



**Fall Issue**

**Volume 19: Issue 4**

**An Affiliate of CTA and NEA**

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## Upcoming:

### Rep Council:

December 9, 2015

January 20, 2016

February 17, 2016

Meeting Called to Order at 4:15 PM

### Greet, Eat & Meet

December 11, 2015

February 19, 2016

April 22, 2016

### Positive Party with a Purpose!

From 4:00 - 6:00 PM  
Babysitting Available  
for Ages 12 & under

## Time to Take Action

We've made some good progress in spreading the word about the Friedrichs v CTA lawsuit during our national Week of Action, but we need you to take a few steps to show solidarity in standing with America's working people.

**Sign the MoveOn.org Petition TODAY!** ~ Please sign the petition launched by America Works Together to help raise awareness about how wealthy special interests are continuing their attacks on working people.

**Social Media** ~ Show your solidarity on your social media profile image. Download the Twibbon we created and share it with your friends and followers encouraging them to do the same. Also, we urge you to focus your posts and tweets on the Friedrichs case and tell your story. Talk about how belonging to a union allows you to be the best educator for your students.

Please use these sample social media posts steadily throughout the week to help us get the hashtag **#WorkTogether** trending across Facebook and Twitter.

- Follow @AmWorksTogether coalition on Twitter
- Tweet the following a coalition promotions to your Twitter accounts:
- Help raise awareness about a front group for wealthy billionaires that's attacking working people. **#worktogether** <http://thndr.me/5b8XqQ>
- A front group for wealthy special interests is using the #SCOTUS case to attack working people. **#worktogether** <http://thndr.me/5b8XqQ>

Spread the word: A front group for corporate CEOs is attacking working people via the **#SCOTUS**. **#worktogether** <http://thndr.me/5b8XqQ>

Check out and share the **Alliance for Justice video featuring Bradley Whitford** (of *West Wing*) to your Facebook page.

**Once upon a State Council** ~ The October State Council proved to be CTA's next bold step in implementing the long-term strategic plan. At the direction of Council and with feedback from Committee Chairs, the dynamic schedule for the October Council allowed CTA to focus on developing an organizing culture and building leadership. Organizing guru Marshall Ganz was on hand to help delegates understand the power of their own stories and how those crescendo into the powerful story of CTA. Ganz helped Council to understand the power of storytelling to effect the change we want to see in the profession.

Council delegates broke into subgroups to practice sharing their stories on Saturday. Delegates built a better connection to each other by sharing personal experiences. On Sunday delegates connected their learnings to the broader work of the Association. Delegates left the meeting with a charge: to have conversations with three colleagues when they got home. This is known as the 3,000 conversations project, as it will help us build capacity to stand up to whatever attacks the future holds (e.g., Friedrichs v. CTA) and advocate for the public education all students deserve (i.e., Advocacy Agenda).

(continued on page 2)

## ***Time to Take Action (continued from page 2)***

**CTA President Heins Urges Members to Organize to Keep Winning Victories for Students** ~ Opening a reconfigured State Council designed to help nurture an organizing culture in our 325,000-member union, CTA President Eric Heins challenged State Council members to master new skills to organize our members and our communities in support of our students.

“I want to thank you all for having the foresight and the courage to update Council to meet our changing needs,” the CTA leader said. “CTA and its locals are putting renewed energy into organizing, membership recruitment and engagement. In fact, CTA has set a goal that every local association will have a membership engagement plan in place by Fall 2016.”

In his first address as CTA President to Council, Heins laid out his goals, which are built upon two themes: “CTA will be the premier educational organization in the country” and “CTA will be at the forefront of changing the public conversation about our schools and colleges, our profession, and our union.”

Pres. Heins spelled out the challenges that CTA has taken on, including boosting funding for public education through support for Proposition 30. He noted the Association and its allies are fighting new battles to extend taxes on the wealthy to help raise California from its dismal 46th national ranking in per-student funding. He also cited ongoing fights to beat back legal suits aimed at silencing the voices of teachers, including *Friedrichs v. CTA*.

**Legendary Freedom Rider, UFW Organizer Sparks Members to Talk and Action** ~ Marshall Ganz, who dropped out of Harvard to fight for voting rights in the South and worked with César Chávez to organize the United Farm Workers, provided inspiration and new tools to State Council members Saturday to help build an even stronger union.

Ganz, who now teaches at Harvard’s Kennedy School of Government, introduced delegates to storytelling as a leadership skill and as a way to engage more members, parents and community members. He outlined how individual stories (known as the story of self) combine to form a larger story (known as the story of us), and explained how harnessing this narrative to advocate for what our students need (known as the story of now) is a powerful and effective method to accomplish our goals.

During both Saturday and Sunday, State Council members practiced the tools, which include telling their own stories and using those stories to make connections and empower the union to achieve its important goals. State Council members will be bringing the tools and mission of organizing stronger locals back to their chapters. Ganz’s work with Council will further a goal of CTA’s Strategic Plan — to establish an organizing culture at the local, regional and state levels of our union to build greater capacity and deepen participation among all members.

**Executive Director Joe Nuñez Recounts CTA’s Victories, Cites Challenges Facing Us** ~ Modeling what delegates were learning all weekend, CTA Executive Director Joe Nuñez shared his own story that led him from the cauliflower fields of Santa Barbara to be the first in his family to graduate from college to a classroom of his own, and ultimately to his devotion and commitment to the union. Nuñez talked about how different and necessary the leadership training at Council had been. “This weekend is not only our strategic plan in action, but could be a turning point in the history of CTA, as we now have the opportunity to take our story of self, share and grow it together to tell the story of us, and put our story of now into action by using the attacks of those who want to silence workers, destroy unions and eliminate public education as an opportunity to recruit, organize and engage all educators in CTA.”

He cited the potential for *Friedrichs v. CTA* — an attack underwritten by the anti-union Koch Brothers — to undermine “fair share” and force CTA members to pay the costs of protecting their non-union colleagues. These legal attacks reflect opponents’ recognition that they can’t beat CTA at the ballot box or on the floor of the Legislature. “You’re the strength of CTA,” the state executive director told Council. “Your willingness to go back to your chapters and have conversations with your colleagues and lead a campaign for hope will make the difference. We must apply the tools Marshall gave us. We must use what we’ve learned, not just to tell our stories, but also to elicit others’ stories and values and build relationships and develop more leaders and organizers in our union.”

### **Council Votes to Support the School Funding and Budget Stability Act of 2016**

State Council members voted unanimously to support The School Funding and Budget Stability Act of 2016. The measure would extend the part of Proposition 30 that levies additional taxes on the wealthy, but the initiative would not extend the current sales tax implemented by the November 2012 measure.

This new initiative, if approved by voters in November 2016, would raise about \$2 billion annually for K-14 schools. It would also provide to non-Proposition 98 state programs about \$4 billion annually.

Council delegates also voted to allocate up to \$3 million from the Association’s initiative account to support CTA ballot positions in the 2016 election.

