

CAUSA AGENDA – FALL MEETING, OAKLAND

OCTOBER 20-21, 2017

Friday, October 19

- 4:30-6:00 p.m. Registration and Happy Hour
- 6:00-7:00 p.m. Dinner and Introduction of Guest Speaker (Joanna Lougin, UAOS)
- Assembly Member Tony Thurman
- 7:00-7:10 p.m. Welcome (Donis Coronel, AASD/CAUSA Chair)
- Appointment of CAUSA Board for 2017-18, 2018-19
 - Treasurer's Report (Juan Flecha, AALA)
- 7:10-7:20 p.m. Introduction of Sponsor (Donis Coronel, AASD/CAUSA Chair)
- Xavier Serrano, CBiz
- 7:20-7:30 p.m. Break
- 7:30-9:20 p.m. Report Out by Union/Association (15 minutes each)
- Long Beach (ALBEM)
 - Los Angeles (AALA)
 - Oakland (UAOS)
 - Sacramento (UPE)
 - San Diego (AASD)
 - San Francisco (UASF)
 - West Contra Costa (WCCAA)
- 9:20-9:30 p.m. Brainstorm Topics for Small Group Discussions

Saturday, October 20

- 7:30-8:30 a.m. Buffet Breakfast and Omelette Bar
- 9:00-10:00 a.m. Introduction of Guest Speaker (Joanna Lougin, UAOS)
- Janus v. AFCSME-- Bo Links, Attorney
- 10:00-10:15 a.m. Break
- 10:15-11:45 a.m. Small Group Discussions and Report Out
- 11:45 a.m. – 12 p.m. Wrap Up
- Next meeting is March 9-10, 2018
Hosted by Los Angeles (AALA)

THANK YOU TO CBIZ FOR YOUR SPONSORSHIP OF CAUSA

**THANK YOU TO UNITED ADMINISTRATORS OF OAKLAND SCHOOLS (UAOS)
FOR HOSTING OUR FALL CAUSA MEETING!**



ASSEMBLYMEMBER
DISTRICT 15



2015 - 2016

2015 - 2016

2015 Legislative Bill Package (/article/2015-legislative-bill-package)

AB 43 EITC (Stone/Thurmond) Earned Income Tax Credit

Status: Senate Appropriations Assembly Bill (AB) 43 addresses the lack of income gains for working Californians in the Post-Great Recession economic recovery while simultaneously providing a much-needed economic stimulus in the most economically distressed communities. This bill establishes a refundable California Earned Income Tax Credit (EITC) for working low- and middle-class families.

AB 768 Tobacco Free Baseball Act

Status: Approved by Governor

AB 768, the Tobacco Free Baseball Act, would ban the use of tobacco products, including smokeless tobacco products (e.g. chewing and dipping), at baseball stadiums.

AB 932 License Plates (Daly/Thurmond)

Status: Senate Appropriations

AB 932 proposes a specialty license plate for professional sports.

AB 1014 Our Children's Success – Early Intervention Attendance Grant

Status: Senate Floor

AB 1014 creates "Our Children's Success - the Early Intervention Attendance Grant" that schools and school districts can apply to for assistance with implementing plans to resolve chronic attendance problems for students in Kindergarten through 3rd grade.

AB 1025 Tiered Mental Health School Services

Status: Senate Appropriations

AB 1025 establishes a school based, tiered mental health services pilot program for elementary school aged students.

AB 1031 Public Employee Retirees

Status: Vetoed

AB 1031 closes a loophole in current law that requires public employee retirees to pay for their Medi-Cal plan part B (prescription medications) when their pension is designed to cover all prescription costs. This bill levels the playing field for Medi-Cal annuitants whose peers, under the same pension plan, are not eligible for Medi-Cal and are not expected to pay monthly for their prescriptions.

AB 1240 School Breakfast (Bonta/Thurmond)

Status: Assembly Appropriations

AB 1240 will improve students' academic achievement, attendance, and mental and physical health by ensuring that more children in California, particularly those served by high-need schools, have access to school breakfast.

AB 1255 Prepared Food Donations Tax Credit

Status: Assembly Revenue and Taxation

AB 1255 creates a tax credit for entities who donate prepared foods to non-profit organizations including charities and food banks.

AB 1260 City of Richmond

Status: Senate Education

AB 1260 is part of an ongoing discussion designed to help facilitate a partnership between University of California Berkeley and the city of Richmond in relation to UC Berkeley's new Global Campus.

AB 1343 Padilla

Status: Approved by Governor

AB 1343 codifies the U.S. Supreme Court Ruling Padilla v. Kentucky whereby undocumented individuals are deemed due legal immigration consultation when considering plea bargains, guilty pleas, etc.

AB 1375 Time in Lieu of Fees

Status: Approved by Governor

AB 1375 would amend Penal Code §§1205 and 2900.5 to increase the rate of credit for incarceration against criminal fines from a minimum of \$30.00 per day to \$125.00 per day, which is the amount of the original credit adjusted to reflect changes in inflation and the minimum wage since the amount was established in 1976.

AB 474 (Brown/Thurmond) SSI/SSP

Status: Assembly Budget Committee

AB 474 would increase the current State and Federal Social Security grant for a single adult from \$889/mo. To \$1,099/mo.; or 112% of the Federal Poverty Level, comparable to the SSI/SSP (Social Security Income and Social Security Payment) grant for married couples.

AB 1496 Methane Gas Emissions**Status: Approved by Governor**

AB 1496 To address the immediate need for the regulation and reduction of methane emissions, AB 1496 will require the California Air Resources Board to develop a program that would measure, monitor, regulate, and ultimately reduce methane emissions state-wide and across sectors. The bill would require the ARB to develop the program by January 1, 2017.

HR 12 Social Work Month**Status: PASSED 3/19/15**

House Resolution (HR) 12 Declares March 2015 as Social Work Month. Proclaims "Social Work Month" in the State of California, and commends the California Chapter of the National Association of Social Workers for its role in advancing professional social work and promoting the well-being of the people of California, and that all Californians to take part in March "Social Work Paves the Way for Change" events throughout California.

AB 2054 – Summer EBT**Status: Senate Rules, pending referral**

AB 2054 compels the California Health and Human Services Agency, in conjunction with all other relevant state agencies, to (1) design a system to deliver Summer Electronic Benefits for Children (SEBTC) to eligible households and (2) pursue all available federal funding and authority to operate SEBTC.

AB 2140 (R. Hernández/Alejo/E. Garcia/Thurmond) – Farmworker Housing**Status: Senate Rules, pending referral**

AB 2140 would make changes to the farmworker housing tax credit set-aside within the Low Income Housing Tax Credit (LIHTC) Program. Specifically, this bill, redefines "farmworker housing" as housing in which at least 50% of the units are available to and occupied by farmworkers, instead of 100%. Allows farmworker housing developments that receive 4% federal LIHTCs that are in qualified census tracts (QCT) or designated development areas (DDA) to receive state LIHTCs. Makes qualified farmworker housing developments eligible for state LIHTC of 75% of the qualified basis of the building over four years.

AB 2200 – Teacher Housing**Status: Assembly Appropriations**

AB 2200 seeks to close the achievement gap by allowing school employees, including teachers, to live in the cities where they work. Specifically, the bill makes a one-time appropriation of \$100 million to create a program that provides financial assistance to school districts to help fund the development of housing for school employees.

AB 2235 - Caleb's Law**Status: Senate Business, Professions and Economic Development**

AB 2235 seeks to increase the safety of administering general anesthesia to children during dental procedures. The bill establishes a multi-disciplinary committee under the California Dental Board to study the safety of pediatric anesthesia in dental offices, and to report the committee's findings and recommendations to the Legislature. AB 2235 also requires oral surgeons to inform minor patients' parents or guardians of the increased risks when they simultaneously perform a procedure and administer anesthesia without following recommended monitoring technologies.

AB 2272 - Surgical Plumes**Status: Senate Labor and Industrial Relations**

AB 2272 aims to remove infectious airborne contaminants from surgical suites to protect patients and healthcare providers. This bill would require the use of smoke evacuators or "plume scavenging systems" (PSS) that capture and neutralize at least 95 % of the smoke at the site of origin, before it can make ocular or respiratory contact with healthcare personnel or patients.

