



# VEA Voice

*Educating Vallejo's Future!*

January, 2015

Wow! We are already half way through the school year!

So far, 2015 is off to a very interesting start. After a very public and, at times, extremely contentious School Board appointment process, we have a new Trustee, Ruscal Cayangyang. Ruscal and newly elected School Board Trustee, Burky Worel, are certain to bring fresh insight and new blood to VCUSD. Ruscal has stated that he will be holding office hours, so if you have any concerns, this might be a great venue to let a member of the School Board know.

I'm pleased to announce that The Napa Teacher Resource Center has been working to open a satellite location in Vallejo. The District has offered the Teacher Resource Center space at Vallejo High School, 9<sup>th</sup> Grade Academy. Look for upcoming information on the grand opening.

Everyone should receive the 1.5% pay restoration, retro, and any additional increases due to the compression of the salary schedule on January's paycheck. The steps on the salary schedule have been re-numbered and don't necessarily correspond with the number of years teaching. For those who were on steps 16-23, you will need to check the new salary schedule to see what step you are currently on. With all the changes, this was a complex programming challenge for HR and Payroll. Since this change in our salary schedule wasn't just a simple straight across-the-board percentage increase, changes had to be individually entered. If you find a mistake, please notify Payroll. Remember these mistakes were accidents and not done intentionally.

Teaching is not easy, and working in Vallejo brings its own unique challenges. Thank you for all you do.

Sheila Gradwohl  
VEA President

VALLEJO CITY UNIFIED SCHOOL DISTRICT  
 CERTIFICATED EMPLOYEE SALARY SCHEDULE  
 2014-2015

	1A without cred	1B with cred	2A without cred	2B with cred	3A without cred	3B with cred	4A without cred	4B with cred	5A without cred	5B with cred	6A without cred	6B with cred
1	39,259	41,475	39,343	41,590	39,462	41,704	39,561	41,819	40,542	41,935	42,141	42,232
2	39,343	41,590	39,462	41,704	39,561	41,819	40,863	41,935	42,463	42,533	44,060	44,060
3	39,462	41,704	39,583	41,819	41,182	41,935	42,782	42,827	44,381	44,381	45,977	45,977
4	39,561	41,819	41,502	41,935	43,101	43,117	44,700	44,700	46,300	46,300	47,896	47,896
5	40,221	41,935	43,420	43,420	45,020	45,020	46,617	46,617	48,218	48,218	49,816	49,816
6	42,141	43,835	45,341	45,341	46,939	46,939	48,538	48,538	50,137	50,137	51,735	51,735
7	44,060	44,060	47,257	47,257	48,856	48,856	50,457	50,457	52,055	52,055	53,653	53,653
8	45,977	45,977	49,177	49,177	50,775	50,775	52,376	52,376	53,973	53,973	55,571	55,571
9			51,096	51,096	52,691	52,691	54,295	54,295	55,892	55,892	57,490	57,490
10					54,609	54,609	56,209	56,209	57,812	57,812	59,409	59,409
11							58,130	58,130	59,729	59,729	61,327	61,327
12									61,647	61,647	63,248	63,248
13											65,166	65,166
14											67,082	67,082
15											69,002	69,002
16											70,920	70,920
17											72,839	72,839
18											74,756	74,756

Certificated employees with a Master's Degree or a Second REQUIRED Credential will receive an additional \$1,070.00 annually.

An additional \$1,070.00 will be paid annually for a Doctorate Degree.

	Bachelor's Degree	Additional Units	ADDITIONAL UNIT CATEGORIES	
			College/University Upper Division (Min.)	Dist. Professional Growth (MAX)
Column 1	YES			
Column 2	YES	15	5	10
Column 3	YES	30	10	20
Column 4	YES	45	15	30
Column 5	YES	60	20	40
Column 6	YES	75	25	50

SCHEDULE A

Current VCUSD Employees

The chart below shows the salary placements based on the new salary schedule.