School Funding and Budget Stability Act of 2016: <https://goo.gl/rk8X4d>

## San Bernardino: December 2, 2015

### Remembering the Victims:

Shannon Johnson, 45 of Los Angeles, Ca., born March 1970

Bennetta Bet-Badal, 46 of Rialto, Ca., born March 1969

Aurora Godoy, 26 of San Jacinto, Ca., born February 1989

Isaac Amanios, 60 of Fontana, Ca., born June 1955

Larry Kaufman, 42 of Rialto, Ca., born August 1973

Harry Bowman, 46 of Upland, Ca., born June 1969

Yvette Velasco, 27 of Fontana, Ca., born April 1988

Sierra Clayborn, 27 of Moreno Valley, Ca., born June 1988

Robert Adams, 40 of Yucaipa, Ca., born May 1975

Nicholas Thalasinis, 52 of Colton, Ca., born October 1963

Tin Nguyen, 31 of Santa Ana, Ca., born April 1984

Juan Espinoza, 50 of Highland, Ca., born June 1965

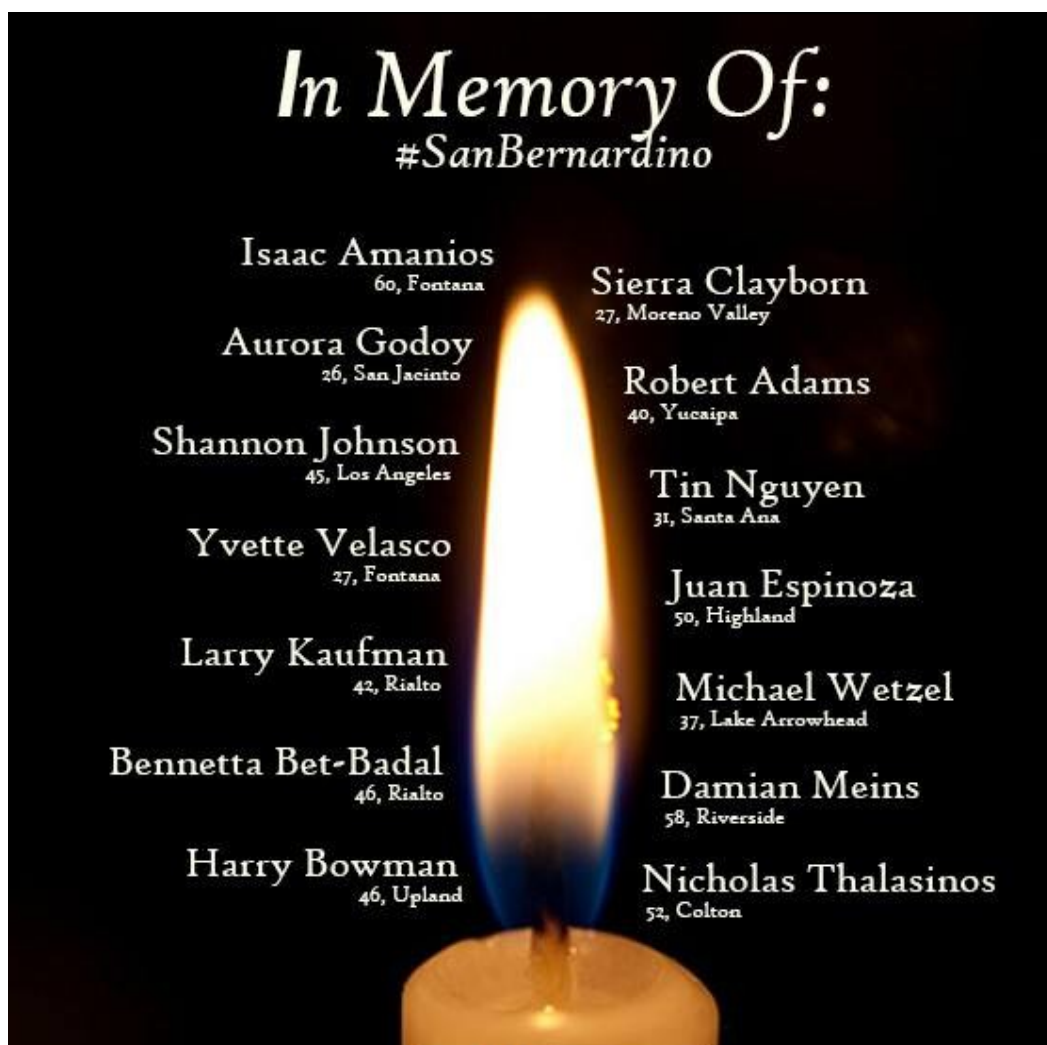
Damian Meins, 58 of Riverside, Ca., born February 1957

Michael Wetzel, 37 of Lake Arrowhead, Ca. born April 1978



The screenshot shows a GoFundMe page for "Support San Bernardino" in San Bernardino, CA. The page features a photo of a group of people holding lit candles. The fundraising progress bar shows \$22,863 raised out of a \$100k goal, with a note that it was raised by 230 people in 22 hours. There are buttons for "Donate Now" and "Share on Facebook". The page also shows 94 total shares, 94 Facebook shares, and 0 tweets. It was created on December 4, 2015, by Mayor Carey Davis.

The GoFundMe site, "Support San Bernardino," was set up by Mayor Carey Davis to raise funds to support the victims of the shooting. It will be distributed evenly among the victims and their families through an official trust fund.



The memorial page features a central image of a lit candle. The text is arranged in two columns around the candle. The title "In Memory Of:" is at the top, followed by the hashtag "#SanBernardino". The names and birthplaces of the victims are listed in two columns.

In Memory Of: #SanBernardino	
Isaac Amanios 60, Fontana	Sierra Clayborn 27, Moreno Valley
Aurora Godoy 26, San Jacinto	Robert Adams 40, Yucaipa
Shannon Johnson 45, Los Angeles	Tin Nguyen 31, Santa Ana
Yvette Velasco 27, Fontana	Juan Espinoza 50, Highland
Larry Kaufman 42, Rialto	Michael Wetzel 37, Lake Arrowhead
Bennetta Bet-Badal 46, Rialto	Damian Meins 58, Riverside
Harry Bowman 46, Upland	Nicholas Thalasinis 52, Colton



## Now, we can see you better!

If you haven't been by the office yet this school year, come on by and check out the new windows. As part of our ongoing process to create a more energy efficient environment and with funding from UniServ, we were able to have the windows at the SBTA office replaced. Thank you to UniServ for helping to organize this effort.



## Contract Access

The SBTA contract is now accessible online.

To access, please go to:

<http://sbcusd.com/DocumentCenter/View/3748>

OR:

- Go to <http://sbcusd.com>
- Hover over the District Offices tab
- Scroll to Human Resources Division
- Scroll to Human Resources



Additionally, it is accessible on the SBTA website: <http://www.sbta.info> under the CONTRACT tab.



## MEMBER BENEFITS

### Do You Know

For You • For Your Family • For Your Career

### STUDENT LOANS

Do you know that if you teach in a "high impact school" and have Stafford and/or Perkins loans you may be eligible for having a portion of your student loans forgiven?

#### STAFFORD LOANS

If you have a Stafford Loan, teach five consecutive years in a "high impact school", and have not consolidated your loans, you may be eligible for \$5,000 or \$17,500 forgiven.

#### PERKINS LOANS

If you have a Perkins Loan and teach "shortage area content" in a "high impact school", and have not consolidated your loans, you may be eligible for a percentage of your student loan to be forgiven (15% for 1st and 2nd years, 20% for 3rd and 4th years, and 30% for 5th year).

#### PSLF FORGIVENESS

You must make 120 on-time, full, scheduled monthly payments on your student loans under a qualifying repayment plan. When you make each of the 120 payments, you must be working full-time at a qualifying public service organization.

