

# CAUSA SPRING MEETING AGENDA

MARCH 8-9, 2019

Hosted by ALBEM (Long Beach)

## Friday, March 8

- 5:00 to 6:30 p.m. Registration and Hosted Reception  
*Sponsored by the American Federation of School Administrators (AFSA)*
- 6:30 to 7:00 p.m. Key Note Speaker  
Christopher Steinhauser -- Superintendent, Long Beach Unified
- 7:00 to 8:00 p.m. Dinner Buffet and Break
- 8:00 to 9:30 p.m. Report Outs by Union/Association (limited to 10 minutes each)  
(Please bring 45 copies of a written report as a handout)

## Saturday, March 9

- 7:30 to 9:00 a.m. Breakfast (buffet) -- Please arrive by 8:15 a.m.
- 9:00 to 10:00 a.m. Speaker  
Ernest Logan -- President, American Federation of School Administrators (AFSA)
- 10:00 a.m. to 10:15 a.m. Break
- 10:15 a.m. to 10:45 a.m. Electronic Union Membership Form Demonstration -- Julie Garcia
- 10:45 to 11:30 AALA and UAOS -- UTLA/OEA Strike Recap/Lessons Learned
- 11:30 to 12:00 CAUSA Business (Treasurer's Report, Next Meeting, etc.)



**CAUSA TREASURER'S REPORT**  
**March 9, 2018 – March 8, 2019**

<b>DATE</b>	<b>DESCRIPTION</b>	<b>WITHDRAWAL</b>	<b>DEPOSIT</b>	<b>BALANCE</b>
3/9/18	Previous Balance			\$5,857.44
3/10/18	Check Order	\$47.25		\$5,810.19
3/26/18	CAUSA – Los Angeles - AALA Host	\$500.00		\$5,310.19
4/6/18	UPE CAUSA dues		\$137.25	\$5,447.44
5/24/18	Website Host & Maintenance Quarterly 5/15/18 – 8/15/18	\$150.00		\$5,297.44
8/15/18	Website Host & Maintenance Quarterly 8/15/18 – 11/15/18	\$150.00		\$5,147.44
10/12/18	CAUSA – Oakland - WCCAA Host			\$5,147.44
11/15/18	Website Host & Maintenance Quarterly 11/15/18 – 2/15/19	\$150.00		\$4,997.44
2/5/19	Julie Garcia: Preparation & Presentation of Google Membership Form	\$1,000.00		\$3,997.44
2/15/19	Website Host & Maintenance Quarterly 2/15/19 – 5/15/19	\$150.00		\$3847.44
2/15/19	CAUSA – Oakland - WCCAA Host Overage		\$774.79	\$4,622.23
2/28/19	Dues: AALA, UPE, AASD, UASF, WCCAA		\$1,396.00	\$6,018.23





*Association of Long Beach Educational Managers & Confidential Employees*

## **ALBEM UPDATES FOR LONG BEACH UNIFIED SCHOOL DISTRICT**

### **Air Conditioning and Infrastructure Improvements**

In the Long Beach Unified School District, 34 schools (40 percent) have air conditioning A/C), while the remaining 51 schools have limited A/C or outdated units. Most of the latter group are schools that were built more than 40 years ago and do not have infrastructure capability for A/C.

LBUSD's Board of Education recognized the need for school facility upgrades by placing a \$1.5 billion school bond measure, Measure E, on the ballot in November 2016. Voters approved that measure by a wide margin (75 percent), providing funding for installing air conditioning and the infrastructure to support it at all campuses in need. Other upcoming projects include all-weather tracks and fields, new buildings and fire alarms.

the Facilities staff has been fast-tracking plans for such projects to the Division of the State Architect, a process that can take up to 12 months. In some cases, entire schools or grade levels will be relocated while A/C is installed.

A three-year plan for the first round of projects is being implemented, with air-conditioned portable classrooms being put back in use at the Monroe site and newly installed this fall at four other "hub" schools where some students will be relocated while their school is modernized. Also, Browning High School will temporarily house Rogers eighth graders beginning in January 2018

The goal is to have all schools air conditioned within about eight years. The schedule is contingent on several factors, including the timing of bond sales and regulatory review.