Old Sched.	Step	New Step
14-15	14	14
14-15	15	15
16-17	16	15
16-17	17	16
18-19	18	16
18-19	19	17
20-22	20	17
20-22	21	18
20-22	22	18
23	23	18

1.5% ACCROSS THE BOARD INCREASE RETRO TO 7/01/2014  
 (Salary Schedule CCERT)

# TAX FAIRNESS AND ECONOMIC JUSTICE

**The California Teachers Association exists to protect and promote the well-being of its members; to improve the conditions of teaching and learning; to advance the cause of free, universal, and quality public education; to ensure that the human dignity and civil rights of all children and youth are protected; and to secure a more just, equitable, and democratic society.**

CTA members and others worked hard to pass proposition 30 in 2012, to stem the cuts to public education in California and begin augmenting funding to improve our schools. Proposition 30 was only a short-term Band-Aid and it will require additional changes to our tax system and California's economy to reach our long-term goal of per-pupil funding in the top quartile of the fifty states.

Our first step in achieving our school funding goal requires considerable member-to-member education in the areas of school funding, tax fairness, wealth and income inequality, economics, attacks to unions and public education. To that end, CTA has developed a Tax Fairness and Economic Justice (TFEJ) Presentation Cadre.

CTA is also in the process of implementing the Long Term Strategic Plan. The TFEJ Program is intended to address many of the strategic focus area embodied in this plan. In particular, TFEJ Cadre members receive training and provide presentations on issues related to advocacy on education reform, which include advocating for students and educational policy, transforming the profession, organizing members to address common priorities, and social and economic justice. In addition, this Program is part of the CTA effort to build an organizing culture by supporting educator members through training, materials, and leadership opportunities to become empowered to motivate others around these long-term issues. In time, as the TFEJ Program expands, we will move our efforts to community engagement and local coalition building around our united agenda to support public education and our democracy.

The immediate objective is for the TFEJ Cadre to deliver mini-presentations on tax fairness, economic justice, school funding and related issues, to Service Center Councils, local chapter Representative councils, Executive Boards and eventually to external organizations. The long-term objective is to educate as many members and the public as possible on these issues to move public opinion in the direction of greater tax fairness so CTA and the education community will be in a politically favorable position to increase school funding in the coming years.

**If you are interested in becoming a TFEJ Presentation Cadre member, consider attending the TFEJ track at the 2015 CTA Summer Institute by completing an application which will be available this winter.**

**"Taxes are the price we pay for living in a civilized society."  
- Oliver Wendell Holmes, former US Supreme Court Justice**

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California has long relied on mostly short-term solutions to our budget problems, which has done us no long-term favors. The health of California's public schools depends on stable tax revenues. It is time to demand action to restore fairness to the system and make sure everyone is paying their fair share.

The bottom 20% of wage earners in California pay 11% of their income in taxes, while the top 1% of wage earners only pays 7.8%. Corporate income grew over 400% from 2001–2008 compared to 28% for personal income. And additional tax loopholes were provided to big corporations in the 2008 and 2009 budgets, worth \$2 billion annually.

The cost of funding state services has shifted from corporate to personal income tax payers. When Proposition 13 was passed, responsibility for funding public schools shifted from the taxpayer to the state. Now the state is in financial crisis and cannot foot the bill. We must reevaluate how we are funding our government and make it fair and equitable. The fact of the matter is California is a moderate tax state, ranking 15th in taxes and fees compared to other states, even though we have the 8th largest economy in the world.

Investing in public education (dollar for dollar) grows the economy more than tax cuts and corporate subsidies. Dishearteningly California currently ranks 49th in per-pupil spending. Our goal is simply to have the adequate amount of per-pupil funding needed to provide all students the opportunity for a quality public education.