#### RESOURCES

Visit [www.CTAMemberBenefits.org/studentloan](http://www.CTAMemberBenefits.org/studentloan) for links to resources including a helpful PowerPoint to explain the process.

To learn more about CTA and NEA Member Benefits, go to [www.CTAMemberBenefits.org](http://www.CTAMemberBenefits.org) and [www.neamb.com](http://www.neamb.com)



Or download the CTA Member Benefits Smartphone App available for the Apple iPhone or iPad from the App Store or for the Android from Google Play.

You can also contact CTA Member Benefits at 650-552-5200 and NEA Member Benefits at 800-637-4636.



### CTA MEMBER BENEFITS DEPARTMENT

CALIFORNIA TEACHERS ASSOCIATION  
1705 Murchison Drive • Burlingame, CA 94010  
650.552.5200 • [member\\_benefits@ccta.org](mailto:member_benefits@ccta.org) • [CTAMemberBenefits.org](http://CTAMemberBenefits.org)

## Ongoing Events: December Coat Drive



Help those in need stay warm this winter.

Please donate your gently used or new coats for distribution to our SBCUSD homeless students.

Sizes 4T—Adult XX

Collection in December ~ for distribution in January

### Dropoff at:

Homeless Education Office  
1525 W. Highland Ave.  
San Bernardino, CA, 92411

SBTA Office  
1997 E. Marshall Blvd.  
San Bernardino, CA 92404

Contact: Marissa Ruiz at (909) 880-4057

### **Food Drive: Thank You**

A special and heartfelt “Thank You!” to all of our members who supported our Food Drive. Over 3000 items were collected and distributed to SBCUSD students in need through the Homeless Education Office. Currently, there are over 3,600 homeless students throughout our district and you helped to make their holiday special. Thank you for always being there to support our kids and their families.



### **Ongoing Events: Santa's Workshop Toy Drive**



Adopt a child this Holiday Season!

Adopt a child by donating an unwrapped toy. A toy will be given to the homeless children of San Bernardino on Saturday, December 12, 2015 at 3 p.m. at Santa's Workshop. Santa will be present to pass out the gifts. Toys need to be collected by Thursday, December 10, 2015 before 5 p.m. at any of the following locations.

CTA San Bernardino BRC (Santa's Workshop)  
430 East Vanderbilt Way  
San Bernardino, CA 92408

CTA Palm Desert BRC  
75084 Gerald Ford Drive  
Palm Desert, CA 92211

CTA Ontario BRC  
3175-C Sedona Ct.  
Ontario, CA 91764

San Bernardino Teachers Association  
1997 E. Marshall Blvd.  
San Bernardino, CA 92404



For questions please contact Connie Rosales 909.890.4520 or email: [croales@cta.org](mailto:croales@cta.org)

**CTA** CALIFORNIA  
TEACHERS  
ASSOCIATION

**sbta**  
San Bernardino Teachers Association



Valley Star Community Services  
<http://www.valleystar.org>

# CTA Member Benefits

## Time Is Running Out On This Special Enrollment Opportunity

If you're a newly hired CTA member this year, you may be eligible for a special, limited-time opportunity to apply for CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard).

If you apply within your first 180 days of starting your new job, eligible CTA members can get up to **\$200,000 of Life Insurance** coverage without answering any health questions.

You can also apply for **Disability Insurance**, which can help with the everyday bills like your mortgage and utilities, that continue even when you can't work -- expenses that health insurance won't cover. The CTA-endorsed Disability Insurance plan was specially designed to address the gaps in coverage that many California educators face.

Remember, you only have 180 days to apply for this unique opportunity. Don't miss out.

For costs and further details of the coverage and this enrollment opportunity, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, call The Standard's CTA Customer Service Department at **800.522.0406**, or visit [www.standard.com/cta/newhire](http://www.standard.com/cta/newhire) to apply online.

GP190-LTD/S399/CTA.1, GP190-LIFE/S399/CTA.3

## California Casualty and CTA

Mutually committed to the educators they serve, California Teachers Association and California Casualty have a bond that is over 60 years in the making. The partnership was founded on a promise to protect, but the relationship has evolved into something more.

Acting as on-site member advocates, California Casualty's field representatives explain the significance of CTA membership, including the auto and home insurance benefit that was the foundation of the partnership in 1951.

The recent concurrent sponsorship of the California Department of Education's School Recognition Program is another example of California Casualty and CTA joining forces to recognize and promote the dedication and accomplishments of California educators who provide the highest quality of education for their students.

As the Presenting Sponsor, California Casualty helped make possible events that honored the 2015 Teachers of the Year, Classified School Employees of the Year, and the 373 secondary schools named 2015 Gold Ribbon Schools.

Participating in the California Schools Recognition Program has opened new doors for California Casualty field representatives to bolster interest in CTA and its member benefit programs.

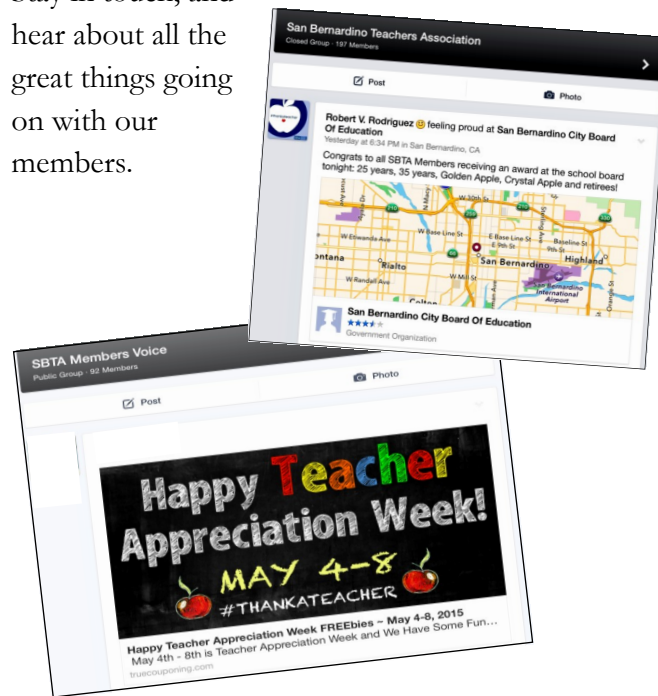
California Casualty CEO Beau Brown remarked what a privilege it was to play a key role in acknowledging the achievements and successes of California educators and their schools. *"Our partnership with the California Department of Education is a testament of how schools, businesses and communities can come together to promote the remarkable successes of those developing the minds of our future generations."*

The CTA and California Casualty salute the great work of exceptional schools and educators across the Golden State. Together, our organizations are able to do more for the CTA members we serve.

A California Casualty representative would welcome the opportunity to explain the many benefits that come with CTA membership. If your school would like a visit, contact California Casualty Regional Manager Lisa Almeida, [LAlmeida@calcas.com](mailto:LAlmeida@calcas.com) or call 800.964.3903, ext. 5920.

## Join Us On Facebook!

Stay in touch, and hear about all the great things going on with our members.



SBCUSD's Office of Emergency Services Department also has a Facebook page.

Sign up to receive current alerts.