For schools that do not yet have air conditioning, the district will continue to implement its usual interim measures during hot weather. This includes planning strenuous activities for cooler parts of the day, limiting time outside during peak heat, and encouraging students to remain hydrated. As always, parents have the authority to remove their child from school if they feel compelled to do so because of heat, and students will be allowed to make up school work. When needed, support staff will open up non-air-conditioned classrooms in early morning to allow trapped heat to escape.

### **ALBEM'S SUCCESSFUL SYSTEM FOR COMMUNICATION WITH SUPERINTENDENT**

1. ALBEM Board meets together 1x per month sharing concerns and questions relating to all members.
2. The president of the ALBEM Board and other selected members meet with Superintendent 6-7 times per year and shares concerns from the Board meeting.
3. Response to Concerns are shared back with ALBEM Board and the minutes of the meeting are then shared with the entire association.

### **ALBEM Annual Scholarship Fund**

Through-out the year, ALBEM saves a portion of the dues to give away 21,000 in scholarships to Long Beach Seniors who are able to meet the criteria. These Scholarships are given to students and their families at the end of the year ALBEM celebration.

CAUSA- SPRING 2019  
Queen Mary– Long Beach, CA  
Associated Administrators of Los Angeles

**LAUSD - UTLA STRIKE – JANUARY 2019**

- Refer to attachment.

**BOARD SEAT 5 UPDATE**

- Board of Education left the seat vacant
- Election occurred on 5 MARCH 19
- Run-off expected 14 MAY 19
- AALA PAC endorsed TWO candidates

**NEGOTIATIONS 2018-AALA/UNIT J (CLASSIFIED)**

- In negotiations now
- 2017-18 3% raise on schedule
- 2018-19 3% on raise on schedule
- THIRD career increment

**AALA ADMINISTRATORS OF THE YEAR 2019**

- In partnership with the California Credit Union
- Members nominate members
- \$500 prize that must be passed forward
- Awardees are presented at a Committee of the Whole Board of Education meeting along with an embossed certificate

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**From:** Flecha, Juan  
**Sent:** Wednesday, January 16, 2019 12:15 PM  
**To:** Beutner, Austin  
**Cc:** Maldonado, Hilda; Ekchian, Vivian; Melvoin, Nick  
**Subject:** VOICES FROM THE FIELD: THE STRIKE'S IMPACT ON THE ASSOCIATED ADMINISTRATORS OF LOS ANGELES

Greetings Superintendent Beutner:

I am in receipt of your thank you letter dated January 15, 2019. I need to take this opportunity to express the concerns of AALA members regarding the dire and unsafe working conditions they are experiencing. The expectation is your immediate action to address and ameliorate the distress and outright anxiety our members are experiencing.

A member called me this morning in virtual tears, and afraid for their safety. Yesterday, their car was swarmed with picketers yelling obscenities and blocking the entrance to the parking lot. The member, besides being apoplectic, is beyond disappointed with LASPD. School police monitored the situation from afar and did not intervene. The school police officer later did offer an apology, and a commendation for "handling the situation the right way." This interaction did nothing to address the sheer terror and panic the member felt, and their genuine and legitimate concern for their health and safety. Another member shared: *This (the strike) is unsafe for students and for us as employees.*

**On behalf of the Associated Administrators of Los Angeles, the demand is the District ensure the safe entry and egress of every one of our members. Perhaps schools need to be closed if the District cannot guarantee the health and safety of every AALA front-line manger.**

Following are the additional concerns cited by AALA members throughout the District:

*I am contacting you with a concern regarding the support being given to us during the last two days of the strike. I received a message from Superintendent Beutner on Sunday at 9:07 p.m. He said "I have your backs." I am not sure what he means by "He has our back." This was the FIRST time I heard a message directly from him regarding the strike. At this very moment, I do not feel anyone in LAUSD cares about my health or well-being. I must have a different understanding of the meaning "I have your back."*

*There is NO communication regarding the status of negotiations being given to principals.*

*Is it possible to receive updates on the labor situation? Is the District even interested in resolving the strike? Perhaps more energy needs to be placed on strategizing how to immediately end the strike rather than the endless and unhelpful press conferences.*