<b>California's Schools Fall Behind Other States</b>			
<b>2011-12 (Unless Noted)</b>	<b>CA Rank</b>	<b>California</b>	<b>Rest of U.S.</b>
K-2 Per Pupil Spending	50	\$8,341	\$11,864
K-12 Spending as a Percentage of Personal Income	45	3.62%	4.19%
Number of K-12 Pupils Per Teacher (ADA)	51	25.3	15.4
Number of K-12 Pupils Per Administrator (2009-10)	46	301	203
Number of K-12 Pupils Per Guidance Counselor (2009-10)	49	810	433
Number of K-12 Pupils Per Librarian (2009-10)	50	5,489	839

After input from CTA members and staff, CTA's Strategic Planning Group (SPG) has identified eight areas upon which to focus and build a strategic plan to lead CTA for the next five years. The areas build upon CTA's Mission Statement: The California Teachers Association exists to protect and promote the well-being of its members; to improve the conditions of teaching and learning; to advance the cause of free, universal, and quality public education; to ensure that the human dignity and civil rights of all children and youth are protected; and to secure a more just, equitable, and democratic society. The SPG believes the mission of CTA is carried out by building a strong union on the foundation of educators who are active and engaged in local schools, strong local chapters and in their communities. SPG members are now working on establishing goals in each focus area. This work is ongoing. Below is a definition of each focus area and its preliminary goals. Committee members will continue to further define goals and specific tasks necessary to reach those goals over the next few months.

## Quality Public Education and Our Profession

### Advocacy on Education Reform

Changing the education reform discourse to being proactive and student-centered on education policy issues:

- Develop a student-centered, pro-active agenda for public education that advances CTA's mission.
- Use advocacy to build power with parents, the community and elected officials.
- Use advocacy to engage and build capacity with CTA members.

### Transforming our Profession

Transforming our profession for teachers and other educators by supporting the highest standards of quality in student-centered education:

- Build the capacity of educators to collectively drive the education profession.
- Promote a whole student, strength-based public education system.
- Establish and facilitate networks to develop professional capital within CTA to help educators drive their profession and do their work with students.

## Building a Strong Union

### Building an Organizing Culture

Building an organizing culture that engages CTA members at every level of our union:

- Local chapters will create/maintain an organizing team that develops a local organizing plan; will be trained on organizing principles and practices; and will affiliate with the central labor council in their area.
- CTA will create regional structures and systems for training, collaboration, and coalition building that support the organizing culture.
- CTA will establish a state entity to oversee, monitor, and support the building of an organizing culture at all levels of the association.
- CTA leaders and staff will participate in trainings on organizing principles and practices.

- State Council activities will reflect an organizing culture.

## Community Engagement and Coalition Building

Building effective and authentic partnerships with parents, other unions and community organizations:

- Create Community Engagement Teams in local chapters to help:
  - Build better communities
  - Establish strategic partnerships and build power
  - Show CTA and educators as positive contributing members of the community
  - Advance free, universal and quality public education for all kids
  - Be seen as a communication source for expertise on education issues.
- Raise the awareness of CTA members and leaders about the need to establish Community Engagement Teams.
- Build upon previous CTA community outreach work to develop a program to create the local Community Engagement Teams.
- Support local Community Engagement Teams through appropriate CTA structures.

## Leadership and Leadership Development

Supporting the recruitment, retention and development of effective, responsible and accountable leaders at every level of our union:

- Communicate the current leadership structures, as well the roles and responsibilities of elected leaders at all levels of CTA.
- Examine and evaluate all existing emerging leadership development and training programs.
- Create new pathways and mechanisms to identify, recruit, and retain leaders at all levels of CTA.
- Expand support structures and recognitions for CTA and local leaders by increasing opportunities for mentoring and networking. These opportunities should take into account all areas of diversity.
- Implement programs and policies that would eliminate impediments to leadership.
- Increase the representation of under-represented groups in CTA leadership at all levels by 10%.

## Organizing Unrepresented Education Workers

Engaging in new-member organizing, including charter school workers, Education Support Professionals and college faculty, to advance our goal of quality education for all:

- Demonstrate and increase awareness on how organizing unrepresented workers benefits CTA and the future of public education.
- Educate, organize and get support from CTA members, leaders and staff on the importance of organizing unrepresented education workers.
- Identify unrepresented units of education workers.
- Develop and implement a plan to organize unrepresented educators.