October 2, 2015

TO: Region IV Chapter Presidents

FROM: Mark Young, Region IV Manager & Ramön Gömez,  
Region IV Assistant Manager



**CALIFORNIA  
TEACHERS  
ASSOCIATION**

**Minority Leadership Incentive Grant – 2016 Region IV Leadership Conference  
March 18 – 20, 2016 - Sheraton San Diego Hotel & Marina**

We are pleased to announce that up to fifteen (15) Minority Leadership Incentive Grants to the 2016 Region IV Leadership Conference are available. These grants will pay the conference registration fee plus reimburse transportation costs up to \$150 for approved minority member recipients that are attending our conference for the first time. The conference will be held at the Sheraton San Diego Hotel & Marina, 1380 Harbor Island Drive, San Diego, beginning with registration and reception Friday, March 18, 2016, and concluding Sunday, March 20, 2016, at 12:30 PM.

The purpose of these incentive grants is to increase the number of minority members involved in CTA leadership activities.

Grant recipients must be from one of the designated minority groups and must be a FIRST-TIME Region IV

Leadership Conference attendee. Two (2) or more grants may be issued to one chapter less than 15 grants are applied for within these guidelines. If two (2) or more grants are submitted from one (1) chapter, they must be numbered in order of preference (i.e., 1st, 2nd, 3rd, etc.).

Utilizing the form on the reverse, please submit, no later than Friday, December 18, 2015, your chapter's nominee(s) for a grant. All portions of this application must be completed in order to be considered for a grant. The application must come from you, the chapter president, and be signed by you. Applications may be faxed to 951.372.2550 or emailed to [dqallert@cta.org](mailto:dqallert@cta.org).

The Region IV CTA Board Members and the Minority-at-Large Member will review the applications and make recommendations to CTA President Eric C. Heins at the January 12– 13, 2016 Board of Directors meeting. Grant recipients will be notified shortly after this meeting.

**NOTE: It is the responsibility of the chapter to reserve and pay for the grant recipient's lodging.**

Complete conference details, including hotel registration, will be sent in January 2016.

Thank you

MY/RG/dg

cc: Eric C. Heins, CTA President; Theresa Montano, CTA Vice-President;  
David B. Goldberg, CTA Secretary-Treasurer; Region IV CTA Board of  
Directors; Region IV NEA Directors Region IV SCC Chairs Joe Nufiez,  
Executive Director; Karen Kynh, Deputy Executive Director; Martina Lechuga,  
Supervisor; Region IV Staff

Download the application, at this link:

<https://goo.gl/ZNSQAB>  
(second page of pdf)



**Apply Now for a California Casualty Thomas R. Brown Athletics Grant**

Public high schools in California can score up to \$3,000 for their sports departments with a California Casualty Thomas R. Brown Athletics Grant. California Casualty, provider of the CTA Auto and Home Insurance Program, is providing \$100,000 to offset budget cuts that have affected high school athletics. Details and entry forms can be found at [www.calcasathleticsgrant.com](http://www.calcasathleticsgrant.com). Applications must be received by January 15, 2016 for 2015/2016 consideration.

The grant is named after California Casualty Chairman Emeritus Tom Brown, who believes that lessons taught on the playing field – teamwork, confidence & sportsmanship – help develop students who are successful in the classroom and later in life.

This past year, 14 California Schools shared \$17,000 to offset participation fees, buy new uniforms and purchase concussion preventing helmets. Since its inception, more than \$400,000 has been awarded to hundreds of public high schools across the U.S.

“We want to help guarantee that student-athletes get a chance to compete and learn,” said Doug Goldberg, Senior Vice President. Applicants must be a current member (or referred by a member) of CTA or one of our other participating educator associations, as well as be an active employee of the public high school for which funding is sought. Recipients will be notified in April with presentations in May. Official rules and applications can be found at [www.calcasathleticsgrant.com](http://www.calcasathleticsgrant.com).

California Casualty has served California educators since 1951 and provides the CTA Auto and Home Insurance Program. The company gives back through numerous Community Impact Initiatives:

- The \$2,500 Academic Award – given annually to educators to help buy school supplies or provide for school programs facing cuts, [www.calcasacademicaward.com](http://www.calcasacademicaward.com)
- The \$7,500 School Lounge Makeover® – to create a more soothing and relaxing area for educators to recharge during the school day, [www.schoolloungemakeover.com](http://www.schoolloungemakeover.com)
- \$200 Help Your Classroom grants, [www.calcas.com/help-your-classroom](http://www.calcas.com/help-your-classroom)
- Sponsorship of the California Department of Education’s School Recognition Program, including awards such as 2015 Teacher of the Year, Classified School Employees of the Year, and 373 secondary schools named 2015 Gold Ribbon Schools.

Learn more about CTA Auto & Home Insurance Program provided by California Casualty at: [www.ctamemberbenefits.org/calcas](http://www.ctamemberbenefits.org/calcas).

*Celebrating 100 years, California Casualty has partnered with the CTA since 1951 to provide members auto and home insurance tailored to their professional needs. Headquartered in San Mateo, CA, with Service Centers in Arizona, Colorado and Kansas, California Casualty has been led by four generations of the Brown family. To learn more, or to request an auto insurance quote, please visit [www.calcas.com/CTA](http://www.calcas.com/CTA), or call 1.800.800.9410.*



**California Casualty**  
Thomas R. Brown Athletics Grant

## GPO-WEP fix, the Social Security Fairness Act—ARE You Aware?

Posted July 1, 2015, Education Votes, excerpt from www.EdVotes.org



“Imagine this. You’ve spent the last 30 years dedicating your life to teaching students Algebra at a local high school. And during those decades in the classroom, to help make ends meet, you’ve worked several part-time jobs—including a 15-year stint as a night auditor at a local hotel. But now, you’re looking forward to retirement—that is, until you learn about a government offset called the Windfall Elimination Provision (WEP), which is going to reduce your Social Security check by almost half.

While it sounds like a retirement nightmare, for hundreds of thousands of educators, police officers, fire fighters and other public service employees, it’s a reality. The Government Pension Offset (GPO) reduces public employees’ Social Security spousal or survivor benefits by two-thirds of their public pension — nine out of ten people lose their entire spousal

benefit, even though their spouse paid Social Security taxes for many years. WEP reduces the earned Social Security benefits of an individual who also receives a public pension from a job not covered by Social Security — hard-working people lose a significant portion of the benefits they have earned themselves.

What this means, in real terms, is that public servants such as teachers, firefighters and police officers are losing the benefits they earned through a lifetime of public service. Loss of benefits can result from moving from private to public employment and vice versa, or moving between states that have different GPO/WEP or Social Security rules.

For example, if the retired teacher mentioned earlier—the one who worked part-time as a hotel night auditor—was eligible for a monthly Social Security benefit of \$415 and received \$1423 from her monthly teaching pension, under the WEP formula, her Social Security benefit would be reduced to \$206. For those on a fixed income, that loss of \$209 each month really hurts.

The brave men and women serving as police officers and firefighters even have to worry about their spouses being able to receive their survivor benefits if they lose their lives in the line of duty. After dedicating their lives to protecting our nation, we owe them, at the very least, the peace of mind that comes with knowing their families will be able to access the benefits they have worked their entire lives to earn.