*Can anyone tell us the timeline as to when the strike will end? Is this definitely going through this week? The lack of communication with school site principals is difficult as I do not know whether to strategize for the long term. For example, our school is scheduled to have a Common*

*PD next week, and we are scheduled to begin an evening credit recovery program for five neighboring schools.*

*The messages we are required to send are inaccurate and untruthful. Everything is not copacetic at all of our schools. Some schools have over 200 students with one credentialed person.*

*The messaging is becoming a burden! Principals are being asked to send "soft and benevolent" messages about the school day. Central office follows-up by sending parents threatening messages immediately following ours.*

**On behalf of the Associated Administrators of Los Angeles, the demand is principals are informed of the District's strategy to immediately end the strike, begin the healing process, and return to some sense of business as usual, and ensure teachers are teaching and students are learning. Otherwise, perhaps schools need to be closed if the District does not have a roadmap or strategy to immediately end this strike.**

*I have children by the hundreds coming to school since Monday. More and more students are attending every day because genuine instruction is taking place, the campus is safe, and parents have confidence in my leadership. There are neighboring schools where the attendance is paltry at best, and there are dozens of adults with very little to do.*

*I am appalled by the Local District's response when I requested staff be redeployed to make the support more equitable. The response was direct and terse: "Your numbers do not necessitate additional staff."*

*"Large classes are being staffed with very little certificated support which means TAs, administrators and all school staff are stretched to the limits each day."*

*"The expectation that Principals are both filling the operational role and at the same time teaching students is unrealistic. This is not ok."*

*"The working conditions were untenable before the strike. The situation is now impossible. Learning is not happening. Schools should have been closed."*

*"It is unacceptable for schools to remain open, and for administrators to carry the weight of all of it."*

**On behalf of the Associated Administrators of Los Angeles, the demand is for Central Office and Local District support staff to be REDEPLOYED to sites with high attendance rates. Otherwise, perhaps schools need to be closed if the District does not have the capacity to redirect support personnel to where they are needed most.**

*Principals are being asked to do the job business as usual. It is not! I'm on site by 5:30 am and leave at 5:00 pm or later. We are being asked to send out messages saying everything is alright. It's not alright I want my teachers back!!*

*The messages to family regarding attendance and truancy are inconsistent, punitive and constantly changing. Principals are expected to send Connect-Ed messages that reinforce attendance and families are feeling alienated. The messages swing wildly from students will be truant (which implies a serious consequence) to "We will not be sending home attendance messages, and this will not impact transcripts or graduation."*



*Connect-Ed messages contain inaccurate information regarding the actual level of instruction that is happening at schools. In some instances, principals are being asked to specifically delineate what learning activities took place throughout the day. As always, this puts principals in a position of justifying an educational experience that is nowhere close to what is actually taking place. This will continue to erode the relationship and TRUST between families and schools.*

*Connect-Ed messages are sent centrally to families without principals being made aware of the what is being communicated to families.*

*We are tired of sending black board messages.*

*An Assistant principal was told to delete a Facebook post with the "I'm with Teachers" logo.*

*Valley principals were told NOT to bring doughnuts or be nice/cordial to teachers.*

*It is a farce to tell the public kids are learning! The Superintendent needs to share how many students have logged into Edgenuity. This alone will show it is not business as usual.*

**On behalf of the Associated Administrators of Los Angeles, the demand is for Central Office to immediately relieve principals from sending recorded updates. The updates shall be accurate, timely, and in one-voice, preferably yours. Moreover, the messaging to administrators must be consistent and unified. Otherwise, perhaps schools need to be closed if the District does not have the capacity to send a singular and unified message daily.**

*I understand the strike is heavy business. However, I am not hearing anything about the sacrifices administrators are making to effectively provide a safe school environment, and the semblance of instruction.*

*Into the night and early mornings, my colleagues are in text threads making sure each of our schools are open and safe. We were on our campuses by 5:30 a.m. and earlier, in some cases earlier finalizing details, and to execute our plans with fidelity.*

*I am receiving a million emails daily; making mid-course corrections to plans and schedules; and collecting data and artifacts to send to everyone.*

