of the California Budget and Policy Center, says the state has added 1.4 million jobs since the measure passed, and that there are more millionaires than before, show-



Elaine Francisco, from the Jefferson Elementary Federation, signs a petition to put the Prop. 30 extension on the ballot.

ing that raising taxes doesn’t kill jobs or cause the wealthy to flee.

Believing that without an extension, public education will go back

to layoffs, budget cuts and increasing class sizes, the CFT has partnered with the California Teachers Association, SEIU and other unions to pass the extension called “The Children’s Education and Health Care Protection Act of 2016,” which would extend the small income tax increase on the wealthy for 12 years.

Signature gatherers have been circulating petitions to put a measure on November’s ballot and CFT members are urged help any way you can — by getting petitions signed, making presentations about the measure’s importance, and getting resolutions of support passed by your district governing board.

— By Emily Wilson, CFT Reporter

#### On the Web

> Watch the video and learn more about what you can do to help extend Proposition 30 at [cft.org](http://cft.org).



#### IN THE STATE LEGISLATURE

## CFT introduces significant bills in 2016 session

**THE CFT HAS** introduced a comprehensive set of bills in the 2016 legislative session that aim to effect changes brought forward by members. The CFT-sponsored legislation is listed below; the union has joined with other organizations to co-sponsor additional bills. > You can download the complete Legislative Report at [cft.org](http://cft.org).

### TK-12 EDUCATORS

#### Charter school student access and due process rights

**SB 322** (*Leno, D-San Francisco*) ensures equal access to all interested charter school students and prohibits practices that discourage enrollment or disproportionately push out segments of students already enrolled. Ensures that charter school discipline policies

### CLASSIFIED AND COMMUNITY COLLEGE FACULTY

#### Expanding parental leave by use of sick leave

**AB 2393** (*Campos, D-San Jose*) provides classified employees and community college faculty (full- and part-time) with up to 12 weeks of paid parental leave for new mothers and fathers. Specifically, when a qualified employee has exhausted all available sick leave and continues to be absent on account of parental leave, the employee would receive “differential pay,” which is calculated by reducing the employee’s salary by the amount paid to his or her substitute. This bill extends last year’s new benefit for certificated employees in TK-12 schools to more educators. (Co-sponsor)

are fair and transparent and that a charter school student’s constitutional right to due process is protected in suspension and expulsion proceedings.

#### Teacher professional development

**AB 2353** (*McCarty, D-Sacramento*) requires the State Department of Education to develop a curriculum for professional development covering culturally responsive instruction and make this curriculum avail-

able as part of its continuing education and professional development programs for teachers. (Co-sponsor)

### CLASSIFIED EMPLOYEES

#### Survivor benefit equity

**AB 1878** (*Jones-Sawyer, D-Los Angeles*) gives the survivors of deceased classified employees the ability to afford the funerals of their loved ones by increasing the death ben-

efit amount of these CalPERS members from \$2,000 to \$7,045.

#### Paraprofessional teacher certification program

**AB 2122** (*McCarty, D-Sacramento*) creates a recruitment and training program, establishes a paraprofessional career ladder, and provides funds for paras to become certificated teachers.

### COMMUNITY COLLEGE FACULTY

#### Part-time faculty job security and due process

**AB 1690** (*Medina, D-Riverside*) requires that minimum job security standards be created through the collective bargaining process for part-time faculty by establishing a seniority list and protections against assignment load reductions. (Formerly AB 1010)



## ORGANIZING

### Building our union power

than 2,400 signatures. That overwhelming show of support ended up winning pay for the office hours and growing local membership to 62 percent — and they're not done. Foote says they

Maderazo acknowledged.

But he wanted more — to work on issues such as just wages, housing, and equity, and to develop more outreach to hear member concerns and increase

**"I was against gentrification and the prison industrial complex, and I would have said I believed in unions, but I was not taking action."**

— Sergio Robledo-Maderazo, President, Jefferson Federation of Teachers

now hold an adjunct orientation each semester, do department retreats, and have workshops for members.

**Biggest challenge:** Organizing schedules to meet with faculty one-on-one between classes.

**One piece of advice:** Organize

engagement. Robledo-Maderazo used himself as an example to show what unions need to do more of.

"I went 10 years without getting involved in my union," he said. "I was against gentrification and the prison industrial complex, and I would have

In a panel discussion moderated by Joanne Waddell, president of the Los Angeles College Faculty Guild, four leaders in very different situations — three from California and one from Texas, a right-to-work state — talked about what they'd done to significantly increase their membership and get people involved with the union.

**ZOHARA KAYE:** To increase membership in her local, the Glendale College Guild, Zohara Kaye started the Membership and Mobilization Task Force because she figured who could resist being on the M&M Task Force? But Kaye went beyond M&Ms in her drive to turn fee payers into members.

In the first phase of the drive, the local used email and grew membership from 68 percent to 69. Deciding this wasn't enough, Kaye moved on to phase 2 — joining CFT's Building Power program; hiring a graphic artist; taking control of their data management; mobilizing members to work for the extension of Proposition

30, and having food events, including one on racial equity, to bring people together.

**Biggest challenge:**

Cleaning up our databases.

**One piece of advice:**

Do not underestimate the power of one-on-one.

**AMY FOOTE:** When faculty members they serve were told to hold mandatory unpaid off-office hours, Amy Foote, president of Part-Time Faculty United at College of the Canyons in Santa Clarita, knew that with only 38 percent membership, they didn't have a strong voice in negotiations. The CFT Building Power program, she said, was a huge help.

The local decided to do an online petition and set a goal of 160 signatures in two days. They got 200. They began tabling on campus about the new, unpaid hours and collected more



ZOHARA KAYE



AMY FOOTE



SERGIO ROBLEDO-MADERAZO

your membership forms and your databases.

**SERGIO ROBLEDO-MADERAZO:**

The Jefferson Federation of Teachers in Daly City, representing classified and certificated as well as substitute teachers and coaches, had 99 percent membership, certainly making it a strong union on paper, President Sergio Robledo-

said I believed in unions, but I was not taking action. I know — I was one of those annoying people. But I've learned we can't wait for people to come to us."

**Biggest challenge:** Figuring out how to change the culture.

**One piece of advice:** Embrace every single victory — this work is hard. Just starting to do these things is a victory.



RAY MCMURREY

## From Texas: A right-to-work-for-less state

In Texas, Ray McMurrey said there are three parties — the Democrats, the Republicans, and the Lunatics. Sometimes, the Texas AFT needs to endorse a moderate Re-

publican just to keep out the Lunatics, or the

far right.

Things are different in his state, said McMurrey, Secretary Treasurer of the Texas AFT, since they are not guaranteed a place at the table and, in fact, are prohibited from collective bargaining. But they can't miss something they haven't had, and they're winning on some issues anyway, McMurrey added.

"We beat back tying testing to teacher evaluation — that doesn't happen in Texas," he said. "Would we rather have collective bargaining? Sure we would, but that doesn't

mean we can't still win."

The fundamental question we're dealing with, McMurrey said, is how to get members involved. If it's the same 10 percent of the membership always showing up at events, then we need to think about doing different kinds of events.

One new event was building a house with Habitat for Humanity. Fifty members showed up, wearing their AFT shirts, McMurrey said, and they weren't the same ones who attend political meetings. Working on a house was

a chance for the carpenters and plumbers to shine, telling the teachers and counselors what to do.

"Get out and talk to members," McMurrey said. "Own your power."

**Biggest challenge:** Consistent and uniform engagement.

**One piece of advice:** Turn your union offices back into union halls and grow the union culture.

## RECOGNITION

# Fierce advocates share Women in Education Award for fighting corporate charters

**W**hen accepting her award for Women in Education, along with her colleague Theresa Sage, for their successful fight against the Rocketship corporate charter school chain, Morgan Hill Federation of Teachers President Gemma Abels gave a speech that brought the room to tears. She talked about the tough personal fight she faced thereafter — stage IV ovarian cancer with aggressive chemo treatments and attendant exhaustion.

