



# UTP VOICE

United Teachers of Pasadena

November 2009

Volume 14, Issue 3

## President's Message by Bethel Lira

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As we prepare for this holiday season, I am sorry that I must inform you of the District's proposed gift to you of salary cuts and increased monthly out-of-pocket premiums for health benefits. If you have not heard by now, the District is stating that it needs to make about \$20 million in cuts to its 2010-2011 budget, and it is looking for its employees to make salary concessions. At the negotiations table, the District proposed that UTP members take 0% on the salary schedule for four years (2008-2009 through 2011-2012), pay for any increase to the health benefit plans from 2010 – 2011 school year and beyond, and to furlough one day this school year and five days in the 2010-2011 school year (which would equate to a salary take back of .5% this year and 2.5% next year). Although we certainly are aware that the State has drastically cut public education funding, the Association does not find these measures to be acceptable. UTP members should not become the fix for balancing the District's budget, even in these challenging fiscal times. I have received some questions about our position, and so I would like to get us all on the same page in terms of our united response to the District's intent to balance the budget on the backs of UTP members.

First, funding of education is a state responsibility. The dollars trickle down to districts who have been given great flexibility in how they decide to use them. Second, after reviewing the District's finances, it appears that there are sufficient dollars to keep the District out of debt. The District had a solid ending balance of \$26.3 million in 2008-2009, and projects an ending balance of \$21.2 million at the end of this school year. The District hopes to pass a Parcel Tax, which would generate money for the 2010-2011 school year budget. This school year's budget is balanced and the projection for 2010-2011 is a positive ending balance. So, why is the District proposing to furlough days and cut our salaries and health benefits?

As I stated above, the District claims that in order to balance its 2010-2011 budget, it needs to make about \$20 million in cuts. Some school Board members have resorted to scare tactics by saying that cuts of this magnitude would result in 270 teacher layoffs, however, cuts could not realistically just come from the teaching ranks; cuts must be spread across the District resulting in far fewer, if any teacher layoffs, especially if the District's philosophy is to keep cuts as far away from the classroom.

For years, the District has been in declining enrollment, which means the District receives fewer ADA dollars every year. However, other than reducing UTP members (although all of the teachers laid off were offered a position this year), Classified, and Teamsters, what real measures has the District taken to cut *continued on page 3*

## Schedule of Events

- November 2nd—UTP Executive Board meeting, UTP office, 4:00 p.m.
- November 3rd and 4th—UTP/PUSD Bargaining Session, 8:00 a.m.
- November 6th—UTP/PUSD Local Grievance Resolution Session, CTA office, 4:00 a.m.
- November 9th—Rep. Council Meeting, CTA office, 4:00 p.m.
- November 10th—UTP/PUSD Bargaining Session, 8:00 a.m.
- November 11th—Veterans Day, UTP office and Schools closed
- November 26th and 27th—Thanksgiving Break

# November 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

## General Information

**UTP Website:**  
www.utofp.org

**UTP Office:**

United Teachers of Pasadena  
2303 E. Washington Blvd.  
Pasadena, CA 91104  
(626) 798 - 0928  
Fax: (626) 798 - 5452

**UTP Officers:**

Bethel Lira, President  
Jeff Leming, Vice President  
Monica Villegas, Secretary  
J. Manuel Carcido, Treasurer

**Area Directors:**

Tia Acosta, Area 1 Child Dev.  
David Berk, Area 2 Elem. I  
John Lira, Area 3 Elem. II  
Darius Hines, Area 5 Middle Schools  
Carol Locke, Area 6 High Schools

**P.U.S.D. Board Members:**

Renata Cooper: rcooper@pusd.us  
Bob Harrison: bharrison@pusd.us  
Ed Honowitz: ed@edhonowitz.com  
Ramon Miramontes: ramonm@maciso.org  
Scott Phelps: sphelps@alumni.caltech.edu  
Elizabeth Pomeroy: ewpomeroy@sbcglobal.net  
Tom Selinske: tselinske@pusd.us

**Frequently Requested**

**P.U.S.D. Numbers:**

P.U.S.D. Ed Center (626) 396-3600

- Cert. Personnel ext. 88380
- Health & Benefits ext. 88383
- Substitute Line ext. 88382
- Payroll ext. 88360

**Frequently Requested Numbers:**

CAL STRS (800) 228 - 5453  
CTA Group Life and Disability Insurance (800) 522 - 0406  
CTA Auto and Home Insurance Program (800) 800 - 9410

**Union Code of Conduct:**

- I will not criticize any union member except to the individual directly.
- If any member is being criticized in my presence, I will confront the criticism and ask that it stop.
- I will not participate in any conversations with management that criticizes or negatively speculates about any union member.
- I will settle my differences with members within my union.
- I will engage in debate, offer others every opportunity for debate, and respect minority viewpoints. I will, however, observe and support the majority mandate of my union.

