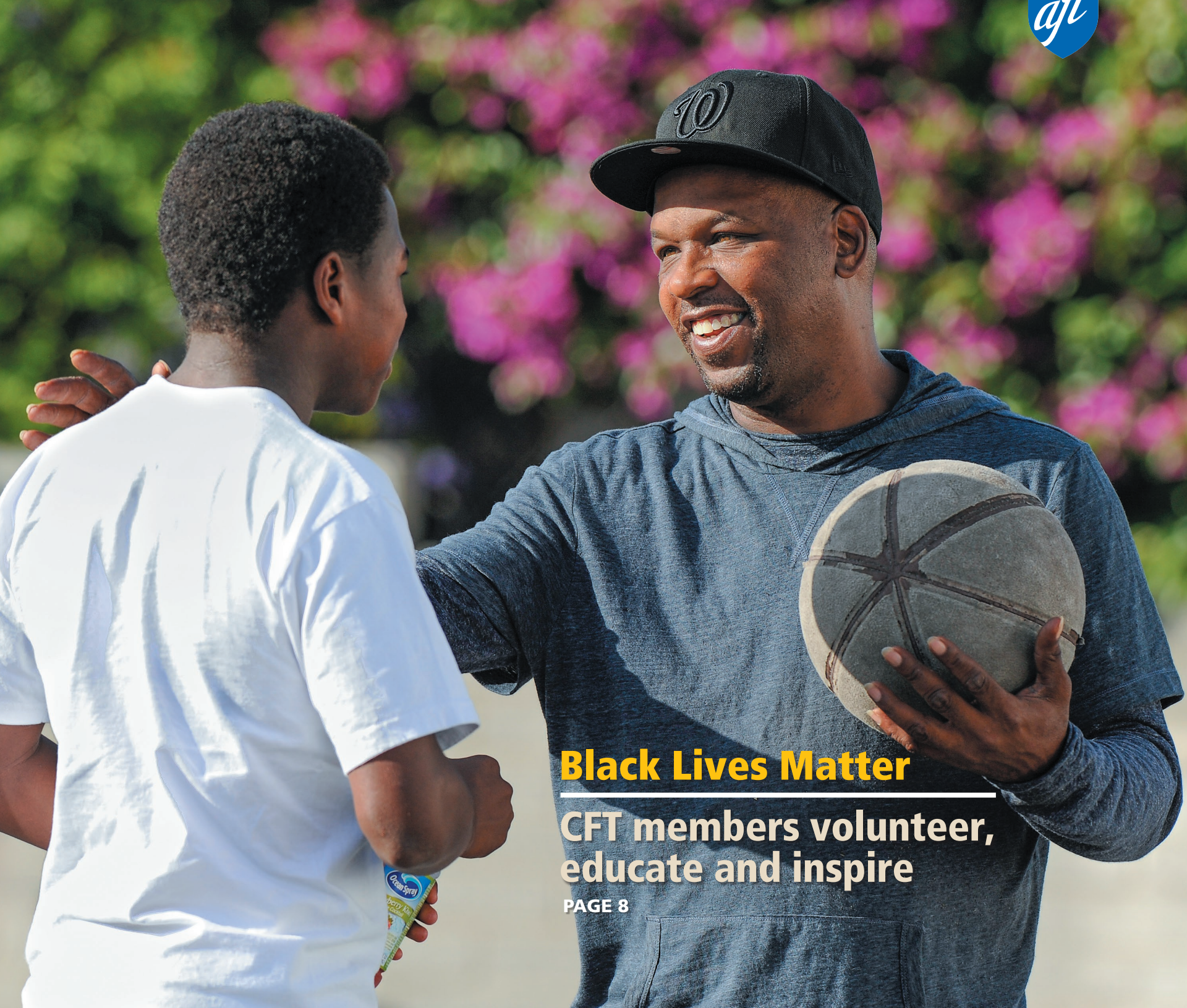


THE VOICE OF THE UNION

CaliforniaTeacher

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CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



Black Lives Matter

CFT members volunteer,
educate and inspire

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Task force says replace ACCJC

Accreditation to change in state

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Public supports educators

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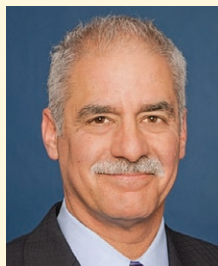
Lawsuits you need to know

From Friedrichs to Vergara

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Up Front Joshua Pechthalt, CFT President



While the justices may say they look only to the Constitution to make their rulings, they are not immune to the pressure of mass demonstrations and the nightly news.

The path forward runs through the streets of our towns, cities, and the nation's capital

It's time for the labor movement to remember what energized our ranks and inspired American workers to join unions. As we face a continued decline in membership and legal challenges that threaten to erode the strength of public sector unions and the movement as a whole, now more than ever, we need to take our message to the streets.

The crisis confronting organized labor has become more severe than at any time since the Great Depression of the 1930s. Education unions, once seen as allies in the fight for public education, are now vilified. It is clear we will not get a fair shake from the political establishment.

There is a real possibility that the U.S. Supreme Court will end agency fee when it rules on the *Friedrichs v. California Teachers Association*. That outcome would dramatically destabilize public sector unions and be disastrous for labor.

The CFT, AFT, and other public sector unions understand that if we are to survive this crisis we must engage all our members. The CFT's campaign, Building Power, is an

ambitious effort to connect with members and non-members on the value of unionism and why strong locals are the only real power we have to fight for wages and benefits.

But while member engagement is essential, it is not enough. We must couple the struggle for bread-and-butter issues with a vision for quality public education. And although infusing our organizing work with a compelling vision of public education is critical, that still is not enough.

This and much of what the labor movement is discussing in response to the impending crisis of the *Friedrichs* case is about an inward-looking effort. Absent are the massive numbers of people in the streets who can energize our members and those Americans who support our just demands.

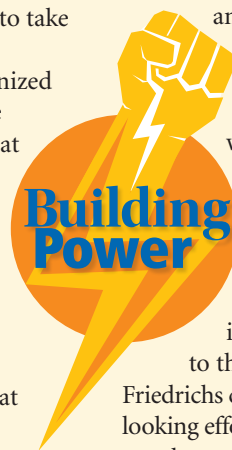
In the early 1980s, when President Reagan broke the PATCO strike — by firing 11,345 members of the Professional Air Traffic Controllers Organization — he sent a strong message to labor that a new era was

beginning. The union movement has been on the defensive ever since, setting the stage for today.

The Supreme Court's recent decision on marriage equality showed the strength of organizing and mobilizing. While the justices may say they look only to the Constitution to make their rulings, they are not immune to the pressure of mass demonstrations and the nightly news.

With the future of the labor movement in the balance, it is time we employ the tactics that first galvanized American workers to create it. Now more than ever, we must mobilize our members and supporters. A series of marches and demonstrations, culminating in a march on Washington in the spring, prior to the *Friedrichs* ruling, will send a powerful message to the Supreme Court justices and the presidential hopefuls alike that the labor movement is prepared to fight.

We have a unique opportunity to revitalize and renew a progressive movement that speaks to the frustrations and desires of millions of Americans. The time to act is now.



Joel Hundertmark

ON THE COVER

"Working in a school where I see young black men every day, when I hear about them being harassed or hurt or killed by the police, immediately I begin to think about the kids I serve every day in the schools," Carl Williams said. "So we should be taking a stand." Williams is a custodian and president of his union, the Lawndale Federation of Classified Employees.

PHOTO BY BOB RIHA, JR



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.

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Graphic Design Kajun Design, Graphic Artists Guild



All-Union News



"Count me in!" said Oxnard high school history teacher Laurena Guizar on her CFT commitment card.

SPECIAL REPORT

The lawsuits that educators and unions must defeat

Attack on union treasury driven by wealthy education "reformers"

By Joshua Pechthalt, CFT President

Education unions and public sector unions are facing legal attacks designed to destroy our ability to represent our members. Not surprisingly, these cases are supported by the usual anti-union law firms and wealthy backers. What follows is a snapshot of the cases CFT and other unions are now fighting.

"Who needs unions?" *Freidrichs v. California Teachers Association*

THIS LAWSUIT, brought by a group of teachers represented by the CTA who claim that being required to pay fair share agency fee violates their First Amendment rights. This case follows on the U.S. Supreme Court decision *Harris v. Quinn* that ended agency fee for Illinois home healthcare workers.

At the time of that decision, conservative Justice Alito indicated he would be sympathetic to a more sweeping decision ending fair share for all public sector unions. Observers expect the Court to hear oral arguments in December or January with the Court's decision to follow several months later.

The implications of ending agency fee would be far reaching. While a complete elimination of agency fee is unlikely, the Supreme Court could make it more difficult to collect agency fee payments, which would have a serious financial impact on unions, weakening our ability to advocate for our members and be engaged in politics.