“I knew I had more work to do in life,” Abels told the teary convention crowd. “Now I’m cancer free, and I had my last treatment on January 1.”

Abels — who has run a marathon and does kickboxing — said she knew something was wrong when she got winded walking from the library to her classroom. But, like many people focused on working for others, she put off going to the doctor. She repeated twice the symptoms of ovarian cancer — bloating or abdominal pain, loss of appetite or feeling full quickly — and she implored women to see their doctors if they have these symptoms.

Abels and then-local president Sage won a resounding victory that has become legendary, CFT Vice President Melinda Dart told delegates. Rocketship, a charter chain that touts “blended learning” — or more time in front of screens, an approach respected analyst Diane Ravitch calls getting poor children ready for assembly lines — petitioned to open



Morgan Hill honorees Theresa Sage, left, and Gemma Abels, center, with presenter Melinda Dart.

schools in the semi-rural area near Silicon Valley.

But Rocketship didn’t count on Abels and Sage. The two had worked for years implementing dual Spanish-

**“I’m humbled to receive this award from an organization filled with women who could organize a revolution.”**

— Gemma Abels, President, Morgan Hill Federation of Teachers

immersion and art and tech programs in the schools, and when the threat of a charter takeover came, they joined with administration, talked with parents and community members, and met with elected officials.

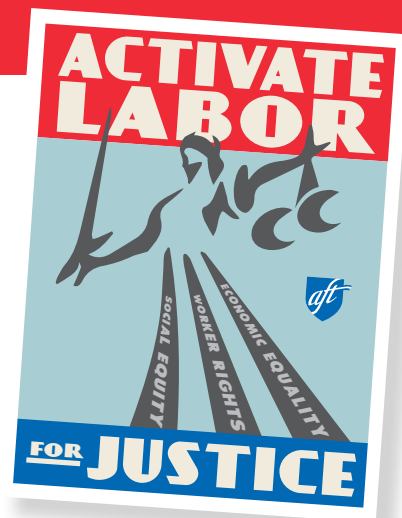
“Their message was clear,” Dart said. “Morgan Hill schools are not failing and not for sale.”

When the school board denied its

petition, Rocketship turned to the County Board of Education, but in the end dropped its appeal.

Sage’s father had always told her if there was anything she wanted in life,

she could be successful if she worked hard, and that came back to her during the fight with Rocketship. She thanked her mother, who was in attendance, for instilling union values. Her mother was a union waitress who taught her daughter never to cross a picket line and who made brownies for strikers when she was too pregnant to join them herself.



Sage also thanked her husband and three children for going to local and county meetings just to spend time with her during a fight that was so intense that Sage, who is blind, went through three guide dogs.

Abels talked about the fight against Rocketship as part of a bigger one against the excesses of corporate America and added it’s important to keep working on all sides — for Black Lives Matter, Fight for 15, and to elect officials who care about students.

Abels, who called herself “humbled to receive this award from an organization filled with women who could organize a revolution,” said no matter her struggles with her health, she has no plans to stop working with the union.

“When I was first diagnosed, I thought my chances of being at this convention were slim,” she said. “There’s a chance my cancer will come back. But there is 100 percent chance I will fight for a living wage for all workers and for education for all students to become informed citizens and revolutionaries.”



## Democracy in action: Delegates pass resolutions and amendments

### ECTK-12 EDUCATION

**Resolution 1** Support best practices in Local Control Accountability Plans

**Resolution 4** Ensure adult education exists in its best and fullest capacity

**Resolution 5** Call for rationality in testing

**Resolution 6** Support for the California Education for a Global Economy Initiative

**Resolution 7** Sponsor an education technology implementation study

**Resolution 8** Create a School Climate and Student Engagement Advisory Committee

**Resolution 10** Create a working group on teacher induction

### CLASSIFIED EMPLOYEES

**Resolution 30** Support and promote Classified School Employee Week

### HIGHER EDUCATION

**Resolution 11** Restore the promise of free, quality public higher education for all

**Resolution 12** Support the contract demands of the California Faculty Association in the CSU system

**Resolution 13** Faculty load preservation in the community colleges

**Resolution 14** Educate student teachers about education unionism

### RETIREMENT

**Resolution 2** Call for more education about the impact of increased employer contributions to CalSTRS

### SOCIO-POLITICAL

**Resolution 20** More support to address the issue of homelessness

**Resolution 29** Committing CFT to a climate justice agenda

### CONSTITUTIONAL AMENDMENTS

**Amendment 1** Increase member per capita

**Special Assessment** Create the new CFT Legal Advocacy and Fight Back Fund

>> To read the full report, go to [cft.org](http://cft.org)





Faculty and community supporters were arrested for civil disobedience after blocking entrance.

**A**t a rally and march for fair pay and quality public education held the Friday of the CFT Convention in San Francisco, hundreds of attendees joined AFT Local 2121, the faculty union for City College of San Francisco, as they marched from the Hyatt Regency to offices of the college's lead contract negotiator a few blocks away. Two dozen people — community and union leaders as well as members — blocked the entrance and got arrested in an act of civil disobedience. This came right after the union's largest voter turnout ever for a strike vote, which was approved by 92 percent.

Carla Arbagey from UC-AFT Riverside was one of the marchers, showing her solidarity with unions by giving up her lunch hour to join the

rally. Another was Lori Eulberg from the ABC Federation of Teachers in Cerritos who says she supports all the goals of the organizers.

"Teachers should be paid fairly and students should be treated fairly," she said.

Vicki Legion, a public health teacher at City College and a member of Local 2121 came out to the march, saying since the accreditation crisis, the college has lost a large number of its students, particularly students of color. Legion carried a poster depicting CCSF students killed by the police, including Alejandro Nieto, who was shot multiple times by four police officers, who were recently acquitted of using excessive force.

Legion also wanted to support a fair contract for herself and her col-

## SOLIDARITY

# Rally for public education ends in civil disobedience

leagues. She said she was glad that people were willing to get arrested to show what an important issue it is.

"I think it's time to turn up the volume," she said.

Kathy Sullivan, a United Educators of San Francisco member and kindergarten teacher at Grattan Elementary, agrees that City College teachers need a fair contract and said that was enough to get her out of her classroom on a rainy day.

"CCSF teachers haven't had a raise for a lot of years," she said. "They need to be paid what they're worth."

In fact, CCSF faculty salaries are below what they were in 2007, says Tim Killikelly, political science teacher and local president. Killikelly, sitting in front of the college's attorney's office, joined 24 others who had undergone a training to get arrested. Along with Local 2121 leaders, the group included community and labor allies such as UESF President Lita Blanc, Kung Feng from Jobs with Justice, and Mike Casey,

president of the San Francisco Labor Council, who linked hands and sang "We Shall Not Be Moved," and chanted "Stand Up, Fight Back."

There is plenty to protest, including that money for teaching has dropped 9 percent while administrators' salaries have increased 29 percent at the college, Killikelly said. In addition, the district, with reserves of more than 30 percent of the college budget, has



Delegates marched and rallied for public education and to support City College of San Francisco faculty members engaging in civil disobedience.

talked about cutting classes by 26 percent in the next six years.

"We want to let them know there's no more business as usual," he said. "We just had a huge turnout — our biggest ever — to vote 92 percent to strike. People have had enough."

## Ting defends City College

**A**fter dealing with the "nightmare" of the Accrediting Commission for Community and Junior Colleges, Tim Killikelly, president of AFT Local 2121 at San Francisco City College says faculty members need strong legislators in their corner, working to get rid of the ACCJC, which is trying to pull the college's accreditation.

"We don't want a watered down version of a bill," Killikelly said. "We haven't been getting a watered down version from the ACCJC."