AB 2406 – Junior Accessory Dwelling Units**Status: Senate Transportation and Housing**

A multitude of solutions are needed to address California's critical need for more housing. AB 2406 will create a simple and inexpensive permitting process for a flexible type of second unit created by repurposing spare bedrooms in existing homes. Junior Accessory Dwelling Units (JADUs), or Junior Second Units, will create new, less costly rental housing, while at the same time making owning a home in the state more affordable.

AB 2429 – School District and Community College District Bonds**Status: Senate Education**

AB 2429 will increase the limits related to a district's total bonded indebtedness. Elementary or high school district's total general obligation (G.O.) bond indebtedness will be increased to 2% from the current 1.25% of the total assessed valuation of the district's taxable property; and, increase unified school districts and community college districts G.O. bond indebtedness to 4% from the current 2.5% of taxable property. These percentages are consistent with the inflation adjustment from the year 2000.

AB 2441 – Workforce Housing Pilot Program**Status: Senate Rules, pending referral**

AB 2441 will create a new state investment in cities for the development of housing in high-cost areas. The bill creates a pilot program that will provide funds directly to cities in high-cost areas, to be used for either down payment assistance of a home or the development, substantial rehabilitation and preservation of multifamily housing.

AB 2506 – Chafee Grant Awards**Status: Senate Rules, pending referral**

AB 2506 would increase the rate of college completion among youth in foster care by expanding access to their only source of dedicated financial aid: the Chafee Education and Training Voucher (Chafee ETV). Specifically, AB 2506 would modify Chafee ETV eligibility such that all students who apply by September 2nd would be entitled to a grant. It would also restrict the use of Chafee ETV funds at schools that meet certain graduation and loan default criteria.

AB 2517 – Vote at 16**Status: Assembly Elections and Redistricting**

AB 2517 would permit charter cities to amend their charters to allow 16- and 17-year-olds to vote in local school board elections. By participating in these elections, young people will be more likely to continue voting at age 18 and beyond and have the habit form as early as age 16.

AB 2667 – Unruh Civil Rights**Status: Assembly Floor**

AB 2667 recognizes the policy of the State of California to ensure that all persons have the full benefit of the rights, penalties, remedies, forums, and procedures

established by the Unruh Civil Rights Act and that individuals shall not be deprived of those rights, penalties, remedies, forums, or procedures through the use of involuntary or coerced waivers. AB 2667 states that a person shall not require another person to waive any legal right, penalty, remedy, forum or procedure for civil rights violations as a condition of entering into a contract for goods or services.

AB 2729 (Williams/Salas/Thurmond) – Oil and gas operations: Enforcement Actions

Status: Senate Rules, pending referral

AB 2729 would increase idle oil and gas well fees and blanket indemnity bonds to provide a disincentive for operators to maintain large numbers of idle wells.

AB 2756 (Thurmond/Williams) – Oil and gas operations: Enforcement Actions

Status: Senate Rules, pending referral

AB 2756 will enhance the Division's authority to regulate the oil and gas industry, and ensure the protection of public health and the environment.

AB 2768 – Donated Food

Status: Assembly Appropriations

AB 2768 would accomplish three major goals: increase access to food for low-income Californians, honor the work of California's food retailers and their workers, and facilitate California's environmental goal of eliminating organic waste from our landfills. AB 2768 offers a refundable tax credit equal to 10% of the fair market value of donated food. It does this by incentivizing and supporting the costs related to donating prepared food to soup kitchens, meals-on-wheels, afterschool programs and other providers of meals to low-income children and adult providers.

AB 2824 – Downloadable Detailed Precinct Reports

Status: Assembly Appropriations

AB 2824 builds on the requirements of AB 813 passed into law in 2013 which required, 30 days after the election, elections officials whose systems have the technical capacity to do so must post the certified statement of the results, including all races and at the precinct level, on their Internet Web sites in a downloadable spreadsheet format. AB 2824 moves this requirement up to begin on election night and repeatedly at regular intervals thereafter until certification 30 days after the election. AB 813 is now section 15372(b) of the California Elections Code.

AB 2839 – Criminal Penalties

Status: Senate Public Safety

AB 2839 Clarifies that when a criminal defendant is ordered imprisoned for non-payment of a non-restitution criminal fine, that only the base fine is used when determining the term of imprisonment.

AB 2873 – Certified Access Specialists

Status: Senate Rules, pending referral

AB 2873 strikes a delicate balance by providing more resources to increase business compliance with state and federal access laws and also ensures equal access to businesses by the disability community. This bill collects a \$4 fee on building permits, which can be used by local governments for Certified Access Specialists (CASp)-certification and training of all local building inspectors. The bill also expands CASp training, testing and certification to include federal subsidized housing accessibility requirements.

ACR 139 – Child Abuse Prevention

Status: PASSED 6/2/16

ACR 139 acknowledges the month of April 2016 as Child Abuse Prevention Month, and encourages the people of the State of California to work together to support youth-serving child abuse prevention activities in their communities and schools.

AJR 33 (Bonilla/Thurmond) – Port Chicago disaster: African American Sailors of the United States Navy

Status: Senate Veterans Affairs

AJR 33 urges the United States to take certain actions with regard to a disaster at the Chicago Naval Magazine in Port Chicago, California. Specifically this resolution requests:

- 1) To urge recognition that the trial and conviction of the 50 African American sailors of the United States Navy for mutiny in connection with their service at the Port Chicago Naval Magazine in Concord, California, during World War II were wrongfully pursued because of racial prejudice;
- 2) To urge the Congress to publicly exonerate those 50 African American sailors of the United States Navy in order to further aid in healing the racial divide that continues to exist in the United States;
- 3) To urge Congress to take action to retroactively convert the general discharge granted to each of the 50 African American sailors to an honorable discharge

HR 40 (Eggman/Thurmond) – Social Work Month

Status: PASSED 3/28/16

HR 40 proclaims March 2016 as Social Work Month in the State of California and commends the California Chapter of the National Association of Social Workers for its role in advancing professional social work and promoting the well-being of the people of California.



AB 1014 - Our Children's Success – the Early Intervention Attendance Grant

IN BRIEF

AB 1014 establishes Our Children's Success – the Early Intervention Attendance Grant for schools seeking to resolve chronic attendance problems for children in grades K-3. The bill would require the California Department of Education to administer the grant.

BACKGROUND

It is widely recognized that students with chronic school attendance problems are at greater risk for dropping out of school, leading to greater contact with the criminal justice system. However, what is less recognized are the implications of absenteeism amongst elementary school aged children. According to the Attorney General's report In School and on Track 2014, only 17 percent of chronically absent kindergarteners and first graders in California read proficiently by 3rd grade; students who do not read proficiently by 3rd grade are four times more likely to drop out of school.

The Office of Juvenile Justice and Delinquency Prevention reports that truancy affects more than just the youth; adults who were chronically truant from school when young are more likely to experience physical and mental health problems, poverty, incarceration and reliance on public systems.

The most important aspect of student attendance is maintaining the health and well-being of the student, and ensuring their future success, but schools with students who have chronic attendance problems are also profoundly affected. The Average Daily Attendance (ADA) allowance is a fundamental income source for California's schools.

In the 2010–11 school year, California schools lost \$1.4 billion in ADA funding due to student absences. California school districts have lost over \$3.5 billion in ADA funding between the 2010–11 and 2013–14 school years.

In the 2009/10 school year, Berkeley Unified School District (BUSD) launched an attendance program dedicated to resolving chronic absenteeism and truancy. By spending \$100,000 in the first year, the school district saw a \$500,000 increase in ADA the following year. The school district successfully

brought the students back into the classroom, while at the same time helping their families address the challenges that lead to the students' attendance problems.

Attendance levels at BUSD have remained high due to the school district's focus on holistic solutions to the complex set of problems that cause children to miss school regularly. Schools and school districts across the country are demonstrating the value of addressing student attendance prior to the point of delinquency. Early intervention and a broad set of tools is the best way to get children back into the classroom consistently.