That’s why last week Senators Sherrod Brown (D-OH) and Susan Collins (R-ME), along with original cosponsors Sens. Baldwin (D-WI), Blumenthal (D-CT), Franken (D-MN), Heller (R-NV), Hirono (D-HI), Murkowski (R-AK), Reed (D-RI), Udall (D-NM), Vitter (R-LA), Warren (D-MA) and Whitehouse (D-RI), introduced the Social Security Fairness Act of 2015 (S. 1651), previously introduced in the House (H.R. 973) by Representatives Rodney Davis (R-IL) and Adam Schiff (D-CA). This legislation would repeal the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP), which penalize people who have dedicated their lives to public education and other public service careers by taking away benefits they have EARNED. The House version of the bill currently has 107 cosponsors, more than have ever signed on before to support this critical legislation.

The bipartisan legislation recognizes and respects the contributions of educators and other public employees by eliminating the unfair penalties attached to public service. Nearly 1.2 million NEA members who have dedicated their careers to educating America’s children will be eligible for full retirement within the next 10 years.

The effects of the unfair GPO-WEP practices have far-reaching implications for education, starting with disincentivizing a career in public service. We should be encouraging the best and brightest to enter the teaching profession and help groom the next generation of leaders in this country, not punishing those who aspire to a life of public service.

Those who are attempting to enter public service across our country are being held back by the fear that they will not be able to provide for themselves and their families in retirement. “.....

One example comes from Educator “Jill B.” who shared her story of losing her husband, and then realizing she couldn’t even access her widow’s benefits: “(We) Came from a dual retirement state—PA—worked in industry, then made the mistake of teaching in CA. Very little of my earned SS is available for me and no widow’s benefits. \$14,000/year gone in a flash when my husband died.”

Our students deserve the best educators our country can produce, but right now an entire generation of hopeful teachers and career changers are being turned away by a broken system. Stand up for public servants and retirement security by sending an email to your elected officials urging them to support the Social Security Fairness Act of 2015!

**For the full text of this article, go to :**

**<http://goo.gl/xv4KZd>**

 **<http://goo.gl/k2STtd>**

 **TAKE ACTION >** 

**Email your elected officials today and urge them to support the Social Security Fairness Act of 2015.**



## Good Teaching Conference ~ May 2015

By Kimberly Campbell, Teaching Coach, Henry Elementary

On March 20, 2015, I had the opportunity to attend the Good Teaching Conference in San Diego, hosted by CTA. While in attendance I was able to meet and converse with many educators from around the state at meals, in the hall, and in sessions. The most beneficial part of the conference was being able to attend the various breakout sessions.



The pre-conference address was informative and helped instill a better understanding of how the college and career readiness standards are to be considered when planning and delivering instruction. The discussion also included a glimpse of what the state assessment process would entail and included an overview of some of the resources available, including the digital library. This session was a great motivation to select appropriate breakout sessions for the remainder of the conference. Considering my role as a teaching coach, I selected sessions that I felt would equip me to assist my participant teachers.

Classroom management is a struggle for many teachers, so I chose a couple of sessions that focused on management systems that are practical, easy to incorporate, and appeal to teachers with different management styles. Rick Morris' session on management was easy to follow and offered simple steps to keep students participating throughout the lessons, while tracking their participation and checking for understanding. The Classroom Management Couture session was also informative and practical. I enjoyed learning about how to use a theme to base all classroom activities around, including the behavior management and acknowledgements.

Another area I focused my session choices on was strategies for teaching common core standards. I attended a math session, presented by two teachers, that offered suggestions for using hands-on and real world problems that are engaging and offer students an opportunity to collaborate. I also attended a session that focused on iPad apps that can be used to enhance learning in the classroom.

Two more traditional strategies-based sessions I attended included using music in the classroom and a wealth of math strategies and games. I especially enjoyed Big Al's math class. He gave a lot of fun ideas that can be used for quick recall and checking for understanding that students will enjoy participating in.

The Good Teaching Conference was just that - a conference focused on gaining ideas and strategies for bettering my teaching practice. I am deeply grateful that I was given the opportunity to attend the conference this year. I left feeling refreshed and excited

## My First Good Teaching Conference

By Tiffany Hood, Rodriguez Prep.

I attended my first Good Teaching Conference this year and thanks go to SBTA for that. During the conference I had the opportunity to see and speak with other educators who shared some of their best practices. I really enjoyed a math session I attended. Math has been an area I've not been comfortable with and with the new CCSS even more so. I gathered many techniques I can use for cooperative work.

Another session I thoroughly enjoyed was on class management and doing a classroom theme.

Looking at new ways to cover so much elementary territory outside of the content was encouraging and very different from secondary education.

I was able to attend a NEA/CTA workshop, where I learned of benefits I have as a member.

This session, along with the speaker sessions during lunch were informative and encouraging.

I plan to attend another conference, as I truly enjoyed myself and gained lots of new information.

Thank you again SBTA.

## 2015-2016 CTA STATEWIDE CONFERENCES



### GLBT ISSUES CONFERENCE

November 13-15, 2015  
Fairmont Hotel  
San Jose, CA



### ISSUES CONFERENCE

January 15-17, 2016  
Rio All-Suite Hotel  
Las Vegas, NV



### GOOD TEACHING CONFERENCE - SOUTH

February 26-28, 2016  
Hyatt Regency Orange County  
Garden Grove, CA



### CTA/NEA-RETIRED CONFERENCE

March 3-4, 2016  
Marriott Hotel  
Torrance, CA



### EQUITY AND HUMAN RIGHTS CONFERENCE

March 4-6, 2016  
Marriott Hotel  
Torrance, CA



### GOOD TEACHING CONFERENCE - NORTH

April 15-17, 2016  
Fairmont Hotel  
San Jose, CA



## Good Teaching Conference ~ May 2015

By Gayle Henry, Hillside Elementary School

First of all, I was happy to attend the "Good Teaching Conference." The fact that we were able to attend many conferences that fit our needs was great.

Diving into Depth of Knowledge was truly a winner for me. Teaching students to become independent, build strong content, and being able to comprehend and critique text is a 21 st century skill as well as common core standards.

Another conference I enjoyed was the Next Generation Science. I attended a conference where we had to build a tower using spaghetti and gumdrops. The task was to complete a tower. You had 10 minutes to complete without talking, only gestures. Then the tower had to stand on its own for at least 10 seconds. Now this activity will without a doubt engage my students.

Just the fact that the presenters were teachers as well and they shared their ideas with us was great. I felt empowered and ready to bring "good teaching" back to my students.

I also won the drawing for lunch with Eric Heins as follows:

Dear Gayle,

Congratulations! You've won the drawing to have lunch with CTA Vice President Eric C. Heins on Saturday March 21st at the Good Teaching

Conference South. You were selected from all the attendees who had registered for the Good Teaching Conference South on or before January 10, 2015.

You along with other winners will join CTA Vice President Eric C. Heins at a reserved table in the Grande Ballroom. Lunch will begin on Saturday, March 21st at 12:00pm

Thank you for giving us the opportunity to attend. I plan to attend next year.