Assemblymember Phil Ting is the kind of

legislator Killikelly is talking about. His bill AB1397, now on the Senate floor, would enact accreditation reform. Ting thanked the CFT for its activism on this issue and said labor is one of the reasons we still have public education in California. Ting pledged to work on bringing San Francisco's community college back from the damage the accrediting commission has done.

"We have a 30 percent enrollment drop because of the ACCJC and because of their mission to frankly attack CCSF," Ting said. "They accredit DeVry [a for-profit school



named in numerous lawsuits] and the next year want to pull the accreditation for CCSF, probably one of best community colleges in the system."

## Delegates consider

**I**n a forum on the Democratic presidential candidates, San Francisco Supervisor John Avalos spoke for Bernie Sanders and Congressman Mark Takano from Riverside represented the views of Hillary Clinton, with CFT President Joshua Pechthalt asking them questions about education, health care, student loan debt, and reining in Wall Street.

Takano, who taught high school and was a community college trustee calls himself a teacher on special assignment to Congress. Takano said he's still paying off his student loan debt from getting a master's degree,

## BEN RUST AWARD

# John Perez recipient of union's top honor

**A**fter people in leadership at the local where he is the former president, United Teachers Los Angeles, got up to talk about his mentoring, his commitment to growing the movement, and the respect they have for him, the winner of this year's Ben Rust award, John Perez, got up to speak.

Perez said he was honored to be in the company of Ben Rust winners such as Miles Myers, Linda Tubach and Raoul Teilhet, heroes and role models to him. In particular, winning the same award as Roger Segure, a musician who worked to integrate musicians' unions and one of the people who started UTLA, meant a lot, Perez said.

Perez called himself a sheriff in charge of his posse of 40,000-plus UTLA members, and said he was proud to be part of CFT, a positive force in society that supported Proposition 98, which requires a large percentage of the state budget

**"I love it when he comes into my office, sits down and says, 'I've been thinking about something. But first let me tell you a story.'"**

— CFT Vice President Betty Forrester speaking about John Perez

be spent on education, and led the effort to pass Proposition 30, a tax on higher income people to fund education. Last year Perez was elected the president of CFT's newly formed Council of Retired Members, to fight



John Perez, pictured with UTLA colleague and CFT Vice President Betty Forrester, is former president of United Teachers Los Angeles and now leads the CFT Council of Retired Members.

for issues of retirees as well as those still working in California's schools. CFT Vice President Betty Forrester,

AFT Vice President of UTLA, said she had first decided to become a union representative under Perez's leadership.

"I love how his mind works," she said. "I love it when he comes into my

office, sits down and says, 'I've been thinking about something. But first let me tell you a story.'"

Perez said the stereotype of people his age has them complaining about the world and younger people. But he has a lot of faith in the newer union leadership, including UTLA President Alex Caputo-Pearl, who he said is doing a great job of taking on Eli Broad, the billionaire trying to move students in Los Angeles' public schools into charters.

"It's like a battle between a rat and a terrier," he said. "And my money's on the terrier."



Honoree Kimberly Claytor with presenter Rico Tamayo, leader of the EC/TK-12 Council.

## EC/TK-12 AWARD

# Claytor honored with Raoul Teilhet Award

**K**imberly Claytor, the winner of the Raoul Teilhet Educate, Agitate, Organize Award, is a union person in every aspect of her life, said EC/TK-12 Council President Rico Tamayo.

"She's always there and always a partner for justice and what's right," he said, talking about how he'd gotten to know her when they took a class together and Claytor impressed him by always studying. "She's a dedicated, beautiful person."

Claytor, a mother of four as well as a CFT vice president and president of Newport-Mesa Federation of Teachers, said the award humbled her. Claytor, who has been a negotiating team member, local secretary, and vice president and secretary-treasurer of the Orange County Labor Federation, said she doesn't know how to turn down requests for service.

"I just do what everyone in this room does," she said. "I feel very, very ordinary."

## U.S. presidential candidates

and in response to a question about how Clinton would increase access to higher education, he said that she plans to make

college affordable for everyone and doesn't believe it's right for the government to make money off of students.

Avalos said he still has student loan debt as well — \$30,000 from his master's in social work that he got in 1997, and that he supports Sanders' idea of free higher education.

Takano and Avalos discussed their respective candidates' strengths and the need for a Democrat to hold onto the White House in November.



Congressman Mark Takano, President Pechthalt, and Supervisor John Avalos.

## Legislator of the Year: Jose Medina

**M**any legislators, although they seem good at first, have a "shelf life," said Community College Council President Jim Mahler, which expires when they stop responding to the people who elected them. Mahler said to combat this by finding your own candidates. Assemblyman Jose Medina, D-Riverside, winner of CFT's Legislator of the Year Award, was just who the union was looking for.

"He is one of us," Mahler said about the



JOSE MEDINA

Chair of the Assembly's Committee on Higher Education, who taught high school and part-time at community colleges. Medina said he was proud of his 34 years of teaching and spoke about his commitment to the California Master Plan as well as the importance of extending Prop. 30.

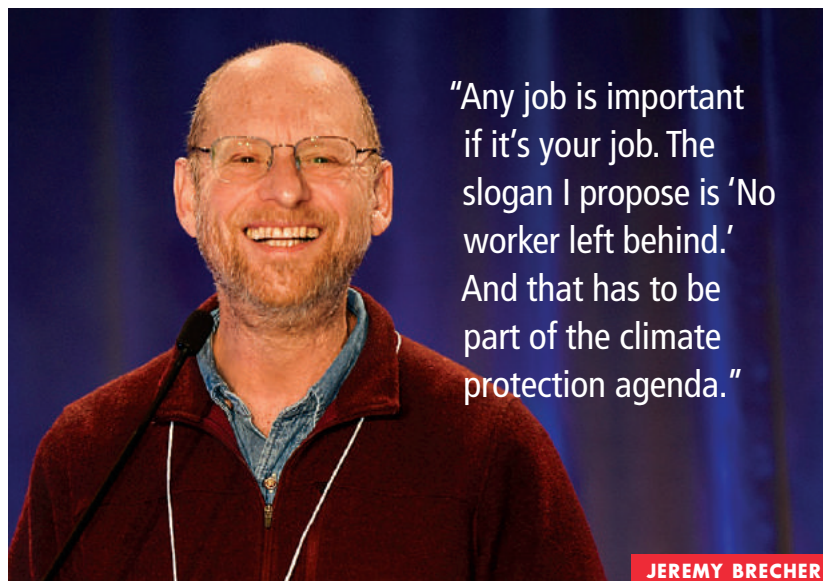
"I saw too many educators receiving pink slips before," Medina said. "I'm a firm believer that California's economic success is directly tied to its educational success."

## CLIMATE JUSTICE

# CFT becomes first statewide union committed to climate justice

**U**nder the Convention theme “Activate Labor for Justice,” climate was highlighted when the CFT became the first statewide union to pass a resolution “committing the CFT to a climate justice agenda.”

Jeremy Brecher, the founder of Labor Network for Sustainability and the author of more than a dozen books on labor and social movements including *Strike!*, gave a talk about labor’s role



JEREMY BRECHER

Jeremy Brecher said working for climate justice shows labor as a force for the general good.

“Any job is important if it’s your job. The slogan I propose is ‘No worker left behind.’ And that has to be part of the climate protection agenda.”

Black Lives Matter. Another is the movement for public education and to reclaim our schools.”

All of these are a force for meeting the needs of working people, Brecher said. While some argue that we have to choose between a healthy economy and a healthy climate, what really kills jobs is climate change, he said, pointing out the impact increasing floods and droughts have on lives and work.

The Labor Network for Sustainability did a report showing that making the energy transition and reducing greenhouse gases can mean creating ten times the number of jobs lost. But he cautioned it is vital to be sensitive to those afraid of losing work.

“Any job is important if it’s your job,” he said. “The slogan I propose is ‘No worker left behind.’ And that has to be part of the climate protection agenda.”

Brecher said working for climate justice shows labor as a force for the general good, not a special interest.