THE SOLUTION

AB 1014 will accomplish three important goals:

- Improve student attendance
- Generate needed revenue for California schools
- Create brighter, long term outcomes for California's youth

California public schools seeking to resolve attendance problems of students in grades K-3 will be eligible to apply for a grant to assist in reducing absenteeism.

California school districts have ongoing efforts to improve school attendance but reduced state funding for education has resulted in limited moneys available to effectively address this issue. Schools can utilize the Early Intervention Attendance grant to establish the following (including, but not limited to): training programs for key school officials and attendance staff, phone outreach programs, and parent or outreach advocate positions that will have one-on-one contact with students and their guardians.

FOR MORE INFORMATION

Alejandra Durán, Office of Asm. Tony Thurmond
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AB 1496 – METHANE EMISSIONS

ISSUE

California is an established leader in cutting edge climate policy. From the renewable portfolio standard to the first-of-its-kind cap-and-trade carbon reduction system, California has pioneered policies to reduce human and industrial impacts on the climate and our environment.

However, the state has not yet established comprehensive policies or monitoring systems to regulate methane emissions, a volatile short-lived climate pollutant, the emissions rates of which continue to grow unchecked.

Without extra effort to reduce methane and other short-lived climate pollutants, our ambitious goals and measures to curb carbon dioxide emissions may not be sufficient to slow the progress of climate change.

BACKGROUND

Methane is a gas that is emitted from both natural and human sources. Its concentration in the global atmosphere has more than doubled since the beginning of the Industrial revolution. Methane is a short-lived climate pollutant (SLCP) with a lifetime of only about 12 years when released into the atmosphere. It is an extremely potent greenhouse gas, with 20-30 times the warming-power of carbon dioxide over a 100-year period (and more than 80 times over a 20-year period). Methane also impacts local air quality and community health through its participation in the formation of ozone, as well as water vapor, the most powerful of the common causes of warming.

Short-lived climate pollutants and their capacity to be powerful climate disruptors remain largely unacknowledged in the state's greenhouse gas reduction policy to date. One reason for this is their diverse and manifold points of origin. Multiple economic sectors are implicated as methane sources, including but not limited to: active and abandoned oil and gas wells; refineries; natural gas pipelines; landfills; coal mines; and various types of agriculture. Although reduction methods differ depending on the source, control measures have been identified, adopted and demonstrated for virtually all of them. To assure their widespread use, the measurement and regulation of those emissions should be coordinated by one agency.

The California Air Resources Board (ARB) is responsible for indexing all causes of greenhouse gases, guiding the state in slowing climate change and minimizing its impacts on California. This is not possible without the regulation and reduction of methane emissions. The ARB has already recognized the importance of reducing SLCPs in fighting climate change and has the tools to regulate methane. However, to date, the ARB has not adopted a comprehensive plan to reduce short-lived climate pollutants as required by AB 32. In particular, the Board has not created an up-to-date inventory of methane emissions from all sources or adopted a regulatory plan to reduce them. Legislation in 2014 codified methane leakage regulation on natural gas pipeline infrastructure, but cross-sectoral, comprehensive emissions regulation is still needed to enable the proper monitoring of methane and require reductions from sources other than natural gas.

It is critical that the ARB consult with local air districts because Air quality regulation in California is divided between the state ARB and local air districts. The local districts mainly regulate stationary sources of pollution, while ARB mainly regulates mobile sources of pollution and oversees local program implementation. Stationary sources include fixed sources of pollution such as dry cleaners, gas stations, and petroleum refineries. The relative contribution of mobile and stationary sources to air pollution varies on a pollutant-by-pollutant basis. For example, mobile sources produce a majority of the emissions of carbon monoxide. On the other hand, stationary sources produce most of the emissions of fine particulate matter.

SOLUTION

To address the immediate need for the regulation and reduction of methane emissions, AB 1496 will require the California Air Resources Board, in consultation with California local air districts to develop a program that would measure, monitor, regulate, and ultimately reduce methane emissions state-wide and across California's economic sectors. The bill would require the ARB to develop the program by January 1, 2017.

FOR MORE INFORMATION

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(916) 319-2015

Support

Clean Power Campaign (Sponsor)

OPPOSITION

None received

CAUSA TREASURER'S REPORT
March 10, 2017 - October 20, 2017

DATE	DESCRIPTION	WITHDRAWAL	DEPOSIT	BALANCE
3/10/17	CAUSA Meeting – San Diego Host			\$4,621.92
4/04/17	Website Host & Maintenance 3/1/17 - 9/1/17	\$225.00		\$4,396.92
4/11/17	2017 Dues		\$123.00	\$4,519.92
4/27/17	Check Order	\$29.72		\$4,490.20
5/2/17	CAUSA – AASD	\$492.87		\$3,997.33
8/25/17	Website Host 9/1/17 - 12/1/17	\$150.00		\$3,847.33
10/20/17	CAUSA Meeting – Oakland Host			\$3,847.33



Association of Long Beach Educational Managers & Confidential Employees

LBUSD - Report

- District-wide raise – 2% + 1% off schedule, retro to 7/1/16
- New High School - Browning HS – Hospitality/Culinary Arts
- New Classified Managers evaluation document and tool
- CAMS HS won National Blue Ribbon
- 2 teachers of the year, county win – now at State level
- Lawsuit for LCFF, mispending \$24M for most needy students, LACOE admitted mistake in approving our budget – still pending
- All administrators given book to read – Lead Like a Pirate
- Probable change from Blue Shield to Aetna effective 7/1/18

CAUSA – FALL 2017

Oakland, CA

Associated Administrators of Los Angeles

SUPERINTENDENT UPDATE

- Superintendent is on leave until further notice
- Associate Superintendent is acting until further notice

BOARD OF EDUCATION UPDATE

- Board member indicted with 3 felonies and 25 misdemeanors for campaign financing irregularities
- Same board member is facing accusations with the state Fair Political Practices Commission
- Complaint was filed by the very charter school organization the board member co-founded
- Alleged impropriety: Board member's cousin worked for him and requested \$188,000 be siphoned to their non-profit is amounts small enough not to trigger oversight by the group's board. \$285,000 is at play.

NEGOTIATIONS 2017

- Tenure for School Support Administrators
- Wellness
- Personal Necessity Absences: **Two** occasions in any school year totaling **six** days

HEALTH BENEFITS COMMITTEE – LABOR PARTNERS

- All twelve unions collectively bargain health benefits – Current contract expires 31 DEC 17
- Life-time health benefits are being threatened
- OPEB (Other Post-employment Benefits) liability is currently at \$13 **billion**

FRIENDS OF AALA – NON PROFIT

- **Thirty-five** \$2,000 scholarships were awarded to the Class of 2017 to commemorate AALA's 35th Anniversary
- **Twenty-five** scholarships will be awarded to the Class of 2018
- Alumni, active members, and corporate sponsors generously give the required \$50,000 +

Administrators Association of San Diego (AASD)

CAUSA Report

October 20, 2017

- San Diego Unified had a 134 million dollar deficit for 2017-18. Massive cuts were made to all units except the teachers unit. Our AASD unit took the largest hit percentage wise. AASD lost over 15% of our unit – 88 positions were eliminated. 50 certificated members and 38 classified members. The financial hit to AASD is likely over \$100,000 annually in loss of dues and brings AASD membership numbers down from 590 to approximately 502. There are currently at least 20 vacant positions in AASD that have not yet been filled and over 500 positions district-wide that have not been filled.

In addition, the District put AASD between a rock and a hard place when they demanded to bargain a permanent work year reduction in lieu of eliminating even more positions (up to 3 million dollars in positions) from our AASD unit. Our AASD board direction was to take the work year reduction over losing even more positions/members. All AASD members (certificated and classified) had a permanent work year reduction imposed beginning July 1, 2017 which ranged from 14 to 11 days of work year reduction and an approximate 5% loss of pay. Other CSEA units then had a TEMPORARY 2-year furlough implemented after AASD was told at the bargaining table that a temporary furlough was not an option.