The forces behind this lawsuit know that a successful attack on public sector unions will weaken the labor movement and open the door even wider for corporate America to

shape economic and social policy. Public sector unions, including the CFT and AFT, have launched member engagement campaigns in anticipation of a negative ruling. These efforts aim to involve members more fully with their unions and move agency fee payers to full membership.

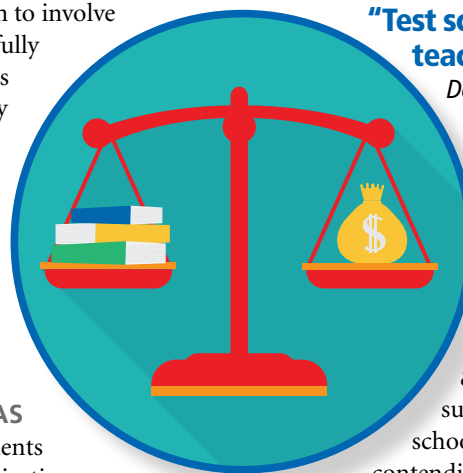
"Students Don't Matter" *Vergara v. State of California*

THIS CASE WAS initiated by Students Matter, an organization founded by wealthy Silicon Valley charter school investor David Welch. Nine students, Beatriz Vergara and eight others, claimed their constitutional rights were being violated because school districts used seniority (hire date) rather than teacher effectiveness to determine the order in which teachers were laid off. The suit also claims that teacher "tenure" made it impossible to fire underperforming teachers.

California Superior Court Judge Rolf M. Treu ruled in favor of the claimants and that five provisions of the California Education Code were in violation of the state constitution. That decision is being appealed by the State of California.

Lawyers for education unions and the state argued there is no evidence that shows seniority and "tenure" statutes violate student civil rights. Further, those statutes protect teachers' ability to teach free of coercion and favoritism. Educators maintain that using test scores to evaluate teachers and as the basis for

layoffs — possible outcomes of the suit — would further institutionalize the testing fixation that has so damaged public education.



"Test scores define teachers"

Doe v. Antioch

IN AN

EXTENSION of their efforts in Vergara, Students Matter and the law firm of Gibson, Dunn & Crutcher are suing 13 California school districts, contending these districts have failed to comply with the Stull Act because student test scores are not used in the evaluation of teachers. While a 1999 law amended the 1971 Stull Act to broadly include the use of test scores, the advocates for education unions contend

districts were given latitude to negotiate language relevant to their needs.

CASE DISMISSED "I-want-it-all-for-free" *Bain v. CTA*

APRIL BAIN, a fair share agency fee payer, initiated this lawsuit with the legal support of Gibson, Dunn & Crutcher, the law firm involved in Vergara and Doe. Bain and a handful of other teachers contend they should have full membership rights even while paying the lower agency fee rate.

They disagree with their union's views on political and legislative issues and don't contribute to their union's political work. They also claim that benefits reserved by the union exclusively for members should be theirs without having to belong to the union.

On September 30, U.S. District Judge Stephen V. Wilson dismissed the Bain lawsuit — as has every court that has previously considered such claims.

Are you "all in"? The benefits of full membership

As the exclusive representative for the employees in your bargaining unit, your AFT local union incurs significant costs representing you. Your local union has negotiated a collective bargaining agreement that provides that every employee in the bargaining unit, as a condition of continued employment, joins the local union or pays the local union a service fee. The service fee is called union fair share, or agency fee, and covers only the cost of contract negotiation.

But we can do more for each other and for public education if we all pull together. The CFT encourages and invites all agency fee payers to become full members of the Federation. Members of the union have a voice and vote in all the activities of the union, most importantly, in the approval of the collective bargaining agreement. The union also offers its members real-world services such as discounted retail products and services, group life insurance plans, and worker-friendly mortgages.

>If you are an agency fee payer, sign up now to become a full member of the union. Contact your AFT local union or call the CFT Bay Area office at 510-523-5238 to obtain a membership form.

CFT puts charter reform on governor's desk

THE CFT LANDED a significant bill requiring more fiscal transparency and accountability in charter schools on the governor's desk and made significant progress toward fair community college accreditation. In addition, several CFT-sponsored bills became two-year bills, meaning they will be picked up again in the coming legislative session without the need for reintroduction. A brief description and status of each union-sponsored bill follows.

COMMUNITY COLLEGE

Transparent, objective accreditation

AB 1385 and AB 1397 (Ting, D-San Francisco) propose substantial changes to California's oversight of the accreditation process. AB 1385 limits assessments and fees imposed upon member institutions. AB 1397 calls for adherence to state and federal laws and regulations, solid conflict of interest policies, fair appeal procedures, and decisions to be based on published standards. »Both became two-year bills; negotiations with governor's office continue in hopes of obtaining signatures next year.

Seniority for part-time faculty

AB 1010 (Medina, D-Riverside) would have created minimum standards for job security and enhanced retention of qualified part-time instructors by requiring colleges, through collective bargaining, to establish evaluation standards consistent with current law and seniority list eligibility for each assignment during the seventh semester or tenth quarter of service. »Held on Senate Suspense File after Appropriations and Department of Finance tagged cost at \$7.2 million.

Make the faculty ratio real

SB 373 (Pan, D-Sacramento) would have realized the Legislature's quarter-century goal of having (at a minimum) 75 percent of classes taught by full-time faculty by limiting the number of part-time faculty a district could hire to no more than the total equivalent number of part-time instructors employed during 2014-15. »Held on Senate Suspense File after Appropriations attached chancellor's cost calculation of \$550 million.

elsewhere for those without one). »Passed Assembly with bipartisan support but held in Senate Appropriations because of a \$600,000 price tag.

Student enrollment and due process

SB 322 (Leno, D-San Francisco) will ensure equal access for students who want to attend a charter school and prohibit practices that discourage enrollment or disproportionately push out segments of already enrolled students. It also protects a student's constitutional right to due process during suspension and expulsion proceedings and calls for fair, transparent discipline policies. »Became two-year bill, parked in Assembly Appropriations awaiting amendments.

CLASSIFIED

Unemployment benefit equity

AB 399 (Ridley-Thomas, D-Los Angeles) would have granted unemployment benefits to classified employees between school terms. »Held in Assembly Appropriations due to annual cost of \$90 million.

End abuse of temporary status

AB 1066 (Gonzalez, D-San Diego) revises the definition of "short-term employee" to require that such a position not continue on a year-after-year basis in a school or community college — to curb creation of a permanent class of temporary classified employees. »Became two-year bill, held in Senate while CFT continues work with labor allies.

K-12 CHARTER SCHOOLS

Greater accountability, transparency

AB 787 (Hernández, D-West Covina) will prohibit charter schools from being operated as or by for-profit corporations. Assembly Appropriations removed two key provisions CFT sought, one calling for charters to be governed by boards appointed by public officials who are accountable to the electorate, and one requiring that charter employees be covered under the Educational Employment Relations Act. »Now on governor's desk.

ALL UNION

School safety through door locks

AB 677 (Dodd, D-Napa) would have required new construction and modernization projects in schools to include installation of locks that allow classrooms to be locked from the inside and extended these provisions to colleges. »Held in Assembly Appropriations due to projected cost of \$700,000 to \$2.2 million.

Public posting of HVAC reports

AB 1126 (Rendon, D-Lakewood) would have required the most recent heating, ventilation, and air conditioning system inspection report to be posted on a school's website (or

Defeated: Anti-educator bills for K-12 certificated employees

AB 1044 (Baker, R-Dublin) would have repealed existing law that requires districts to terminate employees in order of seniority when there is a reduction in workforce.

AB 1248 (Chávez, R-Oceanside) would have stripped permanent status from teachers who receive less than effective evaluations and changed current law to make certificated employees permanent after completing three (instead of two) consecutive academic years.

AB 1078 (Olsen, R-Modesto) required annual teacher evaluation and encouraged use of peer observation and parent-pupil surveys in them. AB 1099 required districts and county offices to post evaluation processes online (including how standardized test scores are used).

It's a wrap: What the 2015-16 education budget means for you

THE STATE EDUCATION budget for 2015-16 increases funding in all key areas. Thanks to CFT lobbying efforts, along with the ongoing impact of Prop. 30, schools and community colleges will see a \$7.6 billion boost in funding from Proposition 98. While still far from being enough, this budget represents another a step in the right direction. Below are highlights by division.

EARLY CHILDHOOD sees a 1.02 percent COLA for capped child care programs, \$2.8 million for early learning and childcare slots, and, for full-day state preschool, a \$34.4

million increase to fund an additional 7,030 slots.