“More specifically, it presents educators as defenders of youth and defenders of our future,” he pointed out.

Jim Miller, from the AFT Guild and chair of the San Diego-Imperial Counties Labor Council Environmental Caucus, spoke for the resolution, saying some people will question why climate justice is an issue for educators when in fact it’s exactly what we need to be concerned with.

“As teachers, our fundamental bet is on the future,” he said. “Who better than us to lead the charge?”

Robert Chacanaca from the Santa Cruz Council of Classified Employees spoke about the importance of climate justice. While some delegates argued that the CFT not support divesting from fossil fuels, so that labor would have a voice in corporate meetings, Miller strongly opposed this, noting that some experts say we only have about 10 years to really do something about climate change before it’s too late.

“About 50 percent of the mammals in the sea are at risk of extinction, and we’re at risk of losing the coral reefs,” Miller said. “What we need now more than anything is urgency and moral clarity.”

Delegates heartily passed Resolution 29, committing CFT to a climate justice agenda.

➤ Listen to the Tim Wise speech on the CFT YouTube channel (cftunionvideos). Find more photos on the CFT facebook page.



Jim Miller: Chair of the San Diego-Imperial Counties Central Labor Council Environmental Caucus

in solving the climate crisis.

Brecher, who is dyslexic, began by saying the bumper sticker, “If you can read this, thank a teacher” applies to him. While some people wonder about the future of the labor movement, he gave examples of movements that show its relevance.

“Occupy Wall Street put inequality front and center in American political consciousness,” he said. “Since I finished revising *Strike!*, there have been revolts like Fight for 15 and

## LABOR JUSTICE

# Randi Weingarten: You bend the arc toward justice every day

**Y**ou have created a mighty, mighty union with mighty, mighty values,” AFT President Randi Weingarten told attendees of the CFT Convention. “You bend the arc towards justice every day. Now we have a fight like never before, a fight to the finish, and we must win.”

Weingarten talked about Republican presidential candidate Donald Trump whipping up bigotry

and anger. She acknowledged the anger in the country among people who feel they’ve been shoved aside, and she exhorted people to use anger to fight for fairness.

Unions need to use a new kind of power as well as the traditional kind, Weingarten said. As an example, she cited buying up shares in Pearson Inc, which profits from testing, so as to go to their board meeting in England

to pressure them to reform. Another example of using new power is fighting hedge funds that are using public pension money for things not in educators’ public interest. The AFT has released a report of hedge funds that are supporting education “reform” groups that advocate replacing defined benefit pension plans.

Weingarten also mentioned some fights that CFT has been involved

in such as AFT Local 2121, the faculty union of City College of San Francisco, dealing with the threat of disaccreditation, and Proposition 30, which Weingarten has pledged to help extend.

“The status quo didn’t want there to be a progressive tax, but you won the Prop. 30 tax fight,” she said. “AFT 2121 took everything that was thrown at them and it became the accretor



**RACIAL JUSTICE**

**Tim Wise: The purpose of education is to get free**

**W**henever we see inequalities in our society we need to remember one thing, antiracist activist Tim Wise told attendees — there are no accidents, just precedents.

Wise, who has written seven books, most recently *Under the Affluence: Shaming the Poor, Praising the Rich and Sacrificing the Future of America*, talked about how the inherent injustice of the educational system must be transformed — the system was never meant to bring equity.

In support, he quoted Thomas Jefferson, a man he says people revere as a lover of learning. But Jefferson wanted to set up schools so that “geniuses will be raked from the rubbish annually.” The implicit meaning of this, Wise said, was that most people are rubbish, only good for working for the elite.

Woodrow Wilson, another president of the country as well as of Princeton University, whom we think of as a public education supporter, updated that slightly to say that while we want one



“We have to take apart the system, not just tinker around the edges. The purpose of education is to get free if you are from a marginalized culture.”

**TIM WISE**

Antiracist activist Tim Wise articulately weaves together past practices in the United States.

class of people to have a liberal education, we want a much larger group to forego that and “fit themselves to perform specific difficult manual tasks.”

In case we think this is all in the past, Wise talked about seeing former Secretary of Education and Drug Czar William Bennett on a

Sunday talk show being asked about the biggest problem in education. Bennett didn’t pick underfunding or lack of preparation for teachers or using standardized tests on unstandardized children, Wise said.

“Instead, Bennett looked right in the camera and said without irony or misgiving, ‘The biggest

problem with education today is that too many people are going to college.’” Wise continued, “It’s the same thing Thomas Jefferson and Woodrow Wilson meant. It’s the logic of the slaveholder who says if they all learn to read, who’s going to pick the cotton?”

Wise also told a story about a teacher outside of Denver, teaching mostly children of color. Searching for a way to reach his students, one day he walked in and started writing numbers on the board. When the students asked him what was going on, he told them the numbers were evidence someone was trying to kill them. That got their attention. He explained he was putting up data on

wealth disparity and racial profiling and housing inequality. The students already knew what he was telling them, Wise said, but they’d never had a person in authority affirming it.

“He showed them the calculus of oppression,” Wise said. “We need to ratify the truth of young people and make learning relevant to their everyday routine.” Using racism to divide working people as presidential candidate Donald Trump does is nothing new, Wise said — it’s been going on since the 1600s. He urged the audience to fight against this with everything they have and said education needs to be a revolutionary act.

“We have to take apart the system, not just tinker around the edges. The



purpose of education is to get free if you are from a marginalized culture,” he said. “We can change the stories and we can change the narrative and we can create a new society.”



Don Arthur: Berkeley Federation of Teachers



Mark Griffin: Berkeley Council of Classified Employees



**RANDI WEINGARTEN**

“Now we have a fight like never before, a fight to the finish, and we must win.”

on trial, not the college.”

She added that people opposed to unions and public education don’t just disagree with them — they want to eliminate them.

“They think the free market includes buying and selling government,” she said. “Their goal is to destroy the neighborhood public school.”

Talking one-on-one with members is key, Weingarten said, to fight chal-

lenges such as the Friedrichs lawsuit, which could end collective bargaining, and the Vergara lawsuit, which seeks to eliminate seniority and due process for teachers, as well as those who fund attacks, such as the billionaire Koch brothers.

“It makes us stronger,” she said. “We are able to look at the Koch brothers and say, ‘We don’t care what you do.’”

IN MEMORIAM  
MILES MYERS

# Former CFT President Miles Myers dies

Passionate educator led CFT for five years,  
edited *California Teacher* for 15

Myers became active in the Oakland Federation of Teachers, AFT Local 771, and the statewide CFT. Then-CFT President Raoul Teilhet appointed Myers editor of *California Teacher* in 1970, a position he held until 1985. He was elected a CFT vice president in 1971 while serving as the organization's legislative director.

Myers advocated tirelessly for a collective bargaining law for teachers and

Myers was elected CFT President in 1985, succeeding Teilhet, and served until 1990. During those years he advocated for new ways of understanding literacy and for the classroom authority of teachers, believing that the people who knew best how to improve classroom practices were not academics, politicians or businessmen, but teachers themselves.

Myers saw teachers becoming re-



Miles Myers at CFT Convention 1972 with then-President Raoul Teilhet at his left side.

Teacher, author and former CFT President Miles Myers died December 15 from complications related to heart disease. Myers devoted his six-decade career to improving educational standards and the conditions for teaching and learning in public education. He was 84.

Myers was born in 1931 in Newton, Kansas. His family moved to Southern California and he graduated from Pomona High in 1949. He served in the U.S. Army in Germany during the Korean War.



Miles Myers at CFT Convention 2014 pointing to a picture of himself in *California Teacher*.

tional literacy-based curriculum model, rooted in the belief that teachers are the best teachers of teachers, and he was deeply committed to the organizations it inspired, including the California Writing Project and National Writing Project.