AASD bargained impacts and effects of the reduction in force. For our certificated unit AASD was able to finally get the District to acknowledge work load and agreed to the formation of a workload work group to “formulate specific strategies to manage the workload of AASD certificated member for 2017-18 and subsequent years.” AASD did a workload survey of our certificated members in late September. (The results will be posted next week on the CAUSA website.) 65% of members replied to the survey. The workload work group met October 17 and will be continuing to meet. This survey is being widely published by AASD and has caught the attention of the Board of Education, the Superintendent and other executive management. Finally – workload is being taken seriously by District leaders!

One of the things our union did to support our members who had their positions eliminated and were either bumping to lower positions (classified), being reassigned to teachers positions or being laid off was to offer quality high end career coaching/resume writing/interviewing training. AASD paid for this training and negotiated during impacts and effects to have the District provide a full day of release time for the members to attend. The training was excellent and our members felt extremely supported by their union for funding and providing this type of service during a difficult time. The presenter AASD contracted with to provide the training is Mike Gellman, CEO, High Five Career Coaching, Irvine, CA. Contact information is:

Mike Gellman, High Five Career Coaching, Phone: (949) 385-1233
Author: *Pipe Dreams: 7 Pipelines of Career Success*
Website: MikeGellman.com
LinkedIn: [Linkedin.com/in/mikegellman](https://www.linkedin.com/in/mikegellman)

Meanwhile, the District also offered a Supplemental Early Retirement Plan (SERP) with a payment of that of the highest paid teacher (\$95,252) or the person's annual salary, whichever was lower, to resign or retire. Over 1,100 District employees took the SERP, with 84 being AASD unit members.

Then the perfect storm hit San Diego Unified:

- ✓ Massive position eliminations both at school sites (over 50 vice principals/classified supervisors from AASD) and at central office, with no plan in place for reducing the workload or the necessary reorganizations that needed to occur to manage workload.
- ✓ Over 1100 experienced employees left the District via the SERP program
- ✓ Huge numbers of classified employees bumping and then chaos caused by immediate recall
- ✓ Recruitment backlog in Human Resources (hopelessly behind)
- ✓ There is a projected 50-55 million dollar deficit for 2018-19

We are now eight weeks into the school year. Principals report that they are so overloaded with operational issues including office staff positions not filled, less nurse time, inadequate counselor time, diminished custodial coverage, little to no noon duty supervision assistance and safety issues (35% of the school police force was eliminated) that they are spending little time on instructional issues. Comments such as "I feel I am on the verge of a nervous breakdown" from experienced principals are daily. Vice principals are struggling handling all the work that used to be done by two vice principals. Central office management are overwhelmed. Classified managers and supervisors are doing the work of many others, to make up for positions that were eliminated. No one can get their heads above water.

- AASD is currently at the bargaining table with both our classified and our certificated units. Bargaining started in mid-September and is slow. The District has proposed no salary increase for a two-year contract and also proposed a three-year contract with no salary increase for two years and two reopeners for the third year, one being Wages. We were recently told at the bargaining table that the District does not intend to open on the Health and Welfare Benefits article after all – which means no change (diminished) in benefits. Workload is going to also be a serious topic at the table. AASD is determined not to back off the workload issue.
- AASD is gearing up for the Supreme Court decision on Janus v. AFSCME. AASD has started a campaign to personally reach out 1:1 to all of our members to communicate the value of being in a union. Since AASD just unionized in 2009, we have real examples to show our members of "how it used to be" vs. "how AASD supports members." AASD is splitting our membership roster amongst our Board of Directors (32 people) and will also engage the help of some of our retirees to reach each member personally.

United Administrators of San Francisco



SEPTEMBER 2017 Newsletter - WELCOME BACK



Presidents Message

by Jean Robertson

Dear Brothers and Sisters,

Happy New Year! Hopefully by now you've settled into the new school year and were able to beat the heat last week. Our union leadership met last month to kick off our work for the coming year with discussion of our priorities including negotiation preparation, budget concerns, ongoing support of our members and our continuing work on the Human Resources and Special Education Committees.

We are keeping a watchful eye on the changes in personnel in the LEAD division and look forward to working with Dr. Matthews and his changing team during the coming year. We hope to continue to see a balance of hiring from within as so many of our veteran members are qualified for cabinet level and director positions.

As we begin to delve into the year we plan to design a structure of ongoing communication with our members regarding pertinent issues that are affecting our work. We will strive to connect in our monthly division administration meetings as well as structuring time for school visits and one on one conversations with as many of you as our resources allow.

Over the summer we participated in the AFSA annual meeting in Baltimore. At AFSA we learned how to strengthen the unit by finding out what's important to our members, along with hearing updates about our current political climate and how important it is to work together to support each other. And we networked and met with other urban district staff to compare notes and ideas. We will watch the labor related federal lawsuit cases closely and prepare for an outcome either way. Our legal counsel, Bo Links provides timely briefings on this topic as well.

Other summer work included successfully negotiating contracts and re-assignments for our members, working collaboratively with central office staff to design the QTEA-micro grant applications and appointing executive board members to serve on the panel reviewing and awarding the grants.

It seems that our work never ends. We have so much on our plates again this year and our team is eager to roll up our sleeves and work hard to represent our collective interests.

Union + Power

by Laura E. Parker

Your UASF membership connects you to National AFSA

In addition to all the local benefits we each get from our Union, we are connected to the national American Federation of School Administrators. Did you open a recent email with benefits listed? Looking for savings on your cell phone? Need legal advice? Looking for car tires at VIP prices? As an AFSA member you are automatically eligible for several [Union Plus](#) programs, backed by the AFL-CIO, of which AFSA is an affiliate. Learn about the many services, discounts and benefits Union Plus has available to you, including:

- Legal services
- Mortgage
- Credit card
- Wireless discounts
- Car rental discounts
- Renters/Home/Auto insurance
- And more!

If you missed the webinar in May, don't worry there will be others!

Keep checking your AFSA emails for other news and benefits. There is a national conference in July and the UASF group attending has an update us in this edition of the newsletter!

UASF Office, Principals Center on 43rd Avenue

Teacher Housing Plan Finds Home

Mayor commits \$44M for construction at site in the Outer Sunset.

[Read the full article here.](#)

Weingarten Rights

by Cheryl Lee

Know Your Rights

If a supervisor asks questions that could lead to disciplinary action, Union members have the right to ask for Union representation.

What you can say:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions."

Administrators at the Retirement Event

May 2017 at the Green Room of the War Memorial Bldg.



Susan Ritter Dennis Chew



OPEN ENROLLMENT

BENEFIT-CON

Friday, October 6, 2017 from 4-7 pm at John O'Connell HS

Check out the link:

<http://mailchi.mp/ba1f0f2fb7d8/benefitcon-2017-open-enrollment-fair>



MAYOR'S
PRINCIPAL
OF THE YEAR
AWARD

Mayor Honors Outstanding Educators

Monday, May 15, 2017

Congratulations to:

- Jason Hannon, Aptos Middle School
- Jane Mancina, J.Serra Annex EEs/Zaida Rodrigues EES
- Anastasia Shattner, Tenderloin Elementary School
- Ellen Wong, Downtown High School



[Read more on our website](#)



United Administrators of San Francisco
PO Box 31940, San Francisco, CA 94167
415.753.2970 | www.uasf.net | uasf@sfusd.edu

WEST CONTRA COSTA ADMINISTRATORS ASSOCIATION (WCCAA)

• **Increased Support to School Sites**

- Additional Assistant Principal at the high schools*
- Additional elementary school vice principals*
- Principals have a Learning Leader. The Learning Leader could be:
 - Mentor Principal: Current school principal released ½ day/week to mentor 1st, 2nd, or 3rd year principal. Mentor Principals receive a \$3000 stipend.
 - Central Office Administrator
 - Partners in School Innovation: As part of a five-year initiative, coaches are provided to a group of schools with many challenges.
- Mentor Project: For the past four years, WCCAA has partnered with the school district and a local ACSA charter to provide retired principals as mentors to 1st and 2nd year principals. This year the project was expanded to provide mentors to 1st and 2nd year vice principals and assistant principals.

* WCCAA had 92 members in 2016-17 and currently has 110 members in 2017-18, an increase of 18 members.