For **K-12** schools, the budget includes \$53.1 billion for the Local Control Funding Formula, an increase of \$6 billion. Districts will divide \$3.2 billion in one-time discretionary funds, plus there are one-time funds for technology infrastructure, career technical education, facilities improvement. An additional \$490 million goes toward activities promoting effective teaching. County offices will receive the 1.02 percent COLA and \$40 million in discretionary funds.



THE STATE BUDGET

ADULT EDUCATION is slated for \$500 million in ongoing funds to establish and fund programs, plus \$25 million in one-time funds to establish data systems. There will be a maintenance of effort for the amount spent by districts in each of the last two years.

COMMUNITY COLLEGES will see the statutory COLA of 1.02 percent, enrollment growth funded at 3 percent, and base allocation increases of \$266.7 million. Funding for the Student Success and Support Program increases by \$200 million and one-time monies fund deferred maintenance and Basic Skills programs. In a significant boost, \$62.3 million of ongoing funds will support hiring of more full-time faculty.

UC sees \$120 million in new ongoing funding and \$96 million in one-time monies to assist with pension liability. No tuition increase. — By Emily Gordon, CFT Research Specialist

UPDATE Pension fund investments

CalSTRS dumps final gun investment, funds infrastructure

Modernization of LaGuardia Airport means more good union jobs

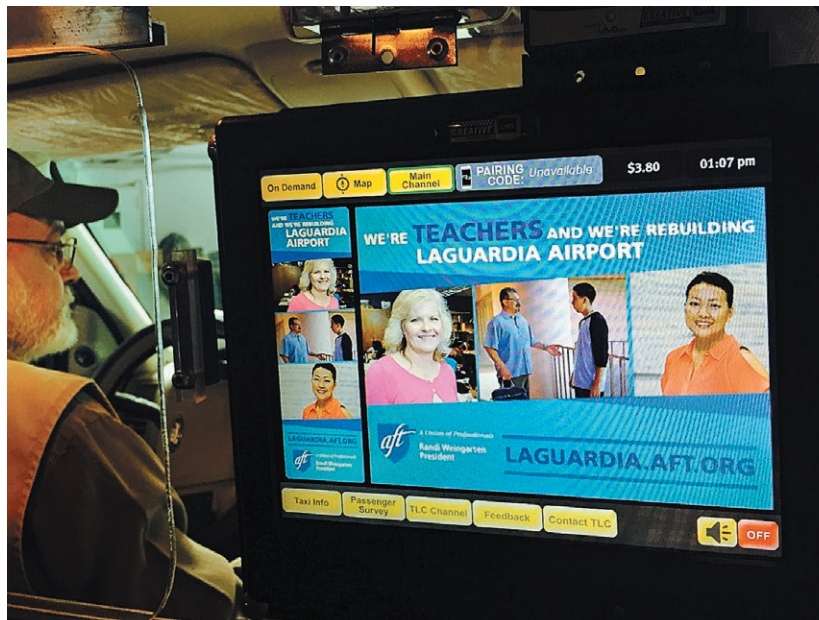
CALSTRS UNLOADED its holdings in Remington Outdoor, formerly known as Freedom Group, the maker of the assault rifle used in the Sandy Hook Elementary School shooting where 26 students and teachers died.

The June 5 announcement came three weeks after Remington's owner, Cerberus Capital Management, offered to let CalSTRS and other investors cash out of their investments in the gun maker.

This "completes our decision to divest from banned firearm manufacturers," said CalSTRS Chief Executive Officer Jack Ehnes. "All along we have sought a transaction that balances the best financial interests of the more than 879,000 educators we serve, while holding consistent with the values of our membership."

In April, the CFT staged a "teach-in" outside CalSTRS headquarters in Sacramento, demanding the pension fund get rid of its remaining firearm investment. The union held a simultaneous protest at Cerberus regional offices in Los Angeles.

At the time, CalSTRS officials said the fund was unable to get rid of its Remington holdings for contractual reasons. The impasse ended in mid-May when Cerberus offered an exit



Ads in New York taxicabs touted California teachers' investment in rebuilding New York's LaGuardia Airport, a partnership between the AFT, building trades unions, and the Clinton Global Initiative.

plan for CalSTRS and other investors after failing to unload Remington from its portfolio.

A few months after the Connecticut shooting, the CalSTRS board pledged to sell its holdings in makers of guns that are illegal in California and quickly sold \$3 million worth of shares in two publicly traded companies, Sturm Ruger and Smith & Wesson.

Dumping Remington Group proved more difficult. CalSTRS held an indirect stake in Remington through its \$375 million investment in Cerberus, a firm invested in a diverse portfolio of companies.

CalSTRS now has provisions in its private-equity agreements that exclude banned firearms makers and allow the pension fund to bail out if the investment manager makes such

an investment. "CalSTRS has taken a very clear, vocal stand on the issue of firearm divestment among the nation's pension funds and remains very committed to our decision," Ehnes said.

MEANWHILE, CALIFORNIA teachers are investing in America's infrastructure, creating union jobs while building equity for the state teachers' retirement system.

Through a partnership between the AFT, the building trades unions, and the Clinton Global Initiative, CalSTRS has invested \$100 million in rebuilding New York's LaGuardia Airport. This project will create 15,000 union jobs while modernizing a key transportation facility.

In September, the AFT promoted this investment with advertisements in New York City and LaGuardia Airport, timed around the annual meeting of the Global Initiative in New York. The ads feature California educators, and ran in the airport, in taxis, online, and in Times Square.

— By CFT and AFT Staff

On the Web

> Learn more about the AFT campaign at laguardia.aft.org.



UPDATE: Temporary status workers

Featured long-term temps get permanent status

DISC JOCKEYS Gary Beck and Ron Dhanifu have the enthusiasm of new employees, even though they have been spinning wax at San Diego City College's campus jazz station for decades. Beck and Dhanifu, in fact, are new employees.

After fighting the college for more than five years, AFT Guild President Jim Mahler said administrators recently conceded that, for years, they had misclassified Beck, Dhanifu and about 30 other employees as short-

term employees.

"The school finally did the right thing, which in this case basically means following the law," Mahler said.

Beck said Human Resources gave him and Dhanifu a new employee orientation about job and health benefits they were



Campus disc jockeys Gary Beck and Ron Dhanifu were shown on the cover of California Teacher this spring.

denied for years. "It was long overdue and very welcome. Ron and I fought this for years, but Jim and the AFT Guild never gave up, either. They were with us all the way."

Assemblywoman Lorena Gonzalez (D-San Diego) sponsored AB 1066 to redefine "short-term positions" and

stop schools and community colleges from creating a permanent class of temporary classified employees. Gonzalez's bill will be heard in the Senate in January.

"One of our labor allies has some questions about AB 1066," Mahler said. "We want to be on the same page, so we agreed to hold it back until we could work out their concerns. We'll be ready to move when the new legislative session starts."

— By Steve Weingarten, CFT Reporter

Workers' Rights Boards

Making a difference in the lives of educators

PETALUMA

Over the past few months, teachers in two California cities have looked to a new labor-community institution to help resolve seemingly intractable problems in negotiations.

Last winter Petaluma educators used the Workers' Rights Board to convince district administrators to settle key contract questions. In the

boards are made up of respected community leaders, who hold public meetings to discuss the problems of unions and workers under attack, and pressure administrators or management responsible for the problems.

In Petaluma, negotiations between the Petaluma Federation of Teachers and the Petaluma City Schools over a new contract stalled in July of last



Petaluma Federation President Kim Sharp takes a stand.

to attend the negotiations as silent observers, Superintendent Steve Bolman refused to meet.

On December 11, the Workers'



Union Chief Negotiator Sandra Larsen testifies before the board.

"To avoid negotiating salary increases, this district continually overestimates spending and underestimates income to the tune of \$2 million every year."

—Sandra Larsen, Chief Negotiator, Petaluma Federation of Teachers



Workers' Rights Boards are the creations of the Jobs with Justice coalitions and serve to rally community support for unions and workers.

end, a superintendent responsible for those difficulties left unexpectedly. And in San Francisco, the embattled faculty union at City College joined forces with the unions at San Francisco State and the Art Institute to respond to attacks on faculty during negotiations.

Workers' Rights Boards are the creations of the Jobs with Justice coalitions, which for many years have been helping to rally community support for unions and workers. The

year, and an impasse was declared. Teachers hadn't received a cost-of-living adjustment since 2007, and

"Leadership, which unfortunately also includes the board members, has clearly shown that teachers are less than second-class citizens in Petaluma."

—Kim Sharp, President, Petaluma Federation of Teachers

had taken furlough days and pay cuts during the years of economic crisis. When frustrated teachers tried

Rights Board convened a hearing to explore the reasons for the district's intransigence. (See "Community

members in action") Kim Sharp, Petaluma Federation president, told the hearing that district "leadership,

PHOTOS COURTESY LOCAL 1881



How the community can help during deadlocked negotiations



Members of the campus community renounce class cuts at the Workers Rights Board.

which unfortunately also includes the board members, has clearly shown that teachers are less than second-class citizens in Petaluma.”