In 1990, Myers left the CFT to become the executive director of the National Council of Teachers of English, a position he held for seven years. Most recently he was as a con-

classified employees, and when the Educational Employment Relations Act finally passed in 1975, Myers rejoined with all who had worked for it.

Years later, reflecting on the long struggle for collective bargaining, Myers said, "From the beginning, we did not say, 'We're going to get power by going to Sacramento and getting a bill that tells us we have the right to collective bargaining.' We wanted that, but that was not the source of our authority. The source of our authority was in collective action, and watching the peace movement, and the civil rights movement, and the strategies one used."

### On the Web

>Read the full obituary at [cft.org/miles-myers-1931-2015](http://cft.org/miles-myers-1931-2015).

searchers in their own classrooms, their research powering more effective teaching and learning. He advanced these ideas through books on writing and literacy, including *The Teacher Researcher: How to Study Writing in the Classroom* (1985) and *Changing Our Minds: Negotiating English and Literacy* (1996). He viewed collective bargaining as a tool among others in the transition from teaching as an occupation to teaching as a profession.

Like Teilhet, Myers saw unionism as a vehicle for broader social justice goals. During his presidency, the CFT opposed U.S. intervention in Central America and supported the struggle against apartheid in South Africa.

Myers co-founded the Bay Area Writing Project at UC Berkeley in 1974. It became the basis for a na-

sultant with the Institute for Research on Teaching and Learning.

Myers received the CFT's highest honor, the Ben Rust Award, in 1994. He is survived by his wife of 59 years, Celeste, his three children, three sisters, six grandchildren and one great-grandchild. The family asks you to honor Myers by buying a book, reading it, and then donating it to a library.

— By Fred Glass, CFT Communications Director



Four CFT presidents in 2008: Miles Myers (1985-90), Raoul Teilhet (1968-85), Mary Bergan (1991-2007) and Marty Hittelman (2007-11).

After earning a bachelor's degree at UC Berkeley, Myers taught high school English for 17 years in the Oakland public schools beginning in 1957. While teaching, he earned two masters degrees and a doctorate in writing studies at Berkeley.

Guest speaker Lt. Gov. Gavin Newsom accepts a union shirt from Secretary Treasurer Jeff Freitas at the CFT Leadership Conference.



# Around CFT

## Letter to the editor...

**THERE'S AN AMUSING GLOSS** to Mary Bergan's sidebar on Sen. Al Rodda and the origin of California's collective bargaining law for educators. One of the principals in the lawsuit challenging districts' arbitrary power to assign teachers to non-teaching duties was Edward G. McGrath, a Sacramento High School teacher who was stripped of his position as department chair for refusing to monitor the boys' restroom during a football game. After the teachers lost, McGrath resigned, earned his doctorate, and had a long career in higher education. McGrath recently celebrated his 98th birthday.

Rodda referred to this incident in a 1990 presentation on collective bargaining, now the lead article posted at [rod-daproject.blogspot.com](http://rod-daproject.blogspot.com), an archive of the senator's papers. I was privileged to work for him in three capacities: as a legislative staffer during his final term, as an aide at the Commission on State Finance, and as a Los Rios faculty member when he was serving on our board of trustees.

—Anthony Barcellos

Los Rios College Federation of Teachers

## Revitalized Legislative Department ramps up

A **NEWLY** reconfigured legislative department welcomes two new legislative representatives who bring solid experience to the CFT's lobbying team.

**Iván Carrillo** has worked in advocacy and policymaking since 2009. As president of the Associated Students at UC Davis, he helped unionize the campus food service workers. After graduation, Carrillo found employment in the California Legislature through the prestigious Assembly Fellows program. He advanced progressive labor and education policies locally, and in the State Capitol, under three different legislators.



Iván Carrillo

**Jill Rice** has been involved in education for nearly 20 years. After law school graduation and teaching high school history and social science for seven years, Rice worked as a

policy consultant and attorney for the California Department of Education. In 2011, Gov. Brown appointed her assistant chief counsel to the State Board of Education, and in 2012, she became policy consultant to the Assembly Committee on Education.

Anchoring the legislative department is **Ron Rapp**, who joined the CFT staff in 2014 as a legislative representative and became the legislative



Jill Rice



Ron Rapp

director last fall. Prior to working for CFT, Rapp served six years as director of government relations for the Ohio Education Association, and in numerous education policy leadership positions.

## Mark your Calendar

**April** is **Labor History Month**.

That's a whole month to take advantage of the educator-prepared lesson plans and excellent classroom resources prepared by the Labor in the Schools Committee. Find them on the CFT website at [goo.gl/jhyuZh](http://goo.gl/jhyuZh).

**April 1-3** marks the first **AFT Joint PSRP & Higher Education Professional Issues Conference** for support staff members and higher education faculty. It is being held at Bally's Las Vegas Hotel & Casino. Learn more at [aft.org](http://aft.org).

**May 13** kicks off a union weekend in Los Angeles with Friday meetings of the **Community College Council**, the **Council of Classified Employees** and the **EC/TK-12 Council**. On Saturday, **May 14** the **Standing Committees** meet. Later that day, the **CFT State Council** convenes...all at The Concourse Hotel Hyatt Regency.

**May 23** is the **last day to register to vote** in the Statewide Primary Election. **May 31** is the **last day to request a vote-by-mail ballot** for the Primary Election.

**June 7** is the **Statewide Primary Election**. Vote!

**June 20-24 Union Summer School** offers five days of top-notch training and leadership development at the Kellogg West Conference Center & Hotel at Cal Poly Pomona. Registration for classes is now open. Learn more on the CFT website at [goo.gl/wwGwsh](http://goo.gl/wwGwsh), or phone the CFT Oakland office at **510-523-5238**.

**July 1** is the **deadline for continuing college students to apply for Raoul Teilhet Scholarships**.

**July 12-13** is the **California Labor Federation Biennial Convention** at the Oakland Marriott City Center. Learn more at [calaborfed.org](http://calaborfed.org).

**July 17-21**, our national union will celebrate its 100th anniversary at its biennial **AFT Convention** to be held at the Minneapolis Convention Center. Learn more at [aft.org](http://aft.org).



## Raoul Teilhet SCHOLARSHIPS

### CFT announces high school senior recipients for 2016

**THE CFT RAOUL TEILHET** Scholarship program awarded scholarships to 25 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, phone the CFT Costa Mesa office at (714) 754-6638 to have one mailed to you, or download one from the CFT website at [cft.org/member-services/scholarships](http://cft.org/member-services/scholarships).

**Kim Adam**, daughter of Monika Adam, Santa Cruz Council of Classified Employees

**Henry Agnew**, son of Marisa Alviar-Agnew, Los Rios College Federation of Teachers

**Makena Blanco**, daughter of Thomas Blanco, Lompoc Federation of Teachers

**Gema Collazo-Muñoz**, daughter of Antonia Collazo, Pajaro Valley Federation of Teachers

**Aliyah Flores**, daughter of Debra Flores, Lompoc Federation of Teachers

**Katie Gallagher**, daughter of Kevin Gallagher, Evergreen Federation of Teachers

**Jack Fong Gougoutas**, son of Anne Gougoutas, San Francisco Community College District Federation of Teachers

**Melissa Grennan**, daughter of John Grennan, Oxnard Federation of Teachers and School Employees

**Maya Haruyama**, daughter of Akemi Hamai, Berkeley Federation of Teachers

**Margaret Hedrick**, daughter of Charles Hedrick, Jr. and Jennifer Lynn, UC-AFT Santa Cruz

**Tanar Hernandez-Wroblewski**, son of David Wroblewski, AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges

**Leroy Jackson**, son of Rayne Lardie, San Francisco Community College District Federation of Teachers

**Holden Kenedy**, son of Donald Kenedy, Ventura County Federation of College Teachers

**Charlotte Lenz**, daughter of Kristen Lenz, Greater Santa Cruz Federation of Teachers

**Aliah McCord**, daughter of Shannon McCord, Pajaro Valley Federation of Teachers

**Melinda McMonigle**, daughter of Catherine McMonigle, Jefferson Elementary Federation of Teachers

**Flora Namala**, daughter of Solomon Namala, Cerritos College Faculty Federation

**Sienna Pallesen**, daughter of Leif Pallesen, San Jose/Evergreen Federation of Teachers

**Mariela Pizarro**, daughter of Ruben Pizarro, Salinas Valley Federation of Teachers

**Rachel Posteraro**, daughter of Jay and Lisa Posteraro, Poway Federation of Teachers

**Melissa Rosales**, daughter of Susan Rosales, Culver City Federation of Teachers

**Samantha Soliz**, daughter of David Soliz, Oxnard Federation of Teachers and School Employees

**Victoria Solkovits**, daughter of Lucia Arias and Gregg Solkovits, United Teachers Los Angeles

**Daniel Tchiprout**, son of Alain and Sandra Tchiprout, Oxnard Federation of Teachers and School Employees

**Summer Solstice Thomas**, daughter of Mark Thomas, Greater Santa Cruz Federation of Teachers

# Pre-K and K-12

Juan Ramirez, elementary vice president of United Teachers Los Angeles, at the microphone.