*Our three Assistant Principals are doing an amazing job holding things down with about 90-120 students in a class. They have planned lessons and are even grading student work to ensure that they get timely feedback.*

*I understand I am a salaried employee. And while I do appreciate that the District is paying other job classifications to extend their hours to support the students we serve, I am feeling like chopped liver. No offer whatsoever has been made for the additional time I am investing. Extra-duty pay is just a simple first step to show the superintendent "has our backs."*

**On behalf of the Associated Administrators of Los Angeles, the demand is for every AALA administrator to receive Extra Duty Pay for every additional hour beyond the workday given the exigent circumstance. The extra pay shall account for the additional time administrators have been obligated to invest to keep schools open during the strike. The extra pay shall be funded by the District and not from school funds.**

*The District has always held us accountable and held our feet to the fire to ensure collaborative and cohesive working relationships with students, teachers and the school community. The District's unwillingness to participate and be transparent in negotiations is beyond deplorable, and it is not modeling the behavior expected of us. All of our efforts as instructional leaders are being undermined by the District's leadership and the Board of Education. The District's lack of transparency and unethical behavior trickles down to us as front-line managers, and as the face of the District. Juan, I am directing you as our representative to tell the District it is time to walk-the-talk and have our backs by following the very assistance and guidance it gives every employee at the drop of a hat and for the smallest of transgressions:*

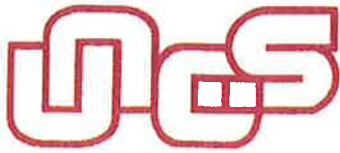
- a. Establish a safe and respectful District as you serve as the model for student and adult behavior.*
- b. You are directed to maintain a safe, respectful school district in which you act ethically by upholding District policy.*
- c. You are directed to be professional and respectful in all of your interactions with students, parents, staff, and all stakeholders at all times.*
- d. The District's senior leadership with its highly visible role and responsibility sets a safe, respectful environment, always ensuring the adherence to District policy.*
- e. Adhere to the essential functions and professional responsibilities required by demonstrating the Knowledge, Skills, Abilities, and Personal Characteristics as specified in the LAUSD Human Resources Division Class Description.*

*Adhere to the following at all times:*

- 1. The LAUSD Employee Code of Ethics;*
- 2. The LAUSD Ethics Policy Statement;*
- 3. The California Professional Standards for Education Leaders (CPSEL);*
- 4. The LAUSD School Leadership Framework;*
- 5. The LAUSD Board Resolution Reaffirming the Respectful Treatment of All persons; LAUSD Non-Discrimination and Anti-Harassment*

**On behalf of the Associated Administrators of Los Angeles, the demand is the District is to refrain from intimidating or taking any actions which would be considered retaliatory against any member of the association. Retaliation and/or intimidation may lead to a loss of a confidence.**

I am including Mr. Melvoin in this email. He called yesterday to compliment and thank our members as well. I briefly shared with him the serious and detrimental challenges many of our members are experiencing. He showed support, and an interest in wanting to make sure their concerns are being heard and addressed by the District's senior leadership.



## United Administrators of Oakland Schools

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### **Contract update:**

UAOS is currently working under its negotiated contract with OUSD that sun shined in 2017; awaiting notice from district to enter negotiation.

### **This school year OEA/SEIU entered contract negotiations.**

### **Budgetary we all get our funding from similar sources –**

- Federal, state revenue, local revenue and LCFF (local control funding formula)
- Concerns about Prop 13 – parcel taxing (inequity in)
- Prop 98 - funding for K-12 and community colleges
- Prop 30 – funding to prevent mid-year cuts) this didn't help OUSD as last year, we saw mid-year cuts
- Enters LCFF
- Concentration, supplemental and base grant funding
- OUSD like mainly districts was in a position to make local decisions on the best use of these resources.

### **OUSD Budget woes –**

- **Facing up to \$56M by 2020-2021 and presently roughly \$30M**
- Declining enrollment -36.2 students 87 schools
- Potentially up to 24 schools are in danger of closing
- This year Roots Academy (MS) will close
- Conversations are taking place with school communities re consolidation
- Increasing charter schools- 13.7k students 34 schoo

### **Strike attendance loss of roughly over \$1M/day**

- OEA negotiated 11% ongoing raise with a one time 3% increase to teacher base salary from original ask of 12% increase.
- Period Beginning December 2018 – June 2012.
- Nurses will receive 10K annual bonus in May 2020 and May 2021 and will receive a separate salary schedule created to increase current salaries by 9% based on salary placement as of June 30, 2021.