▪ **Suspensions for Willful Defiance**

- During the last school year, one of WCCUSD's board members called for an immediate moratorium on suspensions for willful defiance because there is a disproportionate number of willful defiance suspensions and loss of instructional time for African-American students.
- WCCAA addressed the school board with information on SB 607 authored by State Senator Nancy Skinner. The bill would have amended school suspension policies to eliminate willful defiance as a justification for suspension of students in grades K-12 rather than in just grades K-3 as stipulated in the current law. Even though the bill was passed by the State Senate in May it did not go through.
- Last June, the district was directed by the school board to establish a committee to develop a policy on suspensions for willful defiance.
- A large group comprised of a variety of stakeholders was established to draft a policy. The large group established a smaller working group to carry out the task. Two principals in our unit are on that committee.
- A draft proposal of a three-year plan with alternatives to suspension was presented to the school board this month. Here is a link to the draft policy. <https://www.wccusd.net/cms/lib/CA01001466/Centricity/Domain/24/ESTABLISHMENT%20OF%20A%20POSITIVE%20SCHOOL%20CLIMATE%20POLICY%20-%20Draft.pdf>
- Meetings for the large group and working group have been scheduled for next week. There will be continued discussion as to whether school resource officers (police) will become a part of the policy or be part of a separate conversation.

The New Friedrichs case: Janus v AFSCME

January 17, 2017 at 1:11 pm

Mark Janus et al v. AFSCME et al (7th Cir.) (Docket No. 16-3638)

Last year everyone's attention was focused on the Supreme Court's opinion in the *Friedrichs v. California Teachers Association* (*Friedrichs*) case. At issue was the Supreme Court's 1977 decision in *Abood v. Detroit Board of Education* which sanctioned the collection of mandatory agency fees in the public sector. After oral argument in January 2016, almost all commentators agreed that the Supreme Court was likely to overturn its precedent in *Abood*. That all changed with the passing of Justice Scalia which resulted in the Supreme Court affirming the *Friedrichs*'s decision on a tie 4-4 vote.

With the election of President Trump, I think it's a safe bet to assume that any new Justice is more likely than not to side with the four Justices willing to overturn *Abood*. So the question is how soon another case can be brought before the Supreme Court? The answer is that another case is already in waiting: *Janus v. AFSCME* (*Janus*).

The *Janus* case comes out of Illinois, which like California, requires public employees who choose not to join a union to instead pay a fee to the union. The case is currently pending in the 7th Circuit Court of Appeals and appears to be almost fully briefed. Indeed, the appellants' reply briefs were just filed on January 4, 2017. Many articles on *Janus* have noted that the appellants have practically invited the lower courts to rule against them in order to get to the Supreme Court quickly. (See Sacbee article [here](#).) That certainly appears to be the case. For example, the opening paragraph in the appellants' reply brief states:

The parties agree that Abood v. Detroit Board of Education, 431 U.S. 209 (1977) requires that this Court affirm the district court's dismissal of Appellants Mark Janus and Bryan Tryggs' Second Amended Complaint. Consequently, there is no need for Janus and Trygg to rebut the State and Unions' [footnote omitted] argument that Abood was correctly decided. [citation omitted]. Whether correctly decided or not, Abood is controlling in this forum and requires affirmance of the decision below.

Because the parties appear to agree that *Abood* is controlling on the lower courts, a decision from the 7th circuit could come relatively quickly. At that point the appellants can seek review before the Supreme Court.

Comments:

1. Could *Janus* get up to the Supreme Court by the start of the Court's Fall term? I think it's a real possibility. But if not this year then certainly by the next year. Either way, the issue presented in *Friedrichs* seems likely to return to the Supreme Court.
2. What effect will this have in California? For one, expect to see another version of AB 2835—mandatory employee orientations—introduced this year. AB 2835 was a direct response from unions to the prospect of *Abood* being overturned. The bill was held by the author at the end of last year's session but expect to see it return this year.
3. **UPDATE:** I checked and another version of AB 2835 has already been introduced for the 2017-2018 legislative session. It's AB 52 by Assembly Member Cooper.

SCOTUSblog - www.scotusblog.com

Enter your email address to subscribe to updates to this case:

Janus v. American Federation of State, County, and Municipal Employees, Council 31

Docket No.	Op. Below	Argument	Opinion	Vote	Author	Term
16-1466	7th Cir.	TBD	TBD	TBD	TBD	OT 2017

Issue: Whether *Abood v. Detroit Board of Education* should be overruled and public-sector “agency shop” arrangements invalidated under the First Amendment.

SCOTUSblog Coverage

- [Justices issue orders from "long conference" \(UPDATED\)](#) (Amy Howe)
- [Will the third time be the charm for challenge to public-sector union fees?](#) (Amy Howe)

Date	Proceedings and Orders
Jun 06 2017	Petition for a writ of certiorari filed. (Response due July 10, 2017)
Jun 20 2017	Consent to the filing of amicus curiae briefs, in support of either party or of neither party, received from counsel for respondent American Federation of State, County and Municipal Employees, Council 31.
Jun 21 2017	Consent to the filing of amicus curiae briefs, in support of either party or of neither party, received from counsel for petitioner.
Jun 26 2017	Consent to the filing of amicus curiae briefs, in support of either party or of neither party, received from counsel for respondents Michael Hoffman, in his official capacity as the Acting Director of the Illinois Department of Central Management Services, et al.
Jul 03 2017	Order extending time to file response to petition to and including August 11, 2017, for all respondents.
Jul 07 2017	Brief amicus curiae of the Buckeye Institute for Public Policy Solutions filed.
Jul 07 2017	Brief amici curiae of Pacific Legal Foundation, et al. filed.
Jul 10 2017	Brief amicus curiae of Debora Nearman filed.
Jul 10 2017	Brief amici curiae of Rebecca Friedrichs, et al. filed.
Jul 10 2017	Brief amicus curiae of The Competitive Enterprise Institute filed.
Jul 10 2017	Brief amici curiae of the Cato Institute, et al. filed.
Jul 10 2017	Brief amici curiae of Michigan and Eighteen other States filed.
Jul 10 2017	Brief amicus curiae of Atlantic Legal Foundation filed.
Jul 10 2017	Brief amicus curiae of Center for Constitutional Jurisprudence filed.
Jul 10 2017	Brief amicus curiae of Mackinac Center for Public Policy filed.
Aug 10 2017	Brief of respondents Lisa Madigan and Michael Hoffman in opposition filed.
Aug 11 2017	Brief of respondent American Federation of State, County, and Municipal Employees, Council 31 in opposition filed.
Aug 29 2017	Reply of petitioner Mark Janus filed.
Aug 30 2017	DISTRIBUTED for Conference of 9/25/2017.
Sep 28 2017	Petition GRANTED.

16-1466 JANUS V. AMERICAN FEDERATION

DECISION BELOW: 851 F.3d 746

LOWER COURT CASE NUMBER: 16-3638

QUESTION PRESENTED:

Twice in the past five years this Court has questioned its holding in *Abood v. Detroit Board of Education*, 431 U.S. 209 (1977) that it is constitutional for a government to force its employees to pay agency fees to an exclusive representative for speaking and contracting with the government over policies that affect their profession. See *Harris v. Quinn*, U.S., 134 S. Ct. 2618, 2632-34 (2014); *Knox v. SEIU, Local 1000*, 567 U.S. 298, 132 S. Ct. 2277, 2289 (2012). Last term this Court split 4 to 4 on whether to overrule *Abood*. *Friedrichs v. Cal. Teachers Ass'n*, U.S., 136 S. Ct. 1083 (2016).

This case presents the same question presented in *Friedrichs*: should *Abood* be overruled and public sector agency fee arrangements declared unconstitutional under the First Amendment?