## President's Message Continued

administration or close low enrollment schools? For anyone who might have thought that we should have taken a pay cut last year to save jobs, the reality is that the District must make reductions during years of declining enrollment. Had we thrown up the white flag so quickly, (i.e. taking pay cuts) nothing would be different this year other than our take home pay.

Over the past ten years, the District has not really dealt with its declining enrollment, other than the one year it closed four schools. Now that the State's budget for public education is in crisis, combined with the District's continued loss of students, the District is expecting UTP members to be first in line to resolve its questionable budget problems when the District administration has not planned appropriately for years. For example, we have not seen the District put a hiring freeze on administration into action. We all complained that the Administration was top-heavy under Dr. Clark, but what has actually changed with Superintendent Diaz? There are just as many administrators now as there were two years ago, and they make higher salaries. There has been years of discussion about leasing the Ed Center as it's in a prime retail location, but no action has resulted. There are some small schools that should have been consolidated last year, per Board discussion, but this too did not happen. The District has bought into new programs such as Data Director and Aeries. Consultant and attorney fees are high, and the Board just last week discussed spending \$30,000 to have an outside planning consultant hold community meetings regarding the District's priorities and academic achievements and to tell us what a PUSD graduate should look like. We're apparently in such dire straits, yet the District spends money on things that have little to no impact on the daily instruction in our classrooms. In addition, we have heard nothing about proposed cuts to administration. Will administrators, beginning with the Superintendent who earns an annual salary of \$245,000.00 plus benefits and perks, be asked to take a salary reduction and furlough days? I believe that if the District were to furlough days at the Ed Center, schools would still function because schools are run at the school sites, not from the Ed Center administration!

In addition to the proposed cuts to our salaries and health benefits, the District has proposed language that would have us working longer hours and would increase our workloads. You should be receiving the next Bargaining Update in a few days, which will provide you with further details. In the meantime, please plan to attend our General Membership meeting on Wednesday, November 18, 2009, at PHS from 4:00 - 5:00 p.m. for more information and to plan how we can save our salaries, our health benefits, and our working conditions. If ever there were a time for us to be united and speak with one voice, it is now! I look forward to seeing you there!

## CTA State Council, By Alvin Nash, Delegate

Every member of the CTA State Council is appointed annually to a Council committee. A Policy-Making Committee is one on which only members of CTA State Council may serve and which has its major responsibility the development of policies to be considered by the State Council for adoption. Such committees may also make such recommendations to the CTA Board of Directors for implementation of adopted policies as are appropriate to their area of responsibility. Reporting channels may be specifically prescribed as established elsewhere in the CTA Standing Rules.

Our delegates and their respective committees are:

**Manuel Carcido** (PHS) – The **Financing Public Education** Committee studies and recommends policies and procedures for consideration by the governance bodies on matters pertaining to the financing of public education in California.

**Yolanda Munoz** (Sierra Madre) – The **Curriculum and Instruction** Committee deals with matters of proposed legislation and CTA policy that affect classroom curriculum, materials, and instructional methods.

**Alvin Nash** (Rose City) – The **Professional Rights and Responsibilities** Committee studies and recommends policies and procedures for consideration by the governance bodies on matter pertaining to rights and responsibilities in employment issues, except those delegated to committees dealing with due process, retirement, and negotiations.

Each delegate shall become informed on professional and educational matters in United Teachers of Pasadena to make appropriate presentation of recommendations originating in UTP, report regularly to UTP regarding deliberations and actions of the CTA State Council, and attend and participate in the meetings and activities of CTA Service Center One Council.

## UTP is on Twitter

In order to have a strong membership, UTP members need to be informed and educated of UTP business and issues that affect them. UTP is committed to communicating with its members so that the membership receives the most current information in a timely manner. To accomplish this, we are now using Twitter to communicate association information to our members. Twitter is used by many companies, celebrities, politicians, artists, and news corporations to send out information to their customers, viewers, and followers. UTP plans to post updates whenever possible to keep membership informed about association business, both local and state.

To sign up for a Twitter account you must do so via the web at [www.twitter.com](http://www.twitter.com). Follow the online instructions for signing up and be sure to add a device (cell phone) under settings. Using the cell phone is the preferred method because it will allow you to get instant text message updates (using SMS – short message service) whenever and wherever possible. Make sure you enable device updates under UTP on the list of those you are following.