Sandra Larsen, teacher and the Federation’s lead negotiator, pointed out that while teacher salaries in Petaluma ranked 14th just in Sonoma County, Bolman was the county’s third highest paid superintendent.

To avoid negotiating salary

increases, she charged, “This district continually overestimates spending and underestimates income to the tune of \$2 million every year. Last year there was even \$500,000 budgeted for certificated salaries and not spent.” Larsen

said the district rolled over the money into reserves and teachers were told they could not have it.

Union negotiators were given budget after revised budget, and one

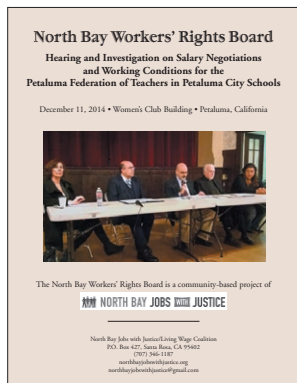
suddenly listed \$3,345,484 in newly discovered expenses. According to a CFT budget analysis, Petaluma City Schools saw its total revenue increase by \$3.6 million between 2012-13 and 2013-14, and more between 2013-14 and 2014-15.

Parents and students also testified in support of teachers. Parent Jackie Lebihan, told the board, “I diagnosed it as a toxic work environment.” High school senior Corinna Leonardi said

that to keep her from failing “every single teacher pulled me in on his or her own time.”

Following the hearing, the North Bay Workers’ Rights Board issued a report and recommendations: “Petaluma City Schools should prioritize a modest raise for teachers of at least the

4 percent the teachers are requesting — without reducing the other benefits.” It urged the superintendent to allow observers in negotiations, respect elected teacher union leaders,



Community members take action for education

PETALUMA Workers’ Rights Board

Jeanette Ben Farhat Political science instructor at Santa Rosa Junior College

Rev. Raymond Decker Catholic Scholars for Worker Justice

Lisa Maldonado Executive Director of the North Bay Labor Council

Matt Myres, Chair Retired teacher and principal

Rev. Ramón Pons St. Vincent de Paul Catholic Church

SAN FRANCISCO Workers’ Rights Board

Rev. Israel Alvaran, Chair United Methodist Church

Matt Haney School board member, San Francisco Unified Board of Education

Celia Herrera Rodriguez Artist, faculty at UCB and California College of the Arts

Eric Mar County supervisor

Myrna Melgar Executive Director of Jamestown Community Center Director

Cherrie Moraga Playwright, poet, essayist, artist-in-residence at Stanford

Rev. Richard L. Smith Vicar of St. John’s Episcopal Church

and return to shared decision-making and governance.

In January, Bolman announced he was retiring in June. According to Matt Myres, the mounting pressure “may have had something to do with it.” Then in May, the Petaluma Federation and the school district finally agreed on a contract that included a 5.6 percent base salary increase.

According to Marty Bennett, coordinator of the North Bay chapter of Jobs with Justice, “Teachers became much more visible in the community than ever before.”

SAN FRANCISCO

The Workers’ Rights Board convened on September 9 for a “Hearing on the Future of Higher Education in San Francisco.”

According to Tim Killikelly, president of AFT Local 2121 at

City College, the district plans to cut class offerings by 15 percent, while contract negotiations have gridlocked. “Cutting classes will hurt students and faculty,” he

charged. “Their wage proposal is just not competitive or realistic. How can faculty be expected to live in the Bay Area on what we are being offered?” The district has proposed a 1.1 percent plus COLA raise above 2007 salaries for full-time faculty, and no raise other than COLA for part-timers. Local 2121 members responded with a 93 percent vote to set up a strike hardship fund.

Faculty from San Francisco State University and San Francisco Art Institute also testified about similar issues. Sheila Tully, president of the California

Faculty Association union at State, charged that due to a huge increase in part-time temporary appointments, the average faculty salary at the campus dropped \$9,748 between 2004 and 2013.

Gordon Mar, San Francisco coordinator for Jobs with Justice, explained, “The faculty unions at all three colleges are in bargaining campaigns. We’re going to issue a

report and videos from the hearing to support those campaigns, as well as related efforts to support equitable higher education.”

Results in San Francisco, like those in Petaluma, may spark a big increase in interest among California teachers and classified

workers in supporting Jobs with Justice chapters and setting up more Workers’ Rights Boards.

— By David Bacon, CFT Reporter



Alisa Messer, former president of the City College union testified.



Alan D’Souza, vice president of the faculty union speaks.

On the Web

>Jobs With Justice jwj.org

>North Bay northbayjobswithjustice.org

>San Francisco jwjsf.org



#BlackLivesMatter in the union conversation CFT leaders help craft recommendations of AFT task force



BOB RIHA, JR.

CFT Vice President Carl Williams works with youth at his church in Los Angeles, and with kids on campus as a custodian in Lawndale. “All lives do matter,” he said, “but black lives are the most endangered. It’s different for me to walk down the street versus my white counterpart.”

In meetings of the AFT Racial Equity Task Force, Carl Williams, the president of the Lawndale Federation of Classified Employees, Local 4529, has been interested to hear what others have to say about the Black Lives Matter movement, started in response to the 2013 acquittal of George Zimmerman in the Florida death of African-American teen Trayvon Martin.



“Everybody’s point of view is different,” he said. “I personally have been stopped by the police in front of my own house just for standing there.”

Although the subject of Black Lives Matter can get people flustered or offended, it needs to be brought up, Williams says.

“I think that you really can’t have a solution until you begin having

the conversation,” he said. “It’s never going to be an easy conversation, but we have to have it.”

“All Lives Matter,” is one response Williams hears a lot. “All lives do matter,” he said, “but black lives are the most endangered. It’s different for me to walk down the street versus my white counterpart.”

And it makes complete sense that AFT is tackling this issue, Williams thinks.

“Working in a school where

I see young black men every day, when I hear about them being harassed or hurt or killed by the police, immediately I begin to think

It’s our members’ charge to look out for the community. If we’re not fighting to make sure our full society is represented, then what are we fighting for?”

—Carl Williams, President, Lawndale Federation of Classified Employees

about the kids I serve every day in the schools,” Williams said. “So we should be taking a stand.”

CFT Secretary Treasurer Jeff Freitas agrees this is an issue the union needs to take on. Lorretta Johnson, his counterpart with the AFT, pushed for it with President Randi Weingarten’s full support, he says.

“A part of our community is struggling even worse than the middle class,” he said. “We need to do what we can to change that. It’s our members’ charge to look out for the community. If we’re not fighting to make sure our full society is represented, then what are we fighting for?”

A third member of the task force from California is Betty Forrester, AFT Vice President of United Teachers Los Angeles, Local 1021. She says she’s proud to be part of it.

“This is solution-driven unionism,” she said. “We’re having hard conversations and we’re also listening. What we want to do is raise up student voices.”

In addition to the national task force, a resolution, “Support of the Black Lives Matter Movement,” was passed at this year’s CFT Convention. Submitted by United Educators of San Francisco, AFT Local 61, and the CFT Executive Council, it notes “the

toxic impact of the intersection of racism and concentration of poverty in too many of our students and our communities,” and resolves that CFT members are encouraged to examine racial justice in their lessons, to create curricula, and to hold teach-ins on the issues of Black Lives Matter.

“I thought the resolution was great,” Williams said. “There was some debate, and I was impressed people had those conversations on the floor.”

On the Web

>[Reclaiming the Promise of Racial Equity in Education, Economics and Our Criminal Justice System](#), a just released report from the AFT Racial Equity Task Force at aft.org.

>Lesson plan for grades 9-12 about the Black Lives Matter movement and other social justice topics at sharemylesson.org

>Nationally-recognized [#Blacklivesmatter libguide](#) compiled by San Francisco Unified teacher librarians, link at uesf.org/resources.



LGBTQ rights advance in schools and colleges

From first LGBT studies high school class to new gender options on UC admission form



AP PHOTO/ERIC GAY

With the recent Supreme Court decision on same sex marriage, Lyndsey Schlax’s Lesbian, Gay, Bisexual and Transgender studies class comes at a good time.

“Our students are living through a civil rights movement,” she said. “They’re seeing huge changes.”

District officials say the class at Ruth Asawa San Francisco School of the Arts is the nation’s first like it at a public high school. Schlax wanted to teach this class for several reasons.

“It’s really important socially and emotionally for students who identify as LGBT, or if they have parents who are LGBT, to see themselves reflected in history,” she said. “If those stories are never told, they feel invisible. We have a pattern of telling only the dominant narrative in history.”