CERT. GRANTED 9/28/2017

The Coming Federal Crisis in Education Funding, Vouchers and Union Political Action

Jon Bernstein

President

Bernstein Strategy Group

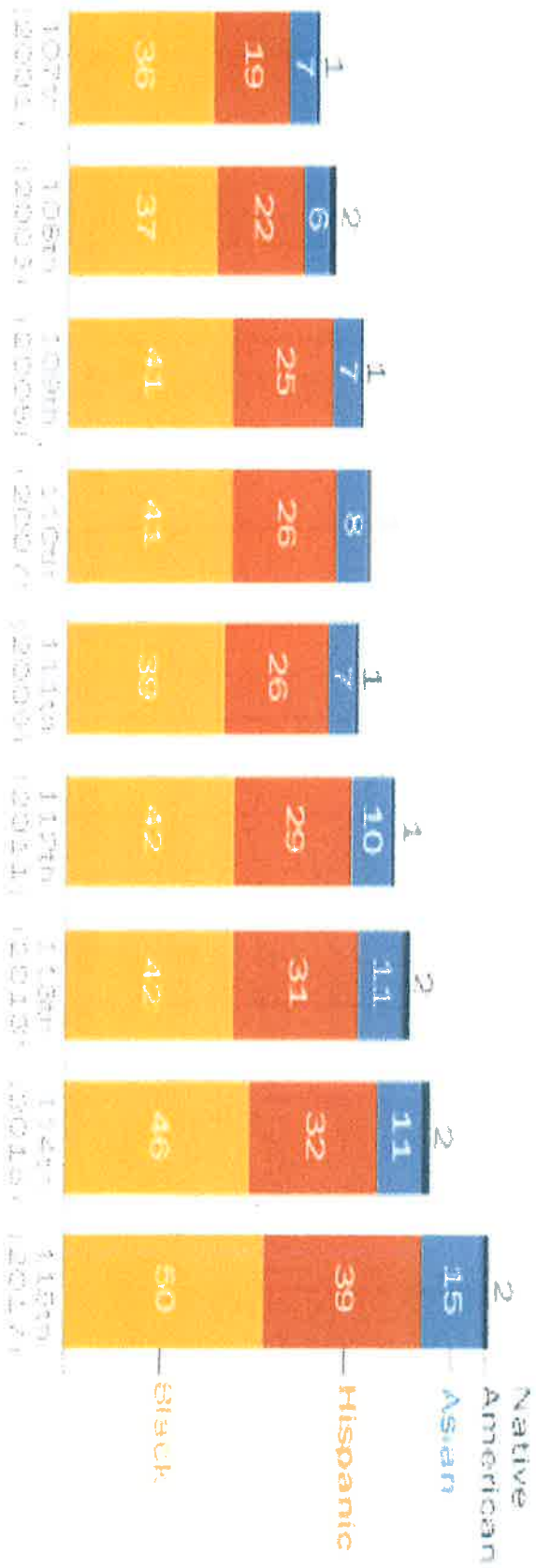
What Does Congress Look Like?

- By the Numbers
 - Senate
 - **52 Republicans**
 - **46 Democrats**
 - **2 Independents**
 - House
 - **240 Republicans**
 - **194 Democrats**



W Growing racial and ethnic diversity in Congress

Number of nonwhite House and Senate members by race/ethnicity



Number of nonwhite House and Senate members by race/ethnicity, 1977-2017. The chart shows a steady increase in the number of members from all three groups: Native American, Hispanic, and Black. The total number of nonwhite members grew from 27 in 1977 to 60 in 2017.

PEW RESEARCH CENTER

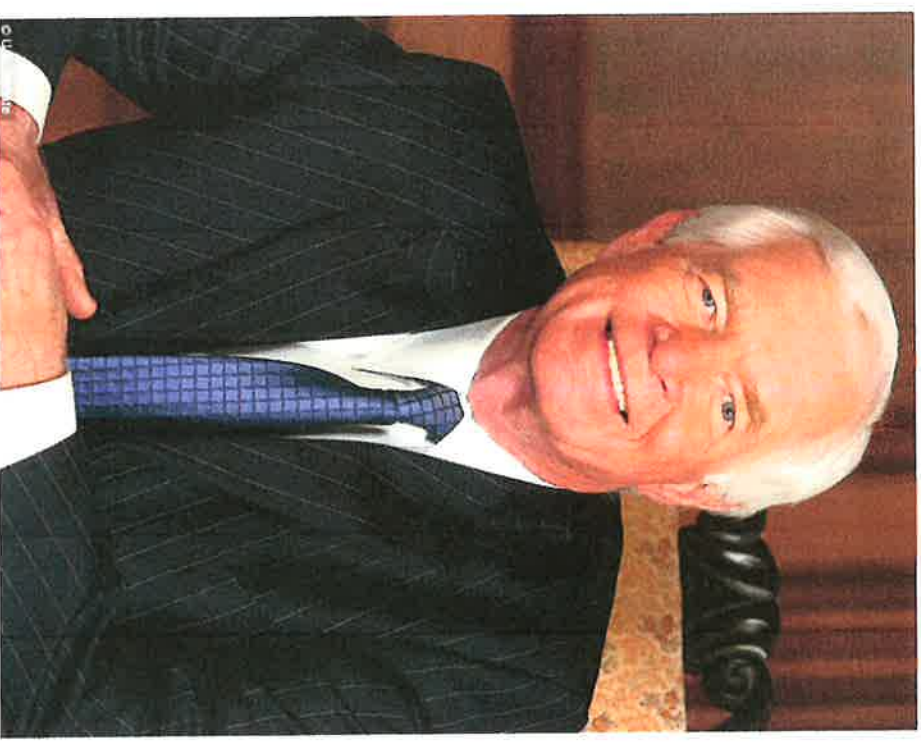
Key Members of Congress

- Leadership
 - Senate
 - **Majority Leader: Mitch McConnell (R-KY)**
 - **Minority Leader: Chuck Schumer (D-NY)**
 - **House**
 - **Speaker: Paul Ryan (R-WI)**
 - **Majority Leader: Kevin McCarthy (R-CA)**
 - **Minority Leader: Nancy Pelosi (D-CA)**



Key Members of Congress

- **Senate Appropriations**
 - **Chair: Thad Cochran (R-MS)**
 - **Ranking: Pat Leahy (D-VT)**
- **Senate HELP**
 - **Chair: Lamar Alexander (R-TN)**
 - **Ranking: Patty Murray (D-WA)**



Key Members of Congress

- House Appropriations
 - Chair: Rodney Frelinghuysen (R-NJ)
 - Ranking: Nita Lowey (D-NY)
- House Education/Workforce
 - Chair: Virginia Foxx (R-NC)
 - Ranking: Bobby Scott (D-VA)