While all of us do not have access to the internet at all times, almost all of us have cell phones. We know that busy UTP members have such little time, which is why we recommend using the SMS text messaging service with Twitter. Set it up once, and you'll never have to go on to the web to retrieve UTP updates – they'll all be sent directly to your cell phone. You can turn on or off the updates or remove yourself at any time. Please note that if you do not use a device (cell phone) you will have to log in to your Twitter account periodically to check for UTP updates.

In order for us to add you, please sign up with your name so that way we can verify UTP membership. You can also send an email to [utpmarcela@yahoo.com](mailto:utpmarcela@yahoo.com) and we will send you an invitation to sign up. Our Official Twitter Website can be found at <http://twitter.com/utofp> **Happy Tweeting!**

## UTP Welcomes New Members!

### Hodges

Polly Lopez-Silva

### Pasadena High School

Michael McFarland

### Webster

Jiyun Kim

### Norma Coombs

Rosamund Carr

### San Rafael

Julie Silk

## We Want to Hear From You!

The UTP Voice could use some member input. We want to hear from you about your newsletter and how you think we could improve it. We are interested in creating a classified section for our unit members that have something to sell, so contact the office if you would like to contribute.

Also, we would like a section for teachers to share their expertise. Send your teaching tips to [utpmarcela@yahoo.com](mailto:utpmarcela@yahoo.com) for publication.

## Are You a UTP/CTA/NEA Member?

**REMEMBER** – An automatic deduction on your paycheck **DOES NOT** mean you are a UTP/CTA/NEA member; **you must sign the membership form**. Call the UTP office at 626-798-0928 to verify your membership or to obtain an enrollment form.

**NOTE** – In the event of any adverse action affecting your employment status with the District (e.g., dismissal, child abuse, non-renewal, civil or criminal charges) you will not have access to a CTA attorney or be represented by the Association in legal matters other than contract violations if you are not a member.

## Know Your Contract

### Article IX, Leaves:

#### Jury Duty

Effective July 1, 2004, up to five (5) days per year of paid jury duty leave shall be granted to unit members; required jury duty absence beyond the five (5) days shall be deducted from Personal Necessity Leave (See Section 9.4)

### Article XI, Safety:

- 11.4 A teacher may suspend any pupil from class, for any of the acts enumerated in Education Code Section 48900 for the day of the suspension and the day following.
- 11.4.1 The teacher shall immediately report the suspension to the principal of the school or designee, and send the pupil to the principal or designee for appropriate action.
- 11.4.2 As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension.
- 11.4.3 Whenever practicable, a school counselor or school psychologist shall attend the conference. A school administrator shall attend the conference if the teacher or the parent or guardian so requests.
- 11.4.4 The pupil shall not be returned to the class from which he/she was suspended, during the period of suspension, without the concurrence of the teacher of the class and the principal or designee.
- 11.5 At a school site, an Association Representative shall meet on a regular basis with a site administrator to review the implementation of the District's student discipline policy. The Association Representative shall be selected by the site administrator from within a list, provided annually by the Association, of five unit members from the site.
- 11.6 At a school site, an Association Representative (or his/her designee) shall meet on a regular basis with a site administrator regarding matters of classroom/campus safety and cleanliness. Items not resolved at the site level shall be placed on the agenda(s) of the standing meetings of the Association President and the Director of Certificated and Classified Personnel Services for resolution/disposition.

### Article XIV, Salary and Salary Schedule Rules and Regulations: Salary Reclassification

14.7.3 Unit members requesting reclassification from one class to another may file such requests at anytime on the appropriate form with supporting documents attached with Certificated Personnel Office. The form shall not be changed by the District without prior consultation with the Association. The effective date for the retroactive pay for reclassification is the date of filing the form with supporting documents. Supporting documents verifying the completed units that are to apply towards the reclassification can be official notices in the form of a grade card or letter from the college, university or institution. Such temporary verifications which indicate satisfactory completion of the course(s) shall be sufficient evidence to meet the above requirements. Payment for reclassification shall occur within three (3) months or within three (3) pay periods, whichever is longer, after the employee files official transcripts for the increase. If the salary increase is not paid within three (3) months or three (3) pay periods, whichever is longer, the district is required to pay the unit member interest in accordance with statutory requirements. The burden of proof of units taken shall lie with the unit member. Any error in classification shall be corrected as soon as the error is verified.

## SAVE THE DATE: UTP WINTER HOLIDAY PARTY!

Join the fun and celebration of membership in the union. It will be a great opportunity to get to know other members within our great organization.

Location: UTP Office  
2303 E. Washington Blvd  
Pasadena, CA 91104  
Date: December 9, 2009  
Time: 4:00 p.m. - 7:00 p.m.