To put together the curriculum, Schlax got in touch with different professors and programs. In the

class, Schlax and her students have been talking about topics including gay activists in history, the AIDS pandemic, and historical events such as Stonewall — the 1969 series of New York gay riots against police brutality seen as a pivotal moment of gay liberation. Schlax wrote a grant to buy 40 MP3 players so her students can listen to podcasts at home on subjects like how gender identity is changing in India and the words for “gay” in different languages, and what they convey.

On the first day Schlax had 23 students in her course — now there are 35 — and she says based on the evaluations, students seem to like the class.

“Students across the country are hearing about these issues again and again, and anything we can do to prepare them to have real, thoughtful, considerate conversations on this is important,” she said. “Clearly there’s a

movement happening right now, and I hope that I’m not the only teacher doing this next year.”

There’s definitely a movement happening, and the Supreme Court’s decision on marriage equality can only have a positive effect, thinks Melissa Goodman, director of the LGBTQ, Gender and Reproductive Justice Project at the American Civil Liberties Union of Southern California.

“The government is telling you that you are worthy and cannot be treated as a second class citizen,” she said. “That’s a powerful message of hope

to send to LGBTQ students.”

There have been several laws passed in the last few years that strengthen protections for gay and transgender students, Goodman says, including an anti-bullying law and the Fair Education Act, which says schools need to teach about contributions of LGBT people.

There’s also AB 1266, which ensures access to sex-segregated activities and facilities based on gender identity. Goodman says this means all teachers and staff need to use the name and pronoun consistent with the student’s gender identity, as well as making sure they can access the restroom, locker room and sports or other activities consistent with that identity.

Miraloma Elementary School in San Francisco has gotten a jump on the restroom issue. Starting this year, bathrooms for kindergarteners and first graders will dispense with the identifying stick figures on the door and become gender-neutral. The school will phase in restrooms for the older grades in the next few years. And in higher education, the University of California has added six gender options for students to its admission application.

CFT Secretary Treasurer Jeff Freitas says what’s going on provides an opportunity to think about equality. “The CFT is having conversations about LGBT issues similar to those we are having about Black Lives Matter,” he said. “This discussion and education helps all groups, and all members.”

—By Emily Wilson, CFT Reporter

On the Web

>*Schools In Transition, A Guide for Supporting Transgender Students in K-12 Schools*, a new report from the ACLU contains program advice and practical tips ranging from student privacy to pronoun use. goo.gl/BPf9nP

>*Creating a Positive Work Environment for LGBT Faculty, What Higher Education Unions Can Do*, AFT’s 2013 report and recommendations for ensuring faculty and staff diversity on campus. goo.gl/KM3B49



Union colleagues: Are you my brother? Are you my sister?

A charter school teacher investigates her status in the world of labor

BY KAYLA MEADOWS

Seventeen years ago, I attended a National Charter School conference where I learned that some women were told that if they

became teachers at charter schools, they could no longer be members of the union.

Fast forward 12 years. As a teacher in

a charter school and a trainer for Beginning Teacher Support and Assessment, I overheard another trainer say that charter schools were established to “bust unions.” I would never have taken the job if I had known! My husband has been a lifelong member of IBEW, the International Brotherhood of Electricians. How could I correct this?

I did some research and found out that charter employees could now be union members. Since no one had reached out to us, I went to the union.

Up until then, we had been lucky. Our charter is non-profit, it has always had a lottery system, and abided by local, state, and government standards in terms of accepting the next student on the

list, allowing for as much diversity as possible while still honoring the lottery. The school has also never asked for money, but it has asked for donations, which sometimes come and sometimes do not.

Then something very unsettling happened — two of our teachers were fired without cause. We were asked to do small things outside of our scope

The one we have now is great but that has not always been the case. We were told, “You don’t need a union — we’ll take care of you.”

When we lost those two teachers that did not feel true.

We are now negotiating our third collective bargaining contract. As members of CFT, not only do we feel united because of the union,

schools do illegal or unethical things.

I would like to see more charter school educators serve on CFT committees and increase outreach to charters in general to make sure our brothers and sisters know they can feel safe in a union. I know the CFT is eager and willing to make this happen. We need to attend education conferences and proclaim how CFT can make a teacher’s life feel less stressed and more supported.

Are you my brother? Are you my



PHOTOS BY MINDY PINES



Kayla Meadows saw how having a union helped create a better work environment at school.

“I would like the wrongdoings of some charter schools to be spoken of as “this school does this,” instead of assuming all charter schools do illegal or unethical things.”

as teachers. And, we were “at will” employees. Did this make us feel safe? It depended upon our administrator.

but the entire work environment feels safer and we all work together more effectively.

There even seems to be more respect for us as teachers. Sure, we do not get all we ask for, but we are progressing along a path of equality with our partners in other public schools. Yes, we do get paid less even though we completed a specialized two-year training on top of our teacher preparatory work.

Where do we go from here? I would like to feel welcome and accepted when I, or my fellow teachers or staff from charter schools, attend CFT events. I would like the wrongdoings of some charter schools to be spoken of as “this school does this,” instead of assuming all charter

sister? I sometimes feel there is rift between us. I have felt it at CFT events, but we just need to be educated about

the wonders and ways of the union and to be seen as true colleagues wanting the same for all of our students. We may have different teaching styles, but isn’t diversity what it’s all about? Together, we stand stronger. We can

effectively reduce bad practices at those charters. United, we can really make a difference. May we go forward together.



Why charter employees deserve a union

All charter school employees have a role in California’s education system and the union worked to specifically include the right of charter employees to organize under the Educational Employment Relations Act — the collective bargaining law for K-14 education employees.

Representation is not dependent upon kindness or whims of the charter board or administration. Instead, the law requires the employer to bargain in good faith, fostering dialogue between educators and administration.

Charter teachers and staff deserve a contract that they can trust to be fair and consistent. California law allows employees to be represented on issues

relating to wages, hours, and working conditions and provides protection from unilateral changes. Negotiating a collective bargaining agreement will provide charter employees:

- due process instead of “at will” employment
- terms and conditions of employment that may include work hours, work year, leaves, evaluation, progressive discipline, class size or workload
- the right to be treated as equals when negotiating salary and benefits
- a collective voice

> If you are interested in starting a union at your charter school, contact the CFT Organizing Department by emailing sweese@cft.org.

Kayla Meadows has taught at River Oak Charter School (K-8) in Ukiah for 16 years and is a member of the Mendocino County Federation of School Employees, River Oak Charter School Chapter, AFT Local 4345A. Meadows also serves on the AFT Advisory Counsel for Charter Schools and was recently appointed to the newly formed CFT Charter School Committee.

Peralta Federation members celebrated Medicare's 50th birthday this summer.



Around CFT

California Teacher takes first place in labor communications

THE CFT WAS

honored for its editorial work when the International Labor Communications Association recognized our state federation in eight areas of print and internet excellence. The awards were presented September 26 in Raleigh, North Carolina, at the ILCA's national convention. *California Teacher*, the all-union news magazine, again captured first place for general excellence. The magazine also took home five writing awards including one for an outstanding essay written by Glendale part-time English instructor Deirdre Mendoza titled the "The Adjunct Room."

The 2015 awards are listed below.

FIRST General Excellence, California Teacher

SECOND Saul Miller Award for Organizing "West Valley-



Mission Faculty Choose AFT/CFT as Their Union" telling the story of how an independent community college union organized to affiliate with the Federation

SECOND Best Profile "The Career of a Respected Professional and Unionist" profiling librarian Sally Wilson

Weimer at UC Santa Barbara

THIRD Best Feature Story "The Adjunct Room" by Deirdre Mendoza, Glendale College Guild, chronicling the campus lives of part-time faculty



THIRD Best News Story "Early Educators Fight Reckless Closure of Community Head Start" detailing Local 1475's fight to keep open a preschool serving an African American community in Los Angeles

THIRD Best Series "The Benefits of Belonging," a four-part series explaining numerous member benefits in helpful language



THIRD Best Cover

showing CFT-supported candidate Tom Torlakson, State Superintendent of Instruction, with students on campus

THIRD General Excellence, Non-Periodical Publications *State of the Union, 2013 Annual Report*

Mark your Calendar

Campus Equity Week takes place **October 26-30** on higher education campuses across the nation. Join in this week of actions to end exploitative college faculty hiring practices that hurt students, professors, and communities. Learn more at campusequityweek.org.

Executive Council will meet **November 14** at the CFT Bay Area Office in Oakland and on **January 9** at the Holiday Inn Capitol Plaza in Sacramento.

Application deadline for high school seniors to apply for a **CFT Raoul Teilhet Scholarship** is **January 10**.

Deadline to submit constitutional amendments for CFT Convention is **January 15**.