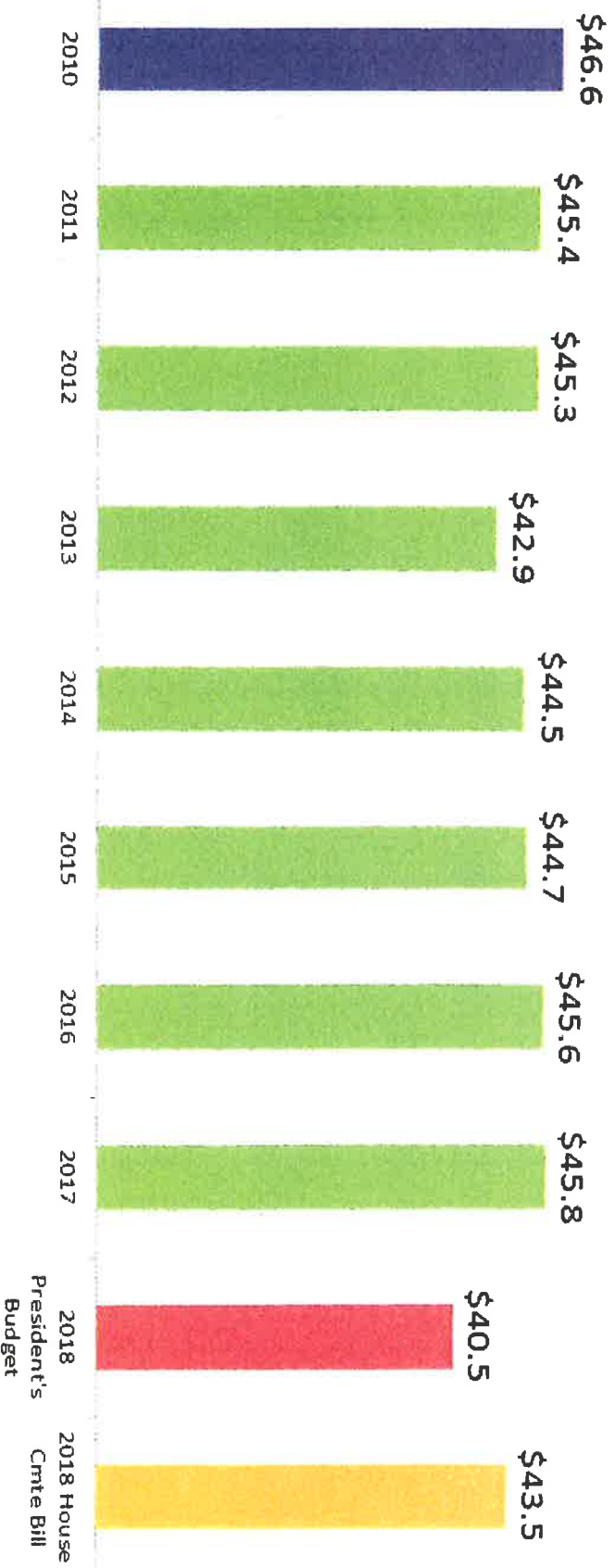
Virginia Foxx



Funding

2018 Education Funding Far Below 2010 Level Excluding Pell Grants

(Department of Education discretionary funds in billions)



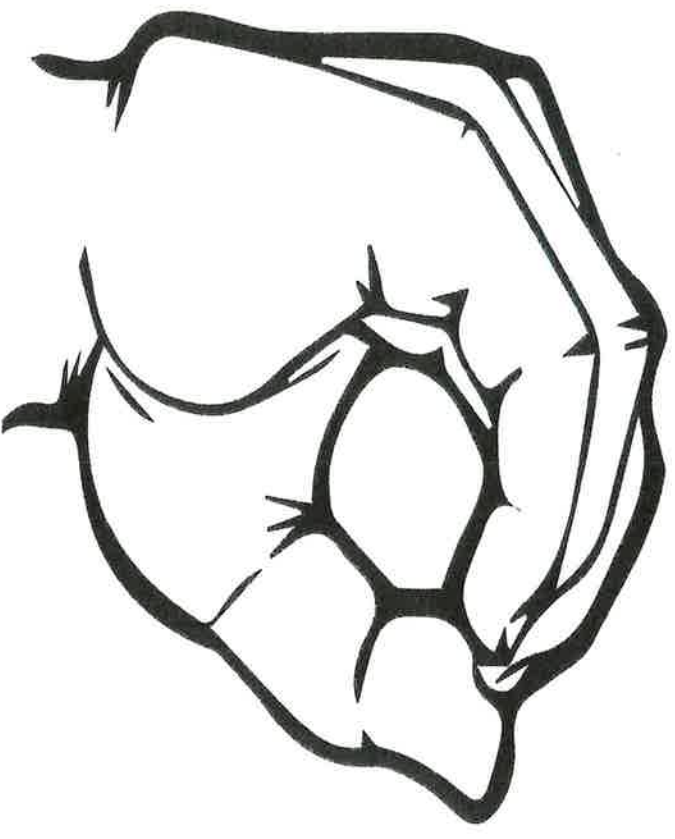
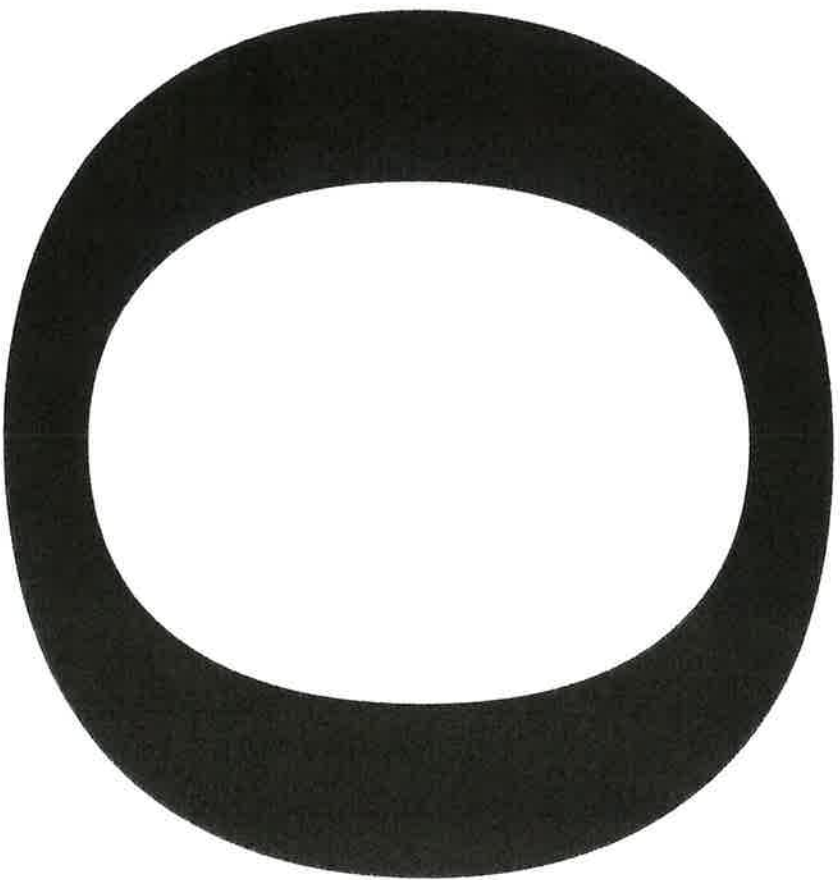


Title IIA

- Longstanding ESEA program
- Provides funding for educator PD, recruitment, induction, mentoring and retention
- Bipartisan reauthorization in ESSA just 2 years ago
 - Authorized at \$2.3 billion
 - Optional 3% state set-aside for principal and school leader PD
- Funding
 - Lost \$297 in FY17
 - FY 18 House Mark -- \$0



Math Question: What is 3% of 0?



ZERO



The Funding Crisis Isn't Coming

It's Here.



Employee Rights Act

- SEC. 106. RIGHT NOT TO SUBSIDIZE UNION NONREPRESENTATIONAL ACTIVITIES.
- “No employee’s union dues, fees, or assessments or other contributions shall be used or contributed to any person, organization, or entity for any purpose not directly related to the labor organization’s collective bargaining or contract administration functions on behalf of the represented unit employee unless the employee member, or nonmember required to make such payments as a condition of employment, authorizes such expenditure in writing, after a notice period of not less than 35 days. An initial authorization provided by an employee under the preceding sentence shall expire not later than 1 year after the date on which such authorization is signed by the employee. There shall be no automatic renewal of an authorization under this section.”

Trinity Lutheran Church of Columbia v. Comer



Trinity Lutheran Church of Columbia v. Comer

- 7-2 ruling
- Court held that Missouri violated the US Constitution's Free Exercise Clause of the First Amendment by refusing to allow a religious school to participate in a playground resurfacing program.
- States cannot deny "an otherwise available public benefit on account of...religious status."
- Will Court consider striking down Blaine Amendments that prevent using state funds to support religious organizations, including vouchers?

Trinity Lutheran Church of Columbia v. Comer

**If the camel's nose
is under the tent,
the rest of the
stinky camel will follow!**



October 20, 2017

Dear CAUSA Colleagues:

The Associated Administrators of Los Angeles (AALA) is hosting the Spring CAUSA meeting in Los Angeles.

Dates: March 9 and 10, 2018

**Location: Embassy Suites by Hilton Los Angeles International Airport North,
9801 Airport Boulevard, Los Angeles, 90045**

CAUSA MEETING REGISTRATION: You must register in order to attend the meeting. Registration is \$150 per person. Please send reservation checks by February 16, 2018, to **Javier Melendez**, Administrative Assistant, 1910 West Sunset Boulevard, Suite 850, Los Angeles, CA 90026. Checks are to be made payable to AALA and should be accompanied by a list of registrants. You may also email in advance the list of registrants to **Javier** at jmelendez@aala.us.