### ○ **OEA Strategy**

- City Council endorsement
- Celebrity endorsement
- Robert Reich, former Sec. Labor endorsement
- Legislative body endorsement
- Community endorsement
- Two coordinated sick day walk out in Dec. 2018 and in Jan. 2019
- National media attention off the heels and support of LA teacher strike

### **UAOS Strategy –**

- Continuous communication on the heels of Janus decision with it's members;
- Pre-strike check-ins through general meetings;
- Sharing meeting notes/updates/creating up to date website for members ( supported by AFSA);
- Had the support of through continued conversations with AALA Presidential reflections – Juan Fletcha;
- Had outreach from SFUD as well as well wishes from CAUSA President
- Had the continued support of AFSA as well as their communication officer;
- Press release issued & posted on UAOS website as well as emailed to membership;
- Personal 1;1 conversations with members both classified and certificate leaders;
- 1;1 conversation and letter appeals to Superintendent to consider closing schools due to safety concerns;
- Met with Classified leaders re supporting sites/crossing the picket line;
- Attended BOE mtgs. to speak on behalf of its members re proposed closures;
- Interviewed and published articles on website for member recognition and an opportunity to “tell” their story;
- PAC (Principle Advisory Committee/UAOS members) lobbied CA legislature;
- Participated in town hall meetings to address Bonta, Wicks and Skinner re OUSD loan forgiveness, examine current charter school funding formula,

### **Presently –**

- OUSD BOE voted Monday to make \$21.75 M cuts to budget 2019-2020;

- Engaging in community conversations with leaders to schedule re visit to CA legislature to include a broader voice than just site Principals (members from above cross section of our UAOS membership);
- UAOS has begun to select negotiating team to be a team representing all of its members with expert content area in respective departments:
  - **Facilities, custodial, food service, budget and finance, state and federal, SPED, After School, ECE, Police Sergeants, IT, CSSS, Translation services, Equity Office, JJC, Principals and Assistant Principals**
- Continued support/work of daily ongoing negotiation, investigation of member complaints

**In Summary** – Trade-offs are personal & most likely always deeply painful. How the parent (OUSD BOE) makes the decision to cast out one sibling over another, when both siblings are of value has far-reaching philosophical & moral implications. In life, & in the profession of education, the unintended consequences of this Board's decisions on the lives of this district's directly impacted student; its teachers who no doubt are deserving of living wages & classroom supports; the increased workload that will no doubt be increased upon its site leaders; the continued anger that is & will be unleashed toward the ultimate decision makers-BOE- & current district leadership, the very real awareness of inequity, racial tension and level of implicit bias within our district is troubling at best. It also brings awareness of a sorely underfunded educational system that this state faces as well as that of the nation. The elephant in the room also is the very real possibility of pitting labor unions against one another. A sleeping giant has awakened and may never be sedated again.