NEW SCHEDULE! Meet the Attorneys/Division Councils is a new configuration of meetings that will provide leaders greater access to legal information, in combination with quarterly meetings of the CFT Division Councils — classified, community college, and EC/TK-12. Meetings all take place on **January 22** at the Manhattan Beach Marriott. Committees meet the will meet the following day.

Standing Committees of the CFT meet **January 23** at the same location as the previous day's meetings, the Manhattan Beach Marriott.

Deadline to submit resolutions for CFT Convention is **January 29**.

NEW EVENT! Leadership Conference: Politics and Policy Summit is a combination of events that offers leaders high-quality union training over a two-day period. The events will be held **February 9-10** at the Sacramento Convention Center.

Executive Council will meet the day before CFT Convention on **March 10** at the Hyatt Regency in San Francisco

CFT Convention will be held **March 11-13** at the Hyatt Regency in San Francisco. Learn more about the annual event at cft.org/governance/convention.



Get your CFT Pocket Calendar!

IF YOU DID NOT receive a *CFT Pocket Calendar*

from your local union, it's not too late to order the union's award-winning 16-month academic year calendar. This handy item contains a complete mini-guide to member benefits, a succinct version of your Weingarten Rights, and provides the full-month view that many educators love.

➤ To obtain a calendar, please mail \$1 for shipping and handling to the CFT Bay Area Office, 1330 Broadway, Suite 1601, Oakland CA 94612.



Continuing college students awarded

Raoul Teilhet SCHOLARSHIPS

THE CFT AWARDED nine scholarships to continuing college students through its Raoul Teilhet Scholarship Program. The young adults who received \$3000 or \$1000 scholarships are listed with the names of their parents or guardians who are CFT members.

➤ Download applications and more information about the 2016 program at cft.org/member-services/scholarships or phone the CFT Costa Mesa office at (714) 754-6638 to have materials mailed to you.

Kyra Bowser, daughter of Carol Kuefner Bowser, Jefferson Elementary Federation of Teachers

Samantha Carroll, daughter of Michelle Carroll, Lompoc Federation of Teachers

Robert Durazzo, son of Margaret (Peg) Scott, Los Rios College Federation of Teachers

Emily Gallagher, daughter of Kevin Gallagher, Evergreen Federation of Teachers

Leo Goldstein, son of Daniel Goldstein, UC-AFT Davis

Providencia Gonzalez, daughter of Maria F. Limon de Gonzalez, Palomar Council of Classified Employees

Katharina Sakamoto-Steidl, daughter of Daphne Sakamoto, Pajaro Valley Federation of Teachers

Alejandro Santana, daughter of Rebeca Mauleón-Santana, San Francisco Community College District Federation of Teachers

Julie Voorhes, daughter of Gail Voorhes, Palomar Faculty Federation

Pre-K and K-12

Students flourish at “low-performing” high school Journalist parts the curtain at urban school, reveals student success is the real story

WHEN FORMER *Mother Jones* reporter Kristina Rizga first went to San Francisco’s Mission High School, looking for a story on a low-performing school, she found a big disconnect between what standardized test scores showed and what was actually happening.

“In 2010 it was on the chopping block through Race to the Top policies. Meanwhile, college acceptances are up, graduation rates are up, attendance was up, and suspensions were way down,” she said. “What I saw were high standards and intellectual engagement in the classroom. Also it not only supported high grades, it was a school promoting leadership skills and tolerance and respect for people of



WINNI WINTERMYER

different backgrounds.” student who came to Mission barely speaking English, but by 11th grade, was writing research papers on the war in Iraq and on *Mendez v. Westminster*, a precedent to *Brown v. Board of Education*, in which Latino parents in Los Angeles organized against segregated schools. Maria did poorly on standardized tests, but well on everything else, and got accepted by five colleges.

Rizga says teachers at Mission use other measures than standardized tests for assessment, including looking at the actual work the students are doing on a day-to-day basis.

Not structuring the curriculum around the tests means classes are organized by themes absent from textbooks. Rizga, who majored in history at UC Berkeley, said teachers

would bring in oral histories, primary documents and photos when teaching about a subject like African American and Latino organizers in the 1920s and 30s. She says these classes could be more engaging than ones she took in college.

A math teacher also profiled in the book,

Taica Hsu, says he thinks by not teaching to the test, teachers at Mission can concentrate on how to listen to others, share ideas respectfully and approach problem solving in multiple ways.

Hsu came to Mission as a student teacher from Stanford, and fell in love with the culture there.

“The adults and students feel connected and responsible for one another,” he said. “It’s not a top down approach. There’s shared decision making, and the administration involves teachers and students. It feels like everyone has a stake in the school.”

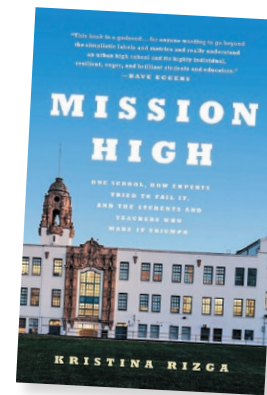
— By Emily Wilson, CFT Reporter

power they have.

“The way for them to realize that power is through reflection on the practice,” McKamey said. “Reflection is key.”

McKamey is one of the teachers involved in leading others in anti-racist teaching approaches. Having successful teachers like McKamey on site doing this rather than bringing in outside consultants is central in creating the culture at Mission that

power they have.



Rizga spent four years at Mission, and wrote a book about what she saw, *Mission High: One School, How Experts Tried to Fail It, and the Students and Teachers Who Made It Triumph*. Along with some history of the school and how we got to the place where standardized test scores drive policy, it has portraits of the principal, the students and teachers.

One of those profiled is English teacher Pirette McKamey, who says teaching is complex and intellectual. She hopes the book will get that across.

“The adults and students feel connected and responsible for one another. It’s not a top down approach. There’s shared decision making.”

— Taica Hsu, math teacher at Mission High School profiled in the book

“A friend who is not an educator and read it said, ‘I used to think teaching was a simple thing — now I realize it’s complicated.’”

McKamey mentors other teachers, and wants them to understand, as Stanford education professor Linda Darling-Hammond says, how their teaching practice is tied to the success of their students and how much

values teachers and students, Rizga says.

“It’s support from administrators who understand that teachers are the professionals who know more than anyone about what goes into learning and teaching,” Rizga said. “The administration respects that and gives them a lot of freedom and support.”

In the first chapter of the book, Rizga tells the story of Maria, a

RICO TAMAYO
COUNCIL PRESIDENT

New ESEA brings change

For the first time since 2001, the U.S. House and Senate have passed their own sweeping overhauls of the Elementary and Secondary Education Act known to us as No Child Left Behind.

The Senate version, called Every Child Achieves, is the most likely to be signed by the President and would significantly scale back the role of the federal government in public education and give states more flexibility in the process.

Key parts of the Senate bill eliminate the current accountability program — Adequate Yearly Progress — and allow states to create their own programs instead. It prohibits the feds from pushing Common Core State Standards, but requires states to develop “Challenging Academic Standards” of their own, and eliminates the requirement that states develop and implement teacher evaluation systems.

Both the House and Senate versions must be reconciled through a conference committee before going to the President.



Suleman Ishaque is a member of the tech team at the L.A. community college.



Classified

Guarding campus networks from nonstop cyber-attack How security techs work behind the scenes to keep your data safe

DATA COMMUNICATION

Specialist Greg Whaling scanned a real-time world map on one of his computer screens at Los Angeles Community College District. During the last six hours, hackers coming through Brazil, Japan, India, and China have “pinged” the system hundreds of times, Whaling said.

News reports of hackers breaking into corporate computer networks have become routine. Tens of millions of customers’ personal information has been stolen from a broad range of companies, including Target and Home Depot. Audacious identity thieves recently broke into the Internal Revenue Service system.

Even the firewalls guarding academia have been breached. California State University announced in September that hackers accessed passwords and other data for 80,000 students on eight CSU campuses through a vendor hired to provide a mandatory class on sexual harassment.

The nation’s largest community college district in Los Angeles is also under constant attack. Inside the district network are Social Security numbers, financial information, and other vital data for nearly 150,000 students, 5,000 full-time and 2,000

part-time employees. that tell the system what to do, like display signs saying ‘Kilroy was here’ and other stupid things.”

The challenge, he said, is keeping sophisticated criminals from breaking into the Root. “The Root is Square One, the most basic level of the

for unauthorized access under the California Penal Code.

Whaling is one of six Data Communication Specialists guarding the district network. Three are based at district headquarters and three more are based on the nine campuses.



Greg Whaling is a member of the AFT College Staff Guild, Local 1521A, and one of six data communication specialists who guard the campus network in the Los Angeles community colleges.

computer’s operating system. Nobody wants you in the Root, and if you bury a kit there, you have control.”

The worst hackers can be

Machines and software do most of the monitoring while the DCSs spend most of their time wiring and configuring a system that Whaling said “controls everything on campus that turns on or plugs in.”