Hotel Information: **Note! Please book as soon as possible.** To book a room for CAUSA call Embassy Suites Los Angeles **North** at 1.800.559.5179 or 310.215.1000. **Deadline for booking is Wednesday, February 7, 2018.** The reserved rooms at the discounted rate are under **CAUSA CONFERENCE 2018**. The rate is \$207.10 including taxes a night. Queen beds run \$10.00 more a night. **The reduced rate is also offered two days prior and two days after the date of the event.** Once the rooms in the block are booked, the rate will be higher.

If you discover the block has all been reserved, contact **Javier Melendez** who will see if additional rooms can be obtained at the reduced rate.

Discounted Hotel Parking is \$21.00 including tax.

Hotel Concessions:

Complimentary Cooked to Order Hot Breakfast Daily included in room rate

Evening reception including appetizers and cocktails in the lobby area

Wireless Internet access in sleeping rooms and public space

Swimming pool and fitness center use

Complimentary business center open 24 hours

October 20, 2017

CAUSA Agenda:

Friday, March 9, 2018 (Dress is business casual.)

3:00 – 4:30 p.m., Causa Board of Directors Meeting (This meeting is only for the members of the Board of Directors.) (Meeting will be located in Juan’s room.)

5:00 – 6:30 p.m. – Happy Hour and Registration/Check In

6:30 – 7:30 p.m. – Dinner

7:30 – 9:30 p.m. – Meeting

Saturday, March 10, 2018 (Dress is casual.)

7:00 – 8:30 a.m. – Breakfast provided by Embassy Suites outside Conference Room.

8:30 a.m. – 12:00 noon Meeting.

12:00 noon to 1:00 p.m. – CAUSA Board of Directors Meeting Debrief (This meeting is only for the members of the Board of Directors.)

Questions: Please refer any questions to the CAUSA Chairperson, **Juan A. Flecha**, at juan.flecha@lausd.net or 213.484.2226

I look forward to seeing you! If there is someone in your organization who should receive this email but did not – please forward. Also, feel free to invite any other union/association who may be interested in attending.

Thank you!

JAF



Juan A. Flecha, President
Associated Administrators of Los Angeles (AALA)
1910 West Sunset Boulevard, Suite 850
Los Angeles, CA 90026

CAUSA OCTOBER 2017

SMALL GROUP DISCUSSION AND
REPORT OUT

JANUS v. AFSCME AND HOW TO SURVIVE THE AFTERMATH

- Start NOW with 1:1 interaction with members to educate them on the value of your Union
- 1:1 interaction with NEW members to welcome them to the Union and educate them on the value of being a union member
- May need to change Bylaws of your Union to limit some benefits to members only (example, legal defense fund, optional insurances, professional development reimbursements, union events, etc.
- Mindset change – members v. non-members. Example – our Unions always try to say YES to our members and help all. When Janus goes through – will have to say NO to non-members.
- Think of strategies for dues collection – in the event Districts decide not to offer payroll deduction.
- Clarify with legal counsel – what Unions will HAVE to offer non-members.
- Change terminology to “member in good standing” (AALA does this)
- Need different mentality in terms of communicating with different age groups – social media, public service announcements, etc.
- Consider hiring a CAUSA social media person to handle Facebook, Instagram, Snap Chat, Twitter
- Make individual Unions/Associations aware of CAUSA
- Post all info re: Janus on CAUSA website and share ideas
- Increase the benefits of being a Union member (add new benefits)
- Increase social events to build capacity and knowledge of the Union
- Swag and logo recognition.

THE PERFECT STORM: JANUS + BETSY DEVOSS!!!!

POLITICAL ISSUES

Goal/Purpose:

What is our purpose?

Can CAUSA endorse candidates without \$\$ and a PAC?

What are CAUSA's core values?

Thurman Bill = Values, Training, Membership, Publicity Brand

Why public education and why public common goal?

Are there allies? CASBO, CSEA, POA's, ACSA

Grow CAUSE through a bill on best practices and industry standards

What are some of CAUSA's core values?

Safety

Aspirations

Special Ed

Individualism

Equality

Inspirations

Unity

Unionism

Diversity

Innovations

Common Good

Integrity of Leaders

CAUSA = COMMON GOOD, ASPIRATIONS, UNITY, SAFETY, ACTIVE ADVOCATES

CAUSA Board should sponsor a Bill with Tony Thurman that includes Core Values of CAUSA, Best Practices LCAP/LCFF.

(The CAUSA Board agreed to work on Core Values of CAUSA but could not commit to writing a Bill for Thurman to sponsor.)

WORKLOAD

Definition:

Instructional Mandates

Classroom

Curriculum

Operations

Directives (paperwork)

Overage (Doing Other People's Jobs)

Discipline

Covering multiple sites (principal)

Work Day/time

24/7 or 25/8

Expected to respond/be available

What is the problem?

How do we resolve it?

Negotiations – when it is truly down time?

Clarify

What is the balance?

Prioritize

How is the load shared? Who is available to help?

Survey

San Diego just did a workload survey of certificated managers. Classified is forthcoming. Survey will be posted on CAUSA website.

Accountability – who decides what is important?

What are the “must do’s” for each site?

Allow site leaders to determine how/when

Need current Dashboard data

Meet with School Board members

Union/Association executive board members to meet with School Board members

WORKLOAD (continued)

Work After Work Hours

AALA (Los Angeles) was able to get Superintendent and others to stop contacting AALA members during breaks, after hours, etc.

School Boards

How do we get “administrator-friendly” school boards?

Invite each school board member to come to school and “work” a full day (at different levels) so they can see the reality.

Need Consistent Operational Support

Timely

Centralized Operations support structure

Budget

What’s being cut and why?

Who will take on the workload?

Students

Don’t lose sight of our purpose!

What are the impacts of cuts to students?

What is the quality of education and instruction?

Special Ed demands – how to meet?

SCHOOL FUNDING/BUDGET CUTTING

San Diego had a 124 million dollar reduction for 2017-18! And 55 million in cuts projected for 2018-19!

We are dealing with declining enrollment due to charters, moving out of urban cities,

Special Education encroachment

Need input from stakeholders regarding cuts

Transparency for budget process

Unions/associations are looking for neutral budget experts and for line item transparency

Oakland – DBAC Committee gives recommendations regarding budget decisions

Richmond (WCCAA) – Richmond Solutions Committee has increased transparency in district

Managers monthly meetings regarding general fund

Still concerns about categorical monies

Use of consultants drain district funds

AASD (San Diego) reports resentment amongst employees because only some groups are affected by cuts (teachers did not take a cut, all others did)

Compare data for hourly pay for actual hours worked (teachers end up making more than administrators!)

HOW TO AFFECT CHANGE/UNION MEMBERSHIP ENGAGEMENT

Recruitment at the HR Level including participation in new employee orientations

Union table at interviews and job fairs

Member Relations Committee (AASD-San Diego)

New member “welcome bags” hand delivered with talking points (AASD-San Diego)

Membership meetings (AASD-San Diego has two per year, October and May)

Winter Holiday Event (free for members) (AASD-San Diego)

End of the Year Event (free for members) with presentations to retirees, distinguished leaders (AASD-San Diego)

Events at micro-breweries are a hit – casual one-on-one talking points

First Friday’s – informal discussion opportunities to hear why the union is important

Point out the answers to “what have you done for me lately” in newsletters, other means of communication. Have employees’ personal story.

Four representative meetings per year with dinner – preceded by caucuses of different constituents (everyone invited) (AALA-Los Angeles)

Executive Boards – time and commitment to the organization

Build community partnerships by sponsoring/co-sponsoring events

Welcome back event (AALA-Los Angeles). Invite board members. Food and drink included. Get sponsors for the event. Different levels of sponsorship. Sponsors can show their wares/products. AALA uses this venue to pitch the fundraising for scholarships. Raffle nice donated items.

Scholarship Fund and Events

One on one personal touch. Take the time to find out what people want to make union membership meaningful to them.

Regular meetings with Superintendent.

Partner with District for end of year recognition.

Get your voice heard campaign

Support professional development

Upgrade website

Weekly Email “Update” to all members (AASD-San Diego and AALA-Los Angeles do this)

Reach out to membership for participation on Union committees

Highlight members (spot light) in communications. Shows members are valued.

Tap into retiree resources and get them to help! Testimonies help recruit members!