## Restorative justice seeks to end the school-to-prison pipeline How educators can help transform classrooms and school climates

**IF AN AFRICAN** American male student is suspended, there's a 90 percent chance he'll end up in prison some time in his life. In 2013-14, there were half a million suspensions in California schools, many those of black and brown children. These statistics make equity in education one of the great civil rights struggles of our time, said Ali Cooper, the executive director of the Restorative Schools Vision Project.

By using the principles of restorative justice — offering reconciliation with the victims and listening to what children have to say — rather than pure punishment, union educators can make their classrooms places of collaboration and accountability rather

than blame and anger, say Cooper and Stella Connell Levy, the founder and president of the Vision Project. The two presented a workshop at the CFT Convention in March.

tween retributive justice and restorative — that the offender plays a passive role and is stigmatized under the traditional system, for example, whereas under the restorative justice

She talked about the three kinds of circles — community building, learning, and peace-making. These work as ways for children to talk about what's going on with them, she said.

“Circles are democratic spaces,” she said. “They're safe and nonjudgmental.”

Levy and Cooper also talked about legislation they are working on in Sacramento — AB 2489 (McCarty, D-Sacramento), which would require the State Department of Education to develop a standard model to implement restorative justice practices at schools, as well as AB 2698 (Weber, D-San Diego) which calls for changing the culture on campuses through restorative justice to make the culture more comfortable for students as well as the adults working there.

A restorative justice program makes things better for classified and certificated staff as well as the children, said Levy, who started her career as a labor lawyer. She's pro-worker, not just pro-student, she said, and sees restorative justice as a way to improve things for all school workers.

“Going into a school, we would



LEA SUZUKI/SAN FRANCISCO CHRONICLE

Circles — a key part of the restorative justice approach — are democratic, safe and nonjudgmental.

**RICO TAMAYO**  
COUNCIL PRESIDENT

### Recapping a year of success

**Last fall, local presidents** prioritized their highest areas of need: To better understand how to bargain Local Control Accountability Plans, to increase member engagement anticipating a negative outcome in Friedrichs vs. CTA, and to have more access to legal resources and collaboration among locals.

The council has made significant gains in these areas. In January, we developed a “LCAP Quick Guide” with bargaining suggestions. That same month, the CFT hosted a well-attended legal rights workshop.

We formed a partnership with Texas AFT, and Secretary Treasurer Ray McMurrey spoke powerfully on member engagement at CFT Convention. Delegates also passed our resolution asking for more education about LCAP.

This July, our retreat for union presidents will offer locals the opportunity to truly collaborate on how best to access support and resources during these challenging times. After one year of solid progress, our council is looking forward to the future.

One of the reasons for using this practice with K-12 students is to disrupt “the school-to-prison pipeline,” where kids — mostly poor and non-white — are pushed out of school into the criminal justice system through expulsions or suspensions for minor infractions and school-based arrests. This is not only damaging emotionally, Cooper and Levy said, but costly as well, with our state spending around \$50,000 a year to incarcerate an individual, opposed to \$8,000 to educate her.

Workshop participants discussed how classified staff and teachers can play key roles in listening to children and making them feel part of a community. Several people who have been using restorative justice techniques in their classrooms — with circles and mediation — said they had seen a big difference over time in the culture of the school as students felt listened to rather than isolated.

Levy showed the differences be-

model, he plays an active role in making amends and is not labeled. Other differences include that in the retributive approach, the focus is to remove the offender from school rather than repair the harm done, and he is not given much chance to show remorse in contrast to restorative justice where forgiveness and apologies are encouraged and the focus is on repairing relationships.

Circles are a significant part of building those relationships, Levy said.

### On the Web

> Learn more about restorative justice from the Restorative Schools Vision Project at [restorativeschoolsproject.org](http://restorativeschoolsproject.org)



Stella Connell Levy, founder and president of the Restorative Schools Vision Project, and Ali Cooper, executive director, led a workshop for CFT members.



RUSS CURTIS

see that it's not just the kids who are depressed — it's the teachers and staff too,” she said. “We start with what we already do and celebrate what's right, and then we have energy to work at changing what's wrong.”

— By Emily Wilson, CFT Reporter

TOP: RUSS CURTIS

# Classified

## Food service workers serve up fresh attitude Staff and menus adapt to changing culture of nutrition

**SOMETHING GOOD IS** cooking in campus cafeterias, and the recipe includes happier staffs. From school kitchens in Berkeley to community college taquerías in San Diego, classified AFT locals are raising wages and winning full-time status for food service employees.

Big changes in Berkeley schools began when food service workers affiliated with AFT Local 6192, the Berkeley Council of Classified Employees. Before the change in 2012, Local President Paula Phillips said, managers used to warn workers not to miss work during the holidays.

“Telling food handlers that they can’t call in sick is unconscionable,” Phillips said.

Union site rep Elizabeth Dunkle



Jackie Townsend says teamwork and training improve work flow at the grill.

said work is getting better since the AFT affiliation.

“This is a very physical job, with injuries from lifting, burns, slipping and cuts,” Dunkle said. “And while wages have improved, most of us still can’t afford to live alone. We need roommates or a family structure. It’s especially hard to get by when you’re unemployed for summer.”

Dunkle works at King Dining Commons, where she and two other senior cooks, backed up by two prep cooks, produce about 2,500 break-



Maureen Henshaw says people now eat more salads, veggies, and other unprocessed foods.

fasts and lunches daily for preschool through teenage students.

“For a lot of these kids, that may be the only balanced meal of the day,” she said.

Temp abuse is a major problem in food services. Although Dunkle

**“This is a very physical job, with injuries from lifting, burns, slipping and cuts. And while wages have improved, most of us still can’t afford to live alone.”**

— Elizabeth Dunkle, King Dining Commons, Berkeley Unified

earned culinary and hotel restaurant management degrees, she wasn’t made a permanent employee until about seven years ago.

“People may be working full-time



now, but they lost time and benefits they would have otherwise accrued.”

The problems are similar in community colleges. In July, the San Diego district reclassified a group of food service “temps” as permanent employees, including one who had worked

there for 14 years.

Tina Solórzano Fletcher, membership coordinator of San Diego’s AFT Guild, said the local was able to raise wages for long-time kitchen workers by including food staff in the office-technical salary schedule, which offers more steps.

From her vantage point at the grill and taquería station, Jackie Townsend thinks work also flows better now at San Diego’s Miramar campus, thanks to teamwork and training the union negotiated. Townsend and Maureen Henshaw came to Miramar from the Mesa campus after the district re-



vamped the test kitchen about two years ago. Henshaw works in catering and the deli, as well as the taquería.

San Diego hired Henshaw after she graduated from the culinary program at Mesa about 18 years ago. When she started, meals were built around red meat. Today, people eat more salads, veggies and other unprocessed foods. The cafeteria makes its own fresh pasta, pizza dough and sauce.