## At the Good Teaching Conference

By MaryLou Gifford, Roosevelt Elementary School

3/20/15 - Pre-Conference

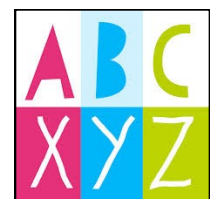
- A Deeper Look into Tech Integration: Integration of technology in the classroom. Use of technology as a way to collaborate (discussion board, blogging) Using technology as a substitution, modification, augmentation or redefinition (SMAR model). Our goal is to be in augmentation or redefinition. Use of the following: Schoology, Edmodo, padlet, todaymeet
- Aligning Instruction and Assessments for Student Success: Use of Depth of Knowledge, ELA Cognitive Rigor Matrix, Math Cognitive Rigor Matrix, ELA and Math Shifts thru the Common Core
- What Rigor is not and what it means in the classroom.
- Use of Smarter Balanced Assessments
- Use and importance of Math Tasks
- Sample Math Task: In-N-Out Math Task with a group.
- Creating 21st Century Learners, One Math Task at a Time
- 4C's of the Common Core: Critical Thinking, Communication, Collaboration, Creativity Instructional Shifts: Focus, Coherence, Rigor

3/21/15 - Rick Morris

- Core Principles: Fair Firm Consistent which builds trust, structure, and respect.
- Eight Great Ideas
- Simple Solutions - Classroom Management
- Use of the Freedom List - list of things students can do when they are finished with the assigned work.
- We want to foster self-directed students.
- Use of magnetic tiles with student numbers to track who is done with their assignments. Transition tips without talking.
- Using a bell at the end of a marker to announce page number being written on the board.
- Use of class cards
- Students say echo for another student to repeat what they said.
- Chunk and chew - allow students to process after 7-8 minutes of direct instruction.

3/22/15

- Creative ipad Projects
- Sample of creative projects. Apps students and teachers can use to create stories, presentation, augmented reality. Examples are Aurasma, Face Talker, Visual Poetry.



## District Tech Committee Meeting Update

Submitted by Donna L. Kosman, SBTA Elementary Rep to the DTC, Lankershim Elementary

Our last District Tech Committee Meeting was held on November 18 at the new Sun building – and yes, interior reconstruction is still ongoing! DTC members were updated by both IT and ET staff and discussed topics in a whirlwind of round robin reports. Alissa Blackburn, San Andreas High, and I were both in attendance as SBTA reps.

**SBAC Readiness:** The 2015-2016 supported operating systems list is up at <http://ca.browsers.airast.org>. If you are currently using iOS 9.0 or 9.1 on your iPads, you will have to update to 9.2 when it becomes available. This year, the volume will be controllable from within the browser, and using a Bluetooth keyboard with a tablet is acceptable. New students will be added in the SBAC system when both the Aeries to CalPads biweekly and CalPads to TOMS nightly updates occur – possibly two days altogether for both to update. The upload procedure for student modifications will remain the same. More information will be given to the Site Coordinators at their trainings in January/February.



**Google Domain:** The district has now purchased a Google Domain for both teacher and student use! This includes Google Classroom which can be accessed through [classroom.google.com](http://classroom.google.com), and logging in with your district Google credentials. Students can join your classroom using a 'join code' provided once the group is set up. Login information is as follows:

**Teacher Login:** Go to <https://accounts.google.com>. Your username is your school email address: [firstname.lastname@sbcusd.k12.ca.us](mailto:firstname.lastname@sbcusd.k12.ca.us) Your password is your email password only if your email password is 8 characters long. If not, you will have to change your password to meet

Google's requirement, which can most easily be done by logging into your district email through E-services on the district website (upper right under Options). Your site tech or tech coach also have the password reset information.

**Student Login:** Go to <https://accounts.google.com>. Their username and password can be generated from Aeries, but would also match their Renaissance UN. As Google requires passwords to be 8 characters long, preface the student PW with the digits 00, followed by their student number.

**Learning Management System (LMS):** As you know we are in our second year of our My Big Campus subscription, and ...bad news...MBC is going out of business. They have been purchased by IT's Learning, who currently services over 4 million users and is based in Norway. By coincidence, IT's Learning was one of the LMS systems evaluated by the district during the initial review of providers. For this year, you will be able to continue using MBC while IT's is setup and trainings are held. At this time, only district tech staff and site tech coaches have accounts. For next school year, IT's will be it. But don't worry as you will be able to export your MBC files to IT's Learning. (In MBC, go in the group you created. On the Admin Options dropdown, choose export. It will create a downloadable zip file on your exports page – which you get to through the dropdown by your account icon. Download it and save the zip file. Once you have your IT's Learning account, you will create a course, and add content by bringing in that zip file.) Currently, it is being piloted by several classrooms to help resolve any issues that may arise before it is rolled out districtwide. The idea is to "start small, do it well, and build it out." If all works as planned, students may be uploaded in the spring. At the end of this school year, MBC will no longer be available, but by then, you will have the IT's Learning account. The contract with IT's Learning will run through the 2017-2018 school year. IT's Learning is currently working on integration with Google Classroom.



**Chromebook Update:** Out of the 5,000 Chromebooks purchased at the School Board's Initiative to close the Digital Divide in our district, a total of 2,993 Chromebooks were distributed to students who attended a training session with their parent or guardian. These students located throughout the district from grades 2 to 12 were given the Chromebook to use at home with access to a monthly IG T-Mobile service. Currently, consideration is being given to concentrate the distribution of the remaining Chromebooks ...

(continued on pg. 12)

## And the Winner is.....California!

Submitted by Sheila Houston, SBTA Board Elementary School Rep., Lytle Creek Elementary



First, I would like to thank all of the members who thought enough of me to vote for me to go to the RA, Representative Assembly in Orlando this past July. As in the past, I would like to give an explanation of what the RA is.

“The Representative Assembly (RA) is the primary legislative and policy body of the National Education Association (NEA) and derives its power from, and is responsible to, the members. The NEA Annual Meeting and Representative Assembly take place during the last week of June thru the first week of July. Many committees, constituencies, caucuses, leadership groups, and delegates from state and local affiliates gather to set policies and chart the direction of the NEA business.”

This year the part that I found the most exciting was the amazing educators who were honored and gave speeches. The best thing was, two of the honorees were from California. Wow! Two of the three from were from here. We should be proud to have such educators in California.

The Teacher of the Year was Shanna Peeples from Amarillo Texas. She said she represents all people who love what we do. She was great and made me proud to be a teacher. When people think about education and teaching, a teacher comes to mind. Very few people think about all the other people who help make education work. Who are these people? They are the ESP's.

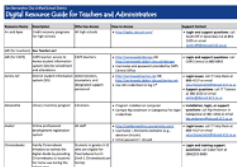
Janet Eberhardt, ESP of the Year, was one of the speakers that were honored from California. Janet is a Community Relations Specialist and Elementary Advisor at San Francisco Unified School District. ESP, Education Support Professionals, don't get the recognition deserved. Without them, teacher could not do all that they do.

Jose Lara, a teacher in UTLA area, was selected for the Social Justice Activist award. Jose said that he helped his

## District Tech Committee Meeting Update (continued from pg. 11)

...among the middle school students with the intention of enabling those teachers to expand and support classroom activities outside of the classroom. The Board is considering the purchase of an additional 5000 Chromebooks. If you would like to review the Chromebook By the Numbers Breakdown, please access the file with the link or QR code below.

**Tech Training for Teachers:** Education Technology will begin offering training on weekdays with two sessions per month. Multiple classes will be available on topics such as Google Classroom, plus iPad and Chromebook Basics. These sessions will be offered at different sites throughout the district, with Secondary groups beginning at 3:00 and Elementary groups beginning at 4:00. Dinner will be served and door prizes drawn. ET will also continue with Tech Bytes – focused technology sessions on things like iMovie, iBooks Author, podcasting, coding, etc. The next session is to be on February 2, 2016 – but it's not in Avatar yet.