Whaling chaired the CFT Education Technology Committee for four years. When members were almost all faculty, the greatest concern was plagiarism. Given the ease of cutting and pasting material, the group wanted to ensure that academics received full rights and pay when they wrote a book.

Once classified employees joined, he said, the committee began looking at how technology affects everyone on campus. “No matter what you do, everything is a ‘techie’ job now. And as tech grows, people must learn how

to use it. The entire planet needs to be retrained.”

Whaling stepped back from the Education Technology Committee earlier this year to focus on professional development. In 2014, the state Legislature passed SB 590 giving classified employees the right to training on new technologies, and AB 725 set aside 2 percent of the previous year’s campus budget to pay for the training.

“Professional development should be on the top of everyone’s list of things to do,” Whaling said. “We need to implement these new laws for professional development and shared governance is how we can make it work. Once we get it done in one place — here — we can use it as a model for everyone else to use.”

— By Steve Weingarten, CFT Reporter

PAULA A. PHILLIPS
COUNCIL PRESIDENT

Joint strategy: “Me, too”

Through the years, unions have rallied around issues that impact the greater number of people. How can we do that on campus without excluding the hands that clean classrooms and bathrooms, the hands that feed students, and the faces that greet students in the admissions office?

One answer is the “me, too” clause. These clauses simply give one group of employees the benefit of improvements already successfully negotiated by another bargaining unit in the workplace. “Me, too” could provide us the same percentage salary increase as teachers. “Me, too” could help us fill the income gap during that unpaid month between semesters with no unemployment benefits.

These agreements must be part of a joint negotiating strategy that brings unions together to fight for salary and benefits. Classified and teacher unions are movements individually, but when combined, they become a force.



“No matter what you do, everything is a ‘techie’ job now. And as tech grows, people must learn how to use it. The entire planet needs to be retrained.”

— Greg Whaling, Data Communication Specialist, Los Angeles Community College District

part-time employees.

“We have never been hacked, but we’re lucky,” Whaling said. “Pinging is like ringing a doorbell to see if anyone is home. These guys are like flies — annoying, but not really harmful.”

Whaling calls these low-level threats “script kitties” because they “write little scripts in code — kits —

prosecuted as terrorists, he said. Lesser attempts can be tried as crimes against property and larceny, or

About technology training

>Read the full text of SB 590, the new law that ensures staff have access to professional development opportunities such as technology training. goo.gl/KVe8Va



Community College

Tim Killikelly, right, lobbies with others in support of the CFT-sponsored bills.



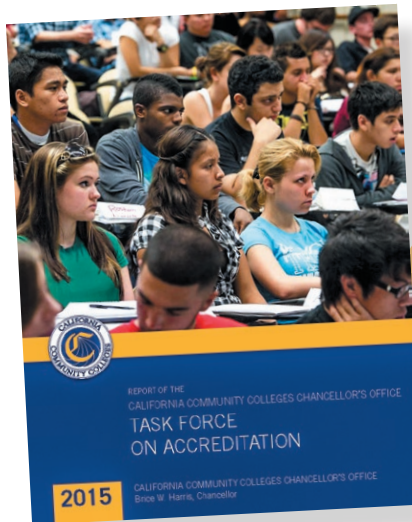
ACCJC has to go says accreditation task force Future of rogue commission looks dim if recommendations implemented

WHEN THE CALIFORNIA Community College Chancellor's Office task force announced the group that accredits the state's 113 colleges should be replaced — that the Accrediting Commission for Community and Junior Colleges is too focused on punishment and its member institutions have no confidence in it — former CFT President Marty Hittelman saw it as a result of more people willing to stand up to the accrediting institution.

The ACCJC may be best known for trying to disaccredit City College of San Francisco in 2013, but Hittelman, author of "The ACCJC Gone Wild," has been monitoring the institution since it tried to interfere with collective bargaining in 2001. He finally sees a turning point.

"The most significant thing about the report is that they finally issued it," he said. "It means the terrain has changed to the point where the ACCJC is generally seen as a problem, and even Chancellor Harris agrees."

Actions have been building for a while. The CFT filed a complaint with the U.S. Department of Education. The San Francisco City Attorney



than previous ones, she says.

"We knew our actions needed to be bold," she said. "I didn't really know the other members, and we did not have common experiences, but we did have a common opinion that the commission is wasting time and money, it's punitive, and there's a lack of transparency. It's not good for students, not good for our institutions, and not good for California."

That the members of the task force agreed was significant, says Jim Mahler president of the CFT Community College Council.

"All the contributing groups are saying the same thing now," he said. "The ACCJC is so outrageous, it helps form common enemies."

Tim Killikelly, president of AFT Local 2121, the faculty union at City College of San Francisco, says the report shows fear of the commission is decreasing.

THEME 4

Lack of Transparency and Public Participation

THEME 7

Lack of Collaboration and Lack of Respect for Colleges and Key Stakeholder Groups

THEME 8

Overstepping of Roles and Responsibilities

they've acted outrageously and need to go."

Killikelly says the struggle against the ACCJC isn't over. "This could be the turning point," he said, "if the chancellor would do the work."

It's unclear how long it will take to replace the accrediting agency, but Killikelly says that taking as long as 10 years, which the spokesperson for the state chancellor's office has said, is unacceptable.

Waddell thinks

something will happen much sooner. "That's the ACCJC line — 10 years," she said. "I'm very hopeful that, with the Ting bill and the court decision that came down on the side of City College and the legislative momentum, it's going to happen now."

It can't come soon enough for Hittelman. He says the commission president Barbara Beno reminds him of Joseph McCarthy, whose name became synonymous with unsubstantiated attacks on political opponents.

"My family went through the McCarthy era," Hittelman said. "I saw how people were frightened to stand up for their views. Beno creates the same culture of silence and fear."

Waddell says the task force report is a significant milestone in the effort to reform accreditation. "Our students deserve an accreditation process that is fair, credible, and transparent."

— By Emily Wilson, CFT Reporter

JIM MAHLER
COUNCIL PRESIDENT

Prop. 30 = record funding

We start the year with a record amount of revenue coming into the community college system —nearly \$1 billion in new resources.

This is attributable to our work to pass Prop. 30 and our lobbying efforts in the Capitol to increase the number of full-time faculty. The final budget includes \$62.3 million for this effort.

Our bills for part-time job security and a mandated increase in the number of full-time faculty both died in the Senate Appropriations Committee. The Community College Council will prioritize these issues again in the coming legislative session.

Our struggle against the rogue ACCJC got a huge boost recently when the Board of Governors voted unanimously to send the report from the Accreditation Task Force on to the U.S. Department of Education, making the clear point that it's time for a new accrediting agency.

sued, resulting in a ruling that the ACCJC broke the law in its decision about CCSF. The state's legislative audit committee issued a critical report. And Assemblyman Phil Ting (D-San Francisco) is sponsoring a bill, AB 1397, to make the ACCJC more transparent.

Joanne Waddell, president of the

"I didn't really know the other members but we did have a common opinion that the commission is wasting time and money, it's punitive, and there's a lack of transparency."

— Joanne Waddell, president of the Los Angeles College Faculty Guild

Los Angeles College Faculty Guild, AFT Local 1521, sat on the task force, which included college presidents, administrators, and trustees. At the first meeting, the members decided that this report had to be different

"Now it's not just CFT and teachers complaining about them — it's people within the college system itself who have had enough," he said. "They're saying what we've been saying since the beginning — that



Joanne Waddell

UC Merced sees the lowest per student funding and serves a large minority community.



University

Why did the university refuse \$25 million in state funding? UC dependence on high out-of-state enrollment fees is promoting inequality

TOP UNIVERSITY OF California administrators made headlines in August when they declined the offer by state legislators to provide the system an additional \$25 million. The offer was contingent on the university accepting another 5000 in-state resident students.

Stephen Handel, associate vice president for undergraduate admissions, told legislators at a hearing of the Assembly Education Finance and Higher Education Committee that UC complies with all state requirements for admitting California students. But about the multi-million offer, he said, “We’ll get back to you very soon.”

In the university’s calculation, an extra \$25 million doesn’t compare to the high fees paid by out-of-state students that UC has become dependent upon. In-state residents pay \$12,192. The system gets \$36,840 per non-resident student — \$24,700 more. If the university enrolled 5,000 more in-state students, as the legislators wanted, it would lose the extra \$123.5 million those same spots generate from out-of-state students.

This year alone, UC will offer to enroll an additional 2,453 out-of-state students, while offers to in-state students will decrease by 1,039. Over 25 percent of new students enrolling at Berkeley, Los Angeles, Davis, and San Diego pay out-of-state tuition. Those campuses become overfunded, while the others remain underfunded.