“You have to come up with new menus to reflect new tastes and what is considered nutritious,” Henshaw concluded.

— By Steve Weingarten, CFT Reporter

**PAULA A. PHILLIPS**  
COUNCIL PRESIDENT

### Classified Week: May 15-21

I opened the Saturday morning general session at CFT Convention by saying that classified employees are still fighting to be recognized in a teachers’ organization and by reminding delegates that what we do is incredibly varied and plays an important role in educating students.

Recognizing the contributions of classified employees also came up during discussion of a resolution, submitted by the Council of Classified Employees, to promote and support Classified School Employee Week.

One delegate came to the microphone to say she felt proud to have classified employees in the union and wholeheartedly supports us. Our work is critical to school and college communities.

In that spirit, plan now to celebrate Classified School Employee Week from May 15-21. Let your colleagues and your workplace know that classified work makes a difference every day. It’s our week — and we have to claim it!



TOP: SANDY HUFFAKER, JR.

# Community College

Local President Mark James Miller accepts a first place award for 27 percent growth in the Part-Time Faculty Association of Allan Hancock College.



## San Diego piloting move to make community college free Can the goals of California's Master Plan for Higher Education be fulfilled again?

**THE SAN DIEGO** Community College District has joined the states of Tennessee and Oregon in implementing free community college. In February Chancellor Constance Carroll announced that 200 students would have their course fees waived for the 2016-17 academic year.

In this first year, 175 graduating San Diego high school seniors will be selected, along with 25 continuing education students. They must carry at least 12 units in both semesters, maintain a 2.0 grade-point average, and contribute eight hours of community service.

The program will cost \$215,000 in its first year. "We're self-funding the pilot to begin with, and we're hoping to raise money," Carroll told the community newspaper *La Prensa*.

**JIM MAHLER**  
COUNCIL PRESIDENT

### Union investments pay off

**This year saw the** first new monies earmarked to address the chronic shortage of full-time faculty since the early 1990s and districts received record funding increases.

For next year, however, the governor proposed no additional money to hire full-timers or fund part-timer office hours, equity pay, and health-care — and the meager 0.47 percent COLA won't go far with increases in healthcare and pension contributions. The CFT is lobbying hard for more resources in the final budget.

To make matters worse, about 15 percent of district operating budgets come from Proposition 30 and part of that revenue stream will expire soon. To keep us on solid financial footing, the CFT is working in coalition to qualify a measure for the November ballot that will extend Prop. 30.

And another of our union investments is finally paying big dividends: With the Board of Governors vote to seek a new accreditor, the ACCJC will hopefully soon become nothing but a painful memory.

"My goal would be to raise an endowment of \$10 million or \$12 million to retire the cost of the total expanded program, around \$1 million. Then it would be an ongoing program."

San Diego is returning to the goals

Community colleges kept the plan's promise longer, but eventually also began charging fees, which today are \$46 per unit without fee waivers or other forms of student aid. A full-time student now pays \$1014 per aca-

other financial aid to attend any of its 13 community colleges or 27 colleges of applied technology. In 2015, of 15,000 students enrolled in the program, not one had to take out a tuition loan.

In 2015, Oregon budgeted \$10 million to cover 10,000 students at its 17 community colleges. Even part-time students can qualify for a pro-rated grant. Over 12,000 students applied this academic year. Although the state still charges \$50 a term, officials predict that the Oregon Promise will boost community college enrollment by 25 percent.

In his 2015 State of the Union address, President Obama called for the creation of the America's College Promise program to make the first two years of higher education free. Democrats introduced the America's College Promise Act, budgeting \$60 billion for it, but Republicans blocked it.

Nevertheless, the idea caught fire, with both Democratic presidential candidates supporting it in some form. Six states have enacted free community college programs and ten others have introduced enabling legislation.

In San Diego, the 200 students will begin taking classes this fall at Mesa, City and Miramar Colleges, and in the Continuing Education Division. "This will be a great benefit for students," Carroll said.

— By David Bacon, CFT Reporter



COURTESY OREGON GEAR UP

of 1960 California Master Plan for Higher Education, which guaranteed the top one-eighth of graduating high school seniors a tuition-free place at a UC campus, the top one-third at a Cal State campus, and any student "capable of benefiting from instruction" at a community college. Graduates of community colleges would be guaranteed transfer to CSU or UC to obtain a four-year degree.



Constance Carroll

The promise of the Master Plan was kept until 1978, when Proposition 13 cut taxes and state funding. Since tuition was still banned, the UC system began charging "fees," now amounting to thousands of dollars per semester. Eight years ago the regents gave up the hypocrisy and called them tuition.

democratic year, in addition to other fees and course materials. In San Diego's new program, the unit fees are covered and students getting financial aid can qualify for \$1000 for textbooks and other supplies.

Tennessee was the first state to make community college free. In 2014 it budgeted \$34 million for students who couldn't get Pell grants or

### Accreditation reform: Final blows to the ACCJC

**FOLLOW-UP College presidents support move to new accreditor:** On March 17, community college presidents from across the state struck a decisive blow with a more than 90 percent vote to reform the Accrediting Commission for Community and Junior Colleges and prepare to move to another accreditor. This vote of the presidents confirmed the consensus that the ACCJC is no longer widely accepted in its community, and does not meet the needs of California public higher education.

**Board of Governors votes to establish new model with new agency:** In an historic vote four days later, the California Community Colleges Board of Governors voted unanimously to reform its current accrediting agency — the ACCJC — and begin to establish a new model for fair accrediting practices with a new agency. CFT and the larger community applauded the board's courageous and unprecedented action that marks a renewal of opportunity for California's community college students.

# University

UC-AFT leaders and members accept a second place award for 25 percent growth in membership.



## Higher education should be free...and it's within our reach Candidates don't go far enough; social movement needed to force issue

**BERNIE SAYS** higher education should be free. Hillary says students should be debt-free when they graduate. Bob Samuels, president of the University Council-AFT, welcomes this debate, but says neither Democratic presidential candidate goes far enough.

“Sanders vision of making higher education universal equates it with universal high school. Clinton’s debt-free formulation is based on financial aid,” he explains. “It’s good to have discussion, but there’s still pressure not to talk about the difficulties.”

He recalls the California Master Plan for Higher Education, adopted in 1960, which called for making higher education free and universal. “And it was free for awhile,” he recalls. “But we’ve been going backwards and the promise has been broken.”

Samuels contributed to the emergence of greater access to higher education as a central issue in this year’s



ERIC RISBERG/AP

what is necessary to fund it.”

The book got a lot of media attention, and a lot of negative reactions at first. But then President Obama proposed making community college free and called high student debt a problem. “What really pushed this into the mainstream also was the growing debt shouldered by the millennial generation,” Samuels adds.

tions,” he suggests.

Complicating the funding question, however, is the fact that both political parties, especially Democrats, have sold education, and justified college loan programs as a path to economic advancement. “But this is clearly untrue,” Samuels charges. “Since 1965 the governmental funds directed to financial aid have surpassed a trillion dollars, and we have more inequality than ever. There aren’t enough good jobs for students who graduate, so they now compete with non-college graduates for low wage jobs in fast food or retail. That’s dragging down wages for both groups.”

Samuels has written a new book that takes on the dilemma. “We have to do two things at the same time,” he argues in it. “In addition to making education free and accessible, we need to revitalize the union movement. Workers have lost their negotiating power, and we’re overproducing workers competing for low-wage jobs.”

While he credits Sanders for speaking more directly about the need for

the government to produce good jobs, he criticizes all the candidates for not directly advocating the need to strengthen unions. “I see a ray of hope in the new movements to organize low-wage workers, and in the academic world, especially non-tenured faculty. But our unions also have to adopt new tactics and strategies for organizing this new workforce.”