Resource	Access Info	Contact
Google Classroom	Link to Google Classroom	ET@SBCUSD
iPad	Link to iPad resources	ET@SBCUSD
Chromebook Basics	Link to Chromebook Basics	ET@SBCUSD
iMovie	Link to iMovie resources	ET@SBCUSD
iBooks Author	Link to iBooks Author resources	ET@SBCUSD
Podcasting	Link to Podcasting resources	ET@SBCUSD
Coding	Link to Coding resources	ET@SBCUSD

**Digital Resource Guide:** We were also provided with a pdf of district provided resources including access info of who it's for and where to access, and who to email if it doesn't work. It seems a handy guide for everyone to have, so you can download with the link or QR code below. (Actually, this might have been from the Site Tech Coach meeting.)

**The Sad Story of YouTube:** True other districts have YouTube access and currently, we do not. Simply put, we're a big big district. The widely held opinion is that in accessing YouTube through the county portal, SBCUSD teachers and students would make an enormous impact and overload the system. There is hope though. IT is looking into ways to improve our connection speed and bandwidth. Keep downloading those clips at home for now...well, no don't. It's a violation of YouTube policy...just saying.



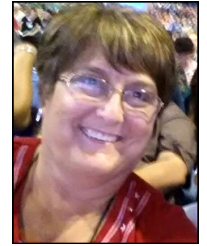
Documents available at <https://goo.gl/ZNSQAB>

## NEA RA Orlando 2015

*Submitted by Linda Morgan, SBTA Board Elementary School Rep., Hillside Elementary*

Once again I would like to thank all of you who elected me to represent you at this event. It was an exhilarating, informative, and worthwhile experience. Here are some of the highlights from this year:

1. **Having an all- female leadership-** Lily Eskelsen- Garcia took her rightful place at the podium and showed us what a strong, informative, and caring leader looks like.
2. **Dealing with 122 New Business Items-** It is amazing to see what thousands of educators can accomplish when we come together for common causes. Some of these included toxic testing, social justice, social media, equality for all students, and a call to action.
3. **Being part of something great-** As a teachers, we are used to dealing with our own small classes and the many challenges that occur on a daily basis. We often don't realize that we are part of an enormous community that impacts so many. It is an awesome feeling knowing that we do and can make a difference not only on our own but collectively!



## Joint Conference on Concerns of Minorities and Women

*Submitted by Emma Ma, State Council Rep, Cajon High School*

The Joint Conference on Concerns of Minorities and Women in Orlando, Florida was a great Conference which illustrated educators. The Conference was being attended by teachers all over the states. This Conference is important because participants express concerns, give suggestions, and provide information not only for ethnic minority groups, but also for women and LGBT educators. The event had amazing workshops, overall about minority groups who are under- represented and until now ignored for many. The beneficial and valuable information from this event can applied in their classroom, school and community who they serve, and help to turn the lives of those people to better ones. The theme was "Organize, Educate, ad Lead: Empowering Our Diversity Through Action" . This theme was well named because it reflects the strength of diversity in promoting the quality of life for everyone.

The workshops were great, addressing different issues such as "Building an Educator's Agenda to Cut Poverty", "Building Community Partnerships", "Keeping Our Student Bully Free", "Empowering the Whole Student", "Building Community Partnerships to Engage and Mobilize Support of Public Schools", "Developing a Vision for Women in Leadership", Also, it was addressed another important issue such as "The Racial Profiling" that refers to the targeting of particular individuals by law enforcement authorities based not on their behavior, but rather their personal characteristics. Furthermore, they covered the topic of race in the conversations defining racial justice. Another interesting workshop named "Positive School Disciplinary Alternatives: Creating the School - to- Career Pipeline" which addressed the hot issue of the connection between Zero- Tolerance school policies and the Prison Industrial System that entrap minority students, most particular students of color. Moreover, this workshop provided strategies to educators that can help stop this outrageous trend, by keeping students in their classroom, help them graduate, and be good citizens for themselves and their communities.

Moreover, the Conference reinforces a National and Personal Campaign of "Bully Free" The purpose/goal stated by this particular workshop is that all members (educators) help create a society in which there is more equitable distribution of resources and where all members are physically and psychologically safe, in other words "Bully Free". This "Bully Free": It Starts With Me! campaign it is very important because remains educators that bully free has to start with their own actions, in another words with themselves. Furthermore, the Conference is committed to the respect and embrace of diversity by doing community actions to leverage outreach programs, and the importance of the continuing effort to speak out against injustice in the and other vulnerable groups.

The Conference concluded in a session that had an Interactive Discussion in which our NEA Vice President Becky Pringle gave a great speech. Also, the Conference gave us the opportunity to hear, see, and learn from speakers of a great panel. Moreover, teachers interacted with the members of the panel. The speakers of the panel were Kevin Kumashiro as moderator (Dean, School of Education, University of San Francisco), Bettina Love (Professor of Educational Theory and Practice, University of Georgia), Isabel Nunez (Professor of Teacher Education, University of San Francisco), Sumi Cho (Professor of Law, DePaul University), Meiners (Professor of Educational Inquiry and Curriculum Studies, and Women and Gender Studies, Northeastern Illinois University). In the session educators interacted by informing, discussing, giving in- puts and planning solutions together about their main and common issues such as how:

- Explore the roots and tentacles of the race and racism in our society!
- Step out of your comfort zone and confront the question: Why are so many of our youth of color over incarcerated and undereducated?
- Re-examine what you as an educator and social justice activist have done to overcome racial inequality and commit to collective actions that will truly challenge and change the systems which are failing our young people!
- Reflect and share your insights with your colleagues

In conclusion, I was amazed to see and hear that our own NEA organization has many minorities members and overall women that are working as great leaders for social justice in their own communities and beyond. These leaders were our new NEA President Lily Eskelsen Garcia, our Vice-president Becky Pringle, and others leaders such as Dr. Kevin Kumashiro educator, scholar and advocate, and Marisa Franco who is a great community organizer and advocate on economic justice for our people in poverty.

## ***Amendments, Bylaws, Standing Rules & NBIs***



*Submitted by Christina M. Marquez, PAGE Committee, Fairfax Elementary School*

On March 3, 1845, Florida was the 27<sup>th</sup> state admitted to the Union. Flash forward 170 years past one civil war, several devastating hurricanes, a Cuban boatlift and at least one shady election, when we, the delegates from California numbering roughly 1,000 members, invaded the Sunshine State. Yes, we were a sight to behold especially when we were all clad in our blue CTA t-shirts that proclaimed, "Our Voice! Our Union!"

Our contingent is known throughout NEA for our not-so-traditional outlook on matters that affect our students, our communities, our teachers and our environment. Our philosophies sometimes "boldly go where no man has gone before." Delegates who represent the diverse areas of California were elected because of their willingness to stand up for what is right. So you can be assured that every day there were many hours, yes, I said **hours** of lively debate.

We discussed proposed amendments to the NEA Constitution, Bylaws and Standing Rules, plus 122 New Business Items (NBI). Fortunately some items were withdrawn or referred to committee or we would probably still be there! We debated Staples, Kochs, Coke & Papa John's. There were some very passionate discussions on on two NBIs that involved the Confederate flag. Human trafficking, which sometimes involves our students, was an item that came up, as well as workload standards for all Special Education Service Providers. We rallied against SBAC & PARCC testing, which is used in some areas on teacher evaluations. Of course, public pensions need to be protected from so-called pension reform which would diminish the rights of our members.