That, according to Robert Samuels, president of UC-AFT, who also testified at the August 25 hearing, is increasing inequality among the campuses, and decreasing diversity at the flagship campuses.

“In part, this is caused by a change in the way the university handles funds,” he said. Up to seven years ago, tuition was paid to the Office of the President, which doled it out to campuses using an opaque



Stephen Handel, left, associate vice president for UC undergraduate admissions, and UC-AFT President Bob Samuels testified before a joint legislative committee hearing on August 25.

system. After a state audit in 2009, the administration started allowing each campus to keep the tuition paid by its students. “The idea was that the money generated on campus would stay on campus, and state funds would even out the disparities,” Samuels said. “The result is a very unequal system.”

Four flagship campuses attract students from around the world — Berkeley, Los Angeles, San Diego and Davis. Berkeley enrolled about three

“UC clearly has a separate and unequal funding model based on race and class, and this situation only promises to get worse.” — Bob Samuels, UC-AFT President

times as many non-residents in 2012 as it did in 2000; UCLA enrolled about eight times as many.

Last year Berkeley took in \$40 million from enrolling 1,762 non-residents, and UCLA \$41 million from 1,805. Santa Barbara got \$11 million from 670 out-of-state students, and Riverside got only \$7 million from 328.

“As the state auditor pointed out

in 2009, the campuses receiving the lowest per student funding were also the campuses with the most underrepresented minority students,” Samuels adds. “Those campuses — Riverside, Merced, Santa Barbara, Santa Cruz — will continue to receive the lowest level of revenue, and the campuses with the wealthiest students will receive the most funding.”

Sixteen percent of Berkeley students are from underrepresented minorities, while Riverside has 41

percent. At Merced, serving San Joaquin Valley’s rural and farm worker families, 61 percent of the students receive Pell Grants and, in 2012-13, had no out-of-state students. “UC clearly has a separate and unequal funding model based on race and class, and this situation only promises to get worse,” Samuels concludes.

UC-AFT has a plan for overcoming

growing inequality. “The state should offer \$10,000 per student instead of \$5,000, combined with enrollment targets or a cap on out-of-state enrollment,” Samuels explains. “Campuses with high funding should shift more funds to other campuses — this would reduce the incentive to boost out-of-state enrollment and open more spaces for residents.”

While Samuels believes the Legislature is interested in dealing with this issue, its power is limited by the university’s autonomy. “Providing part of UC’s budget is virtually their only leverage — this time they tried to do it on the cheap,” he says. “But, increased state funding tied to limits on out-of-state enrollment is the answer.”

— By David Bacon, CFT Reporter

BOB SAMUELS
COUNCIL PRESIDENT

UC divests from guns, coal

As a member of the UC Investment Advisory Group for the last several years, I have pushed for socially responsible investing with little luck. But September 9, out of nowhere, the Chief Investment Officer mentioned that the university was no longer invested in coal and guns.

One of the other members seemed quite bothered and wanted confirmation that the university is making investment decisions based on economics and not morality. The CIO assured him that, although the university was now pursuing a more sustainable investment strategy, the move away from coal and guns made economic sense.

With over \$36 billion in its endowment, some have called Harvard a “hedge fund with a school attached.” But the UC holds over \$100 billion in its retirement funds, endowments, and working capital funds. Whether this money is used for good or for darker purposes, the university is an important player in global finance.



TOP: SHARON BEALS

Local Wire

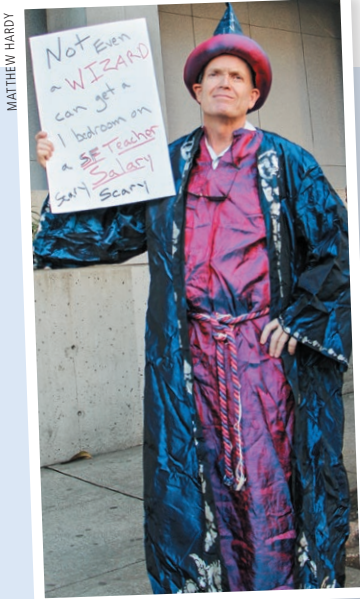
Reporting Local Action
Around the State

LOCAL 61

Magic can't pay the rent...

With the average price of a house over one million dollars, San Francisco is the most expensive real estate market in the nation.

"By the real estate industry's own analysis, not a single teacher in San Francisco can afford to buy a home where she teaches," said Ken Tray, the political



MATTHEW HARDY

Resource specialist and Local 61 member Graham Bell says even wizardry can't land a one-bedroom apartment.

director of the **United Educators of San Francisco**. "This a crisis of historical significance."

Tray says veteran teachers, paras, and classified facing eviction leave and new employees often live like college students with multiple roommates. He and other San Francisco educators have joined a coalition negotiating with the mayor for

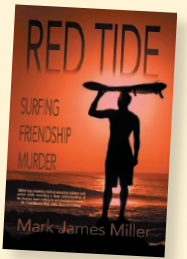
affordable housing and against evictions.

And they've had some successes, including a \$310 million housing bond to assist teachers making a down payment, and getting 40 percent of the 1,500 housing units next to the Giants ballpark marked for affordable housing.

"We are making the case in the media and in streets that when educators can't afford to live here, we all lose," Tray said. "The pressure our union put on City Hall that led to the housing bond and the units in the Giants development. It's not enough, but we have momentum."

Rank & Files

Mark James Miller, English instructor and president of the Part-Time Faculty Association of Allan Hancock College, Local 6185, published a novel about seeking truth and finding redemption. In *Red Tide* two surfing buddies venture into an abandoned power plant one fateful night. Instead of finding adventure, they find murder. Order the novel online at goo.gl/JYZOrt.



Melinda Dart, president of the Jefferson Elementary Federation of Teachers, Local 3267, and a CFT vice president, received the Unity Award at the San Mateo Central Labor Council COPE Banquet on August 29. Dart was honored for extraordinary community outreach, including her local's parent education program, and for recruiting solid board candidates, getting them elected, and holding them accountable.

Christian Clifford, former president of the San Francisco Archdiocesan Federation of Teachers, Local 2240, has authored *Saint Junipero Serra: Making Sense of the History and Legacy* (available at Amazon). Drawing from many disciplines and going beyond standard biography, Clifford takes head on the controversy of Serra's legacy. Clifford has taught grades 6-12 since 1996, and wrote about the history of Catholic school AFT unions for *California Teacher*.



LOCAL 1911

Take a load off... In an agreement between the **Coast Federation of Educators** and the Coast Community College District, more than \$1 million will be paid to 173 full-time faculty who taught non-lecture lab assignments during a two-year period starting in 2013, when the district unilaterally lowered compensation for lab faculty at its three colleges.

Until now, negotiations to eliminate "load factoring" — the antiquated compensation model in which lab instructors work more hours to earn the same pay as lecture faculty — had been unsuccessful. The settlement will begin to equalize pay for lab faculty.

LOCAL 2240

Teaching isn't preaching... The **San Francisco Archdiocesan Federation of Teachers** ratified a new contract between the faculty union and the Archdiocese of San Francisco.

The close vote, 90-80, reflected divisions among faculty and the community after the Archdiocese proposed new language that declared teachers to be "ministers." That language would have placed teachers outside the protections of the National Labor Relations Act.

The agreement includes a 7.5 percent salary increase over three years and maintenance of healthcare. New language safeguards employee rights and makes clear that questions

regarding teacher conduct on and off the job are subject to the collective bargaining grievance procedure and can't be decided by administrative fiat.

LOCAL 6563

Et voilà, un contract... Because teachers at Ecole Bilingue cultivated parent support for their first contract by hosting house meetings and having one-on-one conversations, parents delivered a petition to the board of trustees in support of the teachers.

The Berkeley teachers delivered a similar petition, saying they believed their proposals — collaborative decision-making, binding arbitration, and just cause — would improve the quality of education at the school.

Teachers also united to replace three

anti-union trustees with new pro-union trustees on the board and form the **Bay Area French-American Federation of Teachers** combining the might of educators at three schools.

Meanwhile, educators at **Lycée Français in San Francisco** ratified their first contract two long years in the making, providing a 5 percent salary boost and more shared governance.

LOCAL 6319

Working conditions Corps problem... Instructors and support staff from the **Treasure Island Job Corps** rallied on September 10 to protest working conditions that have led to high staff turnover and declining student retention rates.

"Treasure Island is one of the top-ranked Job Corps centers in the country thanks to the work of our members," said Emily Rapaport, who works in the culinary program as a career transition specialist and is president of the **Treasure Island Job Corps Workers' Union**. "But as the economy improves, our members are leaving for better jobs because of the unfair working conditions here."

Experienced, trained staff, she said, are much better at helping students complete their education and find jobs.



PAULA PHILLIPS

Members of the Treasure Island Job Corps Workers Union took to the streets.