Achieving any of these goals, Samuels believes, requires political engagement: “If Sanders gets votes, that could influence the Democratic party platform in the general election. But ultimately, it’s going to take a social movement to push for these things.”

— By David Bacon, CFT Reporter

**BOB SAMUELS**  
COUNCIL PRESIDENT

### New lecturer contract lands hefty pay raises

**UC-AFT has agreed** to a new contract for lecturers that guarantees four years of salary increases averaging close to 3 percent per year for four years (6.2 percent raise in the first four months), better visibility for lecturers, new protections for lecturers in their first six years, a new fourth-year mentoring process and special salary increase for pre-sixth year people, stipends for many who do not receive Social Security, a new protection for faculty teaching online courses, a signing bonus, and many other contractual improvements.

We also bargained for new procedures to protect people in their sixth year and a way for people to use work from other departments and campuses towards their continuing appointment status. A key improvement was an agreement to monitor the use of lecturers at UCLA and UCSD to prevent churning (unnecessary turnover). Many lecturers will see their salaries increase by 25 percent (including merits) during the life of this contract.



TOP: RUSS CURTIS

**“In addition to making education free and accessible, we need to revitalize the union movement. Workers have lost their negotiating power.”**

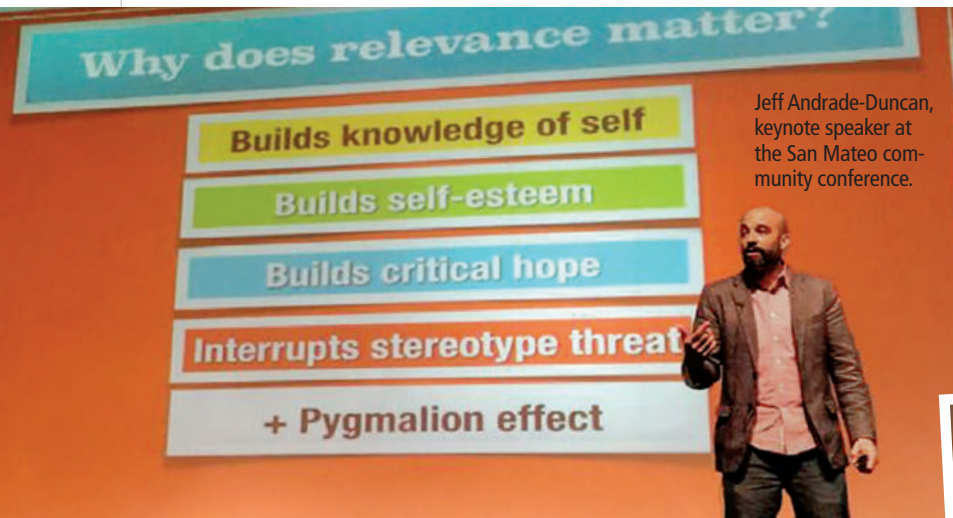
— Bob Samuels, President, University Council-AFT

presidential campaign. Three years ago he wrote a book, *Why Higher Education Should be Free: How to Decrease Costs and Increase Quality at American Universities*. “We have to think about higher education as a public good, not a private benefit for individuals — something that will increase a student’s ability to compete in the job market. If it’s not seen as a universal right, people won’t support

One way to increase funding, he says, is to have universities focus on instruction and basic research instead of massive construction or expensive sports programs. He also argues that federal funding should be restructured. “Tax breaks for education are basically a voucher system, and benefit mostly the wealthy. Instead, the government should just give the equivalent funds directly to institu-

# Local Wire

Reporting Local Action  
Around the State



Jeff Andrade-Duncan, keynote speaker at the San Mateo community conference.

COURTESY AFT LOCAL 1493

Schools Anne Campbell, and county Supervisor David Pine. Former Assemblyman Tom Ammiano, a faculty member in the San Mateo Community College District, opened the event. CFT President Joshua Pechthalt closed the program.



SANDRA WEESE

Event organizers with former Assemblyman and faculty member Tom Ammiano.

## Rank & Files

**Linda McAllister**, a sociology instructor at Berkeley City College and member of the Peralta Federation of Teachers, Local 1603, was one of four professors honored by the California Community Colleges Board of Governors with a Gerald C. Hayward Award for Excellence in Education, a designation that comes with \$1,250. McAllister has sought access for traditionally underserved student populations, and piloted a program to recruit recent community college graduates with masters' degrees to teach in the community colleges. She also developed curriculum, scheduling, and degree alignment so working adults could meet their degree goals.

**Mike Terman**, a CFT field representative and member of Local 8004, was named a Labor Leader of the Year by the Tri-Counties Central Labor Council. Terman has assisted AFT local unions by negotiating strong contracts and administering them in the Ventura County region for nearly 20 years. He shared the honor with Congresswoman Lois Capps.

**Meghann Hayes, Stephen Leeper and Norman Zelaya**, members of United Educators of San Francisco, Local 61, star in a video on the pitfalls and rewards of teaching in our public schools. The video has been viewed more than 25 million times on AJ+, an online version of the AJ Jazeera network. View the video online at [uesf.org/AJ](http://uesf.org/AJ).

**Sharon Hendricks**, a communication studies instructor at Los Angeles City College and member of the Los Angeles College Faculty Guild, Local 1521, was honored for her statewide advocacy work as a co-recipient of the John Vasconcellos Advocate of the Year award for 2016 from the Faculty Association of California Community Colleges. Hendricks was elected in 2011 to the CalSTRS Retirement Board where she serves as board vice chair and Investment Committee chair. She is also a leader on the AFT Trustee Council.

### LOCALS 1481, 1493, 3267

#### Schools our students deserve...

More than 250 parents, teachers, school staff, students, and community members attended the "Schools Our Children Deserve" conference at Skyline College on March 19 to hold a four-hour conversation about what should be happening in North San Mateo County public schools.

"We all have the same goal," said

Jefferson Elementary Federation President Melinda Dart, "and that is to give our students the tools they need to succeed."

Attendees heard Jeff Duncan-Andrade, a San Francisco State Ethnic Studies professor and social justice activist who inspired last year's CFT Convention. Local political leaders present included state Senator Jerry Hill, county Superintendent of

### LOCALS 1343 & 2317

#### Working together...

Two local unions with exemplary labor-management relationships are featured prominently in a new book, *The Courage to Collaborate: The Case for Labor-Management Partnerships in Education* by Ken Futernick, a school turnaround expert and keynote speaker at CFT professional conferences.



David Mielke

In the book, Futernick makes the case that collaboration between school management and teacher unions is a necessary condition for educational improvement.

"Futernick's book outlines a very different and very real reform movement," said David Mielke, president of the **Culver City Federation of Teachers**, whose local is featured in

the book along with the Cerritos-based **ABC Federation of Teachers**. "Instead of the old 'the unions are the barrier to reform' narrative, Futernick focuses on school districts who see the teachers and their unions not as the problem, but as an integral part of the solution."

Drawing on new research and the experience of dozens of district and union leaders, Futernick cites evidence showing that working together often leads to better outcomes for students, and identifies obstacles such as resistance to change, myths about what collaboration really means, skepticism about unions, lack of technical support, and misguided education policy.

"As the title suggests, courage is needed for both sides to take this leap of faith," concluded Mielke. "As we say here in my district, 'Success for all, takes us all.'"



Steve McDougall

### LOCALS 1020 & 2276

#### Members elected...

Two members elected in November bring the much-needed voice of educators to district governing boards.

Steve McDougall, a social studies teacher at Salinas High School and former president of the **Salinas Valley Federation of Teachers**, joined the Spreckels Union School District Board of Education. McDougall is also northern vice president of the CFT EC/TK-12 Council and a delegate to the Monterey Bay Central Labor Council.



Andra Hoffman

Andra Hoffman, who teaches California government at Glendale College and is a member of the **Glendale College Guild**, was elected to the Los Angeles Community College District Board of Trustees, which oversees the nine-campus district.