We talked about tax fairness at national and local levels, and asked that a summary be published revealing who pays for the creation and adoption of the standards, and how much each entity contributes. Who are these hedge-fund managers, billionaires, corporations and non-profits who are worming their way into public education, and trying to control what our young people learn?

Later, the subject of gender bias in workers' compensation programs, and employment discrimination against the LGBTQ communities were brought up and discussed. In some states, people can still be fired simply because of who they are, even when they excel at their jobs.

We talked about the implementation of curriculum that included Asian Pacific Islanders, American Indian/Alaskan Natives. And finally, one of our own California delegates, Jose Lara of Pico Rivera was awarded the first ever NEA Social Justice Activist Award. What a week!

## ***NEA RA ~ Concerns of Minorities and Women***

*Submitted by Stephanie Liggins, San Andreas High School*

The conference was fantastic and intellectually as well as emotionally stimulating, but it always is. The primary topic was Black Lives Matter and other issues surrounding it --like the taking down if the Confederate flag from state buildings in the South.

Poverty as a focus on why Blacks and other minority groups are targets provided an interesting talking point for a panel of professors from around the country. We do not commonly hear of wealthy minorities being shot by police or by folks in the neighborhood. Poverty, desperation, drugs, nothing to lose were possible reasons why many minorities are in the places and sometimes doing things that make them victims. But, what about Travon Martin who was shot less than 39 miles away from where the conference was being held? So many people descend upon "the happiest place on earth," and not far away it is the unhappiest place because the lawsays that you can "stand your ground" and kill whoever makes you feel threatened. We found out that though Travon looked like a criminal because of his hoodie and the skittles and iced tea in his hands, he was actually a good student who spent many weekends in the library . What about those who were just assassinated in South Carolina during prayer meeting? Because the killer used the Confederate flag as a symbol of hatred, the flag ended up coming down in S.C., but as politicians patted each other on the back, the real issues were being ignored. Flag or no flag, the fear, hatred and racism exist. And, the issue was raised about dropping the charges against Bree Newsome who snatched down the flag at the S.C. Capitol.

We covered questions in groups, considered our own experiences with racism, and listened to fantastic speakers. The keynote speaker was the minority leader of Georgia House of Representatives. She reminded us of the difference educators make in shaping lives and the futures of youth. She credited teachers for the success of many of her family members. Inspirational! In the midst of African Americans being deemed objects, targets and shot down like animals, she provided a positive perspective: Teachers give hope and take children to higher levels of success. Her speech was great. The pre- conference was fantastic! Worth every minute of being in a freezing, cold room!

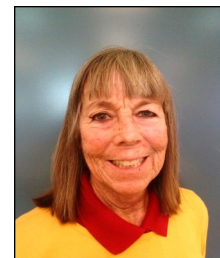


## NEA Representative Assembly 2015

*Submitted by Nancy Sanchez-Spears, SBTA Board Elementary Rep, Elem. PE Rep, Gomez Elementary*

This was my first attendance as a Delegate for SBTA and it was an amazing experience. I also chose to take the opportunity to attend the National Council of Urban Education Associations as well as the Joint Conference on Concerns of Minorities and Women pre-conferences.

First, attending the NCUEA pre-conference gave me insight on many of the issues that we have in common. There are concerns for under-represented groups in AP courses in the high schools, parent educators who wish to opt-out of high stakes testing for their own children without repercussions, equity for all students in terms of opportunities as well as resources needing to be available for all students. The concern for safe and appropriate classrooms is paramount in many areas where students attend schools in substandard buildings.



The delegate members discussed strategies for addressing the business items to be brought to the Representative Assembly. The strategy was to appoint specific members to speak to each item proposed. This strategy was adopted by NCUEA some time ago and we were guided through this process by the current officers. To assure that an NCUEA delegate spoke, other members were assigned to microphones throughout the assembly floor and then when called upon, identified themselves and yielded to a microphone listed on a speakers list. Each continued to yield until the assigned speaker was called upon and then spoke to the Business Item. Discussion ensued until the question was called and then the entire Assembly voted. It was very effective in getting the items of importance to the NCUEA presented well and eloquently.

Of particular note was that many of the special concern caucuses used the same method; having noted that it is a very defined method for gaining access to the microphone to have the specific information on an item shared.

The Joint Conference on Concerns of Minorities and Women addressed the concerns of equity in education for all groups represented within the conference. Special concerns groups were collected into Caucuses, which included but not limited to, African American, Native American, Pacific Islanders, Women, LGBTI and others. There were several breakout sessions that addressed specific concerns. I attended one that was presented by the New Jersey Education Association. The presenters shared that although New Jersey public schools are some of the best in the nation, there are many schools attended by students that have been neglected and are decaying and dangerous for all who work in and attend them. The Association, with assistance of the NEA Minority Community Organizing and Partnership Grant program was able to develop a comprehensive and community-based organizing strategy to address the concerns. They were able to create a photo album that showed the conditions in graphic detail. The community members with the Association members contacted community and State officials, utilized the media on a grand scale and were able to address the concerns throughout the state and eventually even had national media coverage which brought the issue to the whole country. Many of the conditions were corrected, some schools were closed and new schools built to replace them. The work continues until the substandard conditions in all New Jersey schools are corrected or replaced with modern and safe schools. I approached the speakers and shared some information about the William's Act, in California, which serves as a reporting forum to report conditions that need to be corrected. New Jersey citizens may be creating a similar Act to address and correct the unsafe and unhealthy conditions in the schools.

The NEA Representative Assembly consisted of state delegates from every state in the U.S. Each state was its own Caucus and the California Caucus met early in the morning, before the General Assembly, to discuss Business Items that would come to the floor for voting. The CA Caucus would have discussion on the items and then would take a vote to assist delegates in supporting the CA majority decision yay or nay, or no position. Although encouraged to support the CA position, delegates voted in the General Assembly as they chose. Because there were many Business Items each day, the CA Executive Board Members and volunteers would hold up signs that indicated how the Caucus had voted as reminders for delegates who may have forgot. Still the individual voted according to his or her conviction on the issue. Each vote counted and as President Eskelsen-Garcia stated, "In the truest Democratic body in the world." I was truly impressed with the truth of that statement as I watched and participated in NEA RA 2015.



**PLEASE NOTE: Additional NEA-RA reports were submitted by our reps but were omitted. They will be published in the next issue of News & Views.**

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## Union Code of Conduct

I will not criticize any union colleague except to the individual directly.

If any union colleague is being criticized in my presence,

I will confront the criticism and ask that it stop.

I will not participate in any conversation with administration that criticizes or negatively speculates about any union colleague.

I will settle my differences with my colleagues within my union.

I will engage in debate, offer them every opportunity for debate, and respect minority viewpoints, but I will observe and support the majority mandate of my union.

## *Greet, Eat & Meet* (Positive Parties with a Purpose)

Join us at our next PPP, on December 11th from 4-6 for a chance to socialize with your fellow members....and dinner too!



*Views and opinions expressed in the News & Views are those of the individual contributors, and do not reflect the position or policies of SBTA, CTA, or NEA. Our intended readership is limited to the members of SBTA currently working within SBCUSD, in San Bernardino, CA.*

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