**March 2019**

- **Janus Update** – out of 500 eligible members, AASD has had five members “opt out.” (2 classified managers, one vice principal and two senior high principals – who are married to one another.) We continue to work on a system to efficiently sign up new members. At any given time, we have a dozen or so potential members who have not yet signed up. We have found that the use of the Google Doc electronic form has had a positive impact on sign ups. Easy to use and less hassle for the potential member.
- **Furlough Days.** AASD members have had between 11 and 14 furlough days since July 1, 2017. On July 1, 2019 that language sunsets and the days are returned. However, the district noticed AASD that in reopener bargaining they wished to reopen “Hours” with the intent to impose continued furlough days. However, when the District went to sunshine their proposal the Board of Education voted against it! Therefore, the District is NOT opening on Hours, and there will be no furlough days for 2019-2020.
- **March 15 Notices (Certificated).** Five administrators (two principals and three program managers) received March 15 notices and will be reassigned from their management position to a position in the teacher’s bargaining unit.
- **Budget and Effect on AASD Positions.** While SDUSD has a 37 million dollar deficit and positions are being eliminated in the CSEA unit, positions are being added back into the AASD unit for 2019-20. We are losing three certificated positions (2 vice principals due to enrollment number and 1 program manager due to elimination of their program). We have one classified supervisor cut due to funding. We anticipate gaining at least 12-15 new positions into our unit. (Remember, we were cut 88 positions on July 1, 2017.) Meanwhile the teacher’s union is in bargaining for a raise. AASD has reopener bargaining on Wages but we are sitting back and waiting. We have a “me-too” to the teacher’s union so anything they negotiate, we get too.
- **Contract.** AASD has a contract in place through June 30, 2020 which maintains the Health and Welfare article and benefits status quo. As a reminder, SDUSD provides **fully paid medical and dental** benefit plans to the employee and all eligible dependents.
- **Tragedies.** January 2019 began with the tragic death of a middle school principal and the suicide of the executive assistant to the Chief Business Officer (district office position) within a weeks time. Both of these events really shook up the management team, both AASD represented and non-represented. AASD partnered with SDUSD to provide timely, high quality crisis support in a variety of venues to help people work through many different types of emotions (ranging from very sad, to very angry). VEBA – and especially the new state-of-the-art VEBA Resource Center -- was mobilized to manage the crisis. VEBA is where all of the SD County school districts purchase their benefits. Code Lavender was implemented (like Code Blue, Code Lavender addresses mental health crisis’).

## United Administrators of San Francisco

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Affiliated with American Federation of School Administrators, AFL-CIO Local #3



**March 2019**

### Highlights

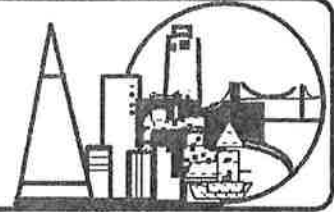
- Although we will greatly miss Richard Maggi and Cheryl Lee who served as Co-Executive Directors dutifully for four years, we welcome two new ones: Joan Hepperly and Jolie Wineroth. Joan was a successful principal at the elementary, middle and high school levels and served as an assistant superintendent of middle schools. Jolie was also a principal at a middle and a K-8 school and worked in HR. They are widely known and highly regarded. The district better be ready for us!
- Members are enjoying the 7% raise this year and look forward to the 3% beginning July 1, 2019. Through a local parcel tax (Prop G), we also received 2%-4%, depending on years of administrative service in SFUSD.
- We are waiting for two months of retroactive payments of the 2%-4%, so 2/12 or 1/6 of the increases are being withheld. This is due to a challenge over the legality of the percentage of the voter approval rate. Our members are not happy about that.
- SFUSD is honoring our increases as well as 7% of the teachers' salaries this year by using the district's reserve funds.
- Around the same time the challenge was announced, we found out that our beautiful city has an unexpected \$415 million windfall. More than half the money, which is coming from excess revenue in a county education fund, must go to budget reserves, the Municipal Transportation Agency, public libraries, tree maintenance, public schools and child care and youth services under rules set by the City Charter. The sudden influx of cash is coming from the Educational Revenue Augmentation Fund, or ERAF, a state program that shifts a portion of local property taxes to public school systems in each county
- After intensive lobbying by the powerful SF Labor Council (of which UA is an active and voting member), the board of supervisors agreed to allocate \$60 million of ERAF for two additional years of the negotiated salaries and pay increases while the Living Wage for Educators Act (LWEA)'s challenge is working its way through the courts.
- Our lawyer and the district lawyers anticipate it will take 2-7 years to resolve. Meanwhile those of us who are homeowners are paying the taxes, yet the funds are not being distributed.
- Our membership numbers are increasing. We have over 90% of our eligible administrators signed commitment forms authorizing payroll deduction.