Food and refreshments will be served. RSVP today by calling or emailing Marcela at [utpmarcela@yahoo.com](mailto:utpmarcela@yahoo.com)

## 2010 CTA Scholarship for Members and for Dependent Children

CTA is pleased to announce that applications are now being accepted for the 2010 CTA Scholarship for Members and for Dependent Children.

- Up to five \$3,000.00 scholarships will be awarded to members who are entering an accredited school of higher learning.
- Up to thirty-five \$5,000.00 scholarships will be awarded to dependent children who are entering an accredited school of higher learning.
- One \$5,000.00 scholarship will be awarded to a dependent child attending continuation high school/alternative education program who is entering an accredited school of higher learning.

## CTA César E. Chávez Memorial Education Awards Program

CTA is pleased to announce the 2010 CTA César E. Chávez Memorial Education Awards Program—Individual and Group Projects. This program is designed to provide recognition for students and teachers who demonstrate an understanding of the vision and guiding principles by which César E. Chávez lived his life. The Awards Program honors the memory of this great man and ensures that the spirit of his work continues in our classrooms. The top prize winners will be recognized and receive \$1,000.00. For more information visit the CTA website at <https://www.cta.org/mycta/profession/scholarships/cesarchavez> All applications and projects must be postmarked by **January 8, 2010**.

## Interested in Retiring?

Attend a Pre-Retirement Workshop. This is a popular workshop that fills up quickly. Reservations are mandatory.

Date: Thursday, January 14, 2010  
Time: 3:30—5:00 p.m.  
Location: CTA Monrovia RRC  
1333 Mayflower Ave., Ste 150  
Monrovia, CA 91016

RSVP to Joan Singleton at [jsingleton@cta.org](mailto:jsingleton@cta.org) or 909-476-2367

## PEF FIELD TRIP FUND

With a grant from a generous donor, the Pasadena Education Foundation is able to award approximately \$50,000 to fund field trips for students throughout the year. To apply, download the Field Trip form application that can be found on the PEF website at [www.pasedfoundation.org](http://www.pasedfoundation.org), or you may visit the PEF office to pick up an application in person. Applications are accepted year round.

## SUPPORT THE PASADENA EDUCATIONAL FOUNDATION

### Take a Chance on a 2010 Prius

Proceeds will go to PEF for the benefit of students and teachers of the PUSD  
Made possible by Bob Smith Toyota

\$25.00 a ticket - Only 2,000 tickets will be sold!  
Drawing on December 4<sup>th</sup> 2009  
*Winner need not be present*

**RETURN THIS PORTION TO: PEF, 351 S. Hudson Ave., Room 214, Pasadena, CA 91109 or Fax to: 577-6733**

Yes, I would like to purchase \_\_\_\_\_ raffle tickets @ \$25.00 per ticket for a chance at a 2010 Prius for a total of \$ \_\_\_\_\_. Enclosed is a check or credit card information.

Name \_\_\_\_\_

Address \_\_\_\_\_

City /State/Zip \_\_\_\_\_

Telephone \_\_\_\_\_

Please charge: \_\_\_\_\_ exp \_\_\_\_\_

*Please credit the PUSD school below so it can win a prize for helping to sell the most raffle tickets*

NAME OF SCHOOL: \_\_\_\_\_

### **Please make checks payable to Pasadena Educational Foundation**

If fewer than 1,000 tickets are sold, 50 % share of net raffle proceeds will be the prize.

Raffle tickets will be mailed to the address on this form.

You may buy as many tickets as you wish. Purchases received after our goal is met will be returned to buyer.

All Sales are Final. No payments will be refunded. You must be 18 or older to participate.

**All taxes are the responsibility of the winner.**

## What to Do in an Employment Related Emergency

It is extremely important that in the event of any adverse action affecting your employment status that you immediately contact the UTP office at 626-798-0928. Examples of adverse actions are: notification of dismissal, suspension, child abuse, non-renewal, transfer, civil or criminal charges, or any contract violation.

**Assert your rights** if an administrator wants to meet with you concerning any adverse action, the appropriate response for you to say is: "I am a UTP member and I am claiming my right to union representation for this meeting."

Until you are able to contact the UTP office:

**Do Not** admit anything; sign anything; make any verbal or written statement; resign or be insubordinate. Do not speak to your colleagues, principal, administration, parents, or the police about the incident.

**Do** remain calm and courteous. Immediately upon receiving notice of any adverse action, contact United Teachers of Pasadena at 626-798-0928. Keep copies of all papers relating to the situation.

**You have the right to** halt any meeting already in progress if it becomes disciplinary, and to reschedule when representation is available. Have the meeting at a time and date that is convenient for you and your union representative.

*"It is a greater work to educate a child . . . than to rule a state."*

— William Channing (1780—1842)

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Teachers, Staff, Employees**

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