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### Concerns

- Four out of seven board members are new and were just sworn in January. At the first board meeting, they opposed the approval of a two year instructional calendar that had been approved by multiple stakeholder groups.
- One month later, a majority of board members voted against our superintendent's recommendations for contract renewals, including two of our members. One 5-year principal and ex teacher in the district was on the list for "Will Renew." The board turned it into a Will Not Renew, to the surprise of them, us, the assistant superintendent, and the superintendent. We anticipate a few more to follow. It seems targeted based on interactions between individual board members and our members.
- Actions we took in response to these unprecedented decisions:
  - I shared our concerns with Dr. Matthews during our monthly breakfast meeting
  - Our officers shared our concerns with the superintendent's leadership team at our monthly meeting. We suggested that we establish a process for board members to notify the assistant supe and UA member that the contracts are being considered for will not renew and allow a week to gather evidence like student achievement data, evaluation notes and letters of support
    - Our Co-Executive Directors spoke to the board commissioners during public comment twice last month
    - Our lawyer wrote a letter to the board citing our contract and California School Boards' roles and responsibilities information.
    - We are hosting a reception for BOE commissioners to meet our members next week

### Questions for CAUSA members:

- What else can we do to stop this dangerous trend?
- How do we motivate our members to be strong leaders by taking risks without fear of retaliation? Or, even keep them in their jobs and encourage them to apply for other jobs in our system with some sense of security?

Caroline Satoda

President, United Administrators of San Francisco

AFL-CIO #3

Office Phone: 415.753-2970; Cell: 415.314.5088

Email: csatoda.uasf@gmail.com





## THE LOS ANGELES STRIKE – JANUARY 2019

### PRE-STRIKE

School-based: Very little communication in writing; some communication verbally

Overwhelmed with meetings preparing administrators to “teach” using “virtual backpacks”

Then, a tsunami of written communications was hurled at school-based administrators 24/7.

Office-based: School assignments seemed random and unorganized:

“I live in Long Beach and I am assigned to Sylmar HS.”

“My experience is in secondary, I was assigned to an Early Education Center.”

“I am an administrator without a teaching credential.”

“I am a classified employee with little classroom/school-based experience.”

### DURING THE STRIKE

School-based/Office-based: Little to no communication from senior leadership regarding critical updates and/or marching orders

The union was controlling the messaging and the narrative-digitally and constantly

The District’s messaging was paltry and uninformative

### POST-STRIKE

School-based: Principals and assistant principals were charged with returning the “genie to the bottle” using restorative practices

District was unhelpful and unclear with how to address student absences during the strike

Office-based: Overall enjoyed the experience of reconnecting with school sites and seeing the fruit of their labor in action



## United Administrators of Oakland Schools

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Dear Brothers and Sisters, United Administrators of Oakland Schools,

Many of you have no doubt heard that some members of Oakland Education Association (OEA) are discussing a "Sick/Walk-Out" on Friday January 18, 2019. As far as we know, this is once again not an authorized OEA Union Strike. As shared in my December 10, 2018 member message, - our country's educational system last year reached a boiling point. Low wages, decreased/stressed educational budgets, increase in housing/ health care costs, increased work-loads and the emotional trauma students and communities are experiencing, are very real concerns that impact our ability to provide/delivery equitable and quality educational opportunities for our families. These concerns need to be addressed. Our teachers and labor partners (if participating) will return to our schools to serve our students and families. Their goal, as is ours, is to provide the best possible educational opportunity for **ALL** Oakland children. Please do not alienate them.

In order to complete all the possible administrative duties within our scope of job performance our first priority is to:

- Secure the safety of our students and that of our school facility. If you feel that either is in jeopardy, reach out to your direct supervisor immediately.
- Seek their assistance and directive in writing.

**Work within your job class.** Follow all Oakland Unified School district rules, as you keep the safety of our students and employees we supervise our priority.

In Solidarity-

Laura Cherry

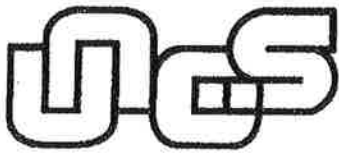
President, UAOS Local #83

A handwritten signature in black ink, appearing to read 'Laura Cherry', written over the typed name and title.

JoAnna Lougin

Executive Director, UAOS Local #83

January 16, 2019



## United Administrators of Oakland Schools

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Dear Colleagues/Members of UAOS,

While we recognize and respect that to participate in a strike is a very personal and an individual decision, please keep in mind that schools will be open. We are a union comprised of many professionals- both classified leaders and certificated leaders. All of which work in service of children. Some children will be sent to school by their parents and guardians. The school district and site administrators will be responsible for ensuring their safety.

To that end, here are some things to consider as plans are being developed for keeping our sites and each other safe, should our teachers -labor partners- strike:

- Have you polled your staff to see who plans to come to work during the strike? - CSM/ RJ/ BH therapist, additional UAOS member colleagues, After School Managers/staff-
- Is there a safe entrance for staff to use, for those who come to work/cross the picket line?
- Have you discussed with staff the possibility of parking away from the site to minimize possibilities of damage to their vehicle should emotions become tense?
- For staff who choose to come to work, how might you support them (both classified and certificated)?
- How will the site be communicating with parents? Daily? Every other day...?
- For students who come to school, what activities will they engage in (with or without substitute teachers/central office colleagues)

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- If other unions refuse to cross the picket line, how will:
  - Attendance be recorded, food be distributed, care for students with Special needs be met...
- What is the inventory of toilet paper and hand sanitizer?
- Who has access and keys to all doors at your site?
- Who has key access to your kitchen facility?
- What might post-strike activities look like—staff returning to school community, students, community?
- If your school has an Early Childhood Center on site or near your campus, how are plans being made to support each other...?

Lauran and JoAnna

February 11, 2019





Lauran Cherry &lt;lauran.cherry@ousd.org&gt;

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**Re: UAOS member expressed concerns**

1 message

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**Kyla Johnson-Trammell** <kyla.johnson@ousd.org>

Wed, Feb 27, 2019 at 8:12 AM

To: Lauran Cherry &lt;lauran.cherry@ousd.org&gt;

Cc: Sondra Aguilera &lt;sondra.aguilera@ousd.org&gt;, Tara Gard &lt;tara.gard@ousd.org&gt;, Jenine Lindsey &lt;jenine.lindsey@ousd.org&gt;, Robin Sasada &lt;robin.sasada@ousd.org&gt;

Good Morning,

Lauran, thank you for your email and for surfacing these issues. As you know, our primary concern during these difficult times is to do our very best to ensure the safety of students and employees.

Tara, Deputy Chief of Talent, will work on crafting a statement that can be distributed (per your requests below) before the end of the day.

We are doing EVERYTHING in our power to resume regular instruction as soon as possible. Please continue to provide updates about specific incidents.

I appreciate your care for your members and our students.

Respectfully,  
Kyla

Sent from my iPhone

On Feb 27, 2019, at 7:41 AM, Lauran Cherry <lauran.cherry@ousd.org> wrote:

Good Morning Kyla, Sondra, Tara and Jenine,

We want to first thank you for keeping our district informed with the very latest news regarding strike negotiations, as well as providing resources to avail themselves when concerned.

UAOS also has created safe space meetings to engage our members, keep them up to date on our communications and opportunities to express their fears, feelings and wonderings.

A central theme of "safety" has repeatedly surfaced.

- What district support will be given to and how are leaders to manage sites as students return to their schools should teachers continue to strike and there are no substitute teachers crossing the picket line?
- What district leadership support beyond Central office staff will site leaders receive as classified employees assigned to support report expressions of being threatened or harassed as they approach the site and refuse to cross the line?
- What communication is district leadership conveying to OEA leadership to honor their strike protocols of non harassment and threatening behaviors to children, parents, site leaders, and central office staff?

We have received explicit examples from both site & classified central leaders that have experienced behaviors of bullying, harassment and threatening behaviors to themselves, their staff that have chosen to cross the picket lines in service to children, as well as have witnessed threats to children and parents.

Our ask is to:

1. Issue an immediate statement clarifying district protocol and response to the above.
2. Issue an immediate statement to OEA regarding potential consequences of threatening/harassing behaviors to prevent children and parents to enter school as well as threatening and harassing behaviors to our site leaders & staff choosing to cross picket lines.

Thank you for your immediate response to UAOS member expressed safety concerns.

In service to our students and community - Lauran

Lauran Waters-Cherry  
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\*Community Schools, Thriving Students\*  
\*Escuelas Comunitarias, Estudiantes Progresando\*  
\*\*"Every Student Thrives"