## Social Justice, Equity and Diversity

Standing up for social justice, equity and diversity inside our organization and in the greater community:

- Actualize this definition of Social Justice: *Social Justice encompasses educational, economic, and political, arenas. Social Justice is a commitment to equity and fairness in treatment and access to opportunities and resources for everyone, recognizing that all is not equal. Social Justice means that we work actively to eradicate structural and institutional racism, sexism, classism, linguicism, ableism, ageism, heterosexism,*

*religious bias and xenophobia. Social Justice means that we as educators are responsible for the collective good of society, not simply our own individual interests.*

- Identify current programs within CTA that address social justice, diversity, and equity and assess their relevance and currency.
- Promote and improve educational equity for historically underrepresented groups of students (HUGS).
- Develop programs that recruit, support, and retain historically underrepresented groups into the education workforce and CTA staff.

## Structure and Governance

Align all CTA structures with the strategic plan and assure effective representational democracy in CTA:

- Align governance and organizational structures to most effectively support the strategic plan.
- Align staffing and management structures to most effectively support the strategic plan.
- Align the CTA budget to most effectively support the strategic plan.
- Make ongoing adjustments to the CTA Strategic Plan to remain relevant in an ever changing environment.

Want to attend a **FREE Educators Conference??**

April 17-18, 2015 – The Sheraton Hotel, Petaluma

Redwood Service Council is excited to offer this dynamic conference for all CTA members in the Northern California area! This will be a great opportunity to learn and network with colleagues. Trainings have been selected for the diverse needs of our members. There is something for everyone!

Common Core

LCFF and LCAP

GLBT ISSUES

**Ethnic Minority leadership Development**

CALSTRS

**Education Support Professional Leadership**

**Special Guest Speaker: CTA President DEAN VOGEL**

Registration Deposit: \$60 which includes workshops, Double Occupancy Room and Meals.

**When you attend the conference, your deposit will be returned to you.** If you do not attend or do not cancel before the March 6, 2015 registration deadline, you will lose your deposit.

For questions or registering, email [rsc@cta.org](mailto:rsc@cta.org) OR call 415-479-6616!

## **Submit Your Teacher Nomination for the 2015 All-Star Teacher Award The Winner Will Receive \$20,000 for His/Her School!**

Do you know a teacher deserving of the **2015 Comcast SportsNet All-Star Teacher Award**?

Presented by CTA-endorsed credit union, Provident Credit Union, and Comcast SportsNet, the award recognizes Northern California teachers at the middle- and high-school levels. They are looking for teachers who go above and beyond in their dedication to their students and who make a difference in their communities.

Nominations are being accepted through February 5th for this year's award, so don't delay. Nomination forms have been distributed to hundreds of schools. The form can also be accessed as a PDF and is available at your Provident community branch. An online form can also be filled out and submitted at [info@csnbayarea.com](mailto:info@csnbayarea.com) as well.

Join Provident in celebrating our extraordinary teachers – submit your nomination today! To learn more about Provident Credit Union's services for CTA members, go to [www.CTAMemberBenefits.org/Provident](http://www.CTAMemberBenefits.org/Provident) or call 1-800-632-4600.

### **Family status change recently? You may have Disability and Life Insurance enrollment opportunities with The Standard**

Remember that within 31 days of a family status change, you can add Disability Insurance and/or increase Life Insurance coverage up to \$200,000. Family status changes include: birth/adoption, marriage/domestic partnership, loss of spousal employment, and other qualifying events. For more information about this enrollment opportunity, or to file a claim, visit [www.CTAMemberBenefits.org/thestandard](http://www.CTAMemberBenefits.org/thestandard).

### **Don't forget to reinstate your Disability Insurance after Leave of Absence**

A lot of California Teachers Association (CTA) members assume that their voluntary Disability Insurance coverage from Standard Insurance Company (The Standard) will be automatically reinstated when they return to work from an extended leave of absence. Unfortunately, that may not be the case. Because your Disability Insurance is a voluntary benefit sponsored by CTA, your district may not automatically notify The Standard that you are back at work.

The good news is reinstating your Disability Insurance with The Standard is easy. Once you know the date you will return to work, call The Standard's CTA Customer Service team at **800.522.0406**.

#### **UPCOMING EVENTS:**

**\*\*VEA REP COUNCIL, Franklin Middle School: February 12, March 12<sup>th</sup>, April 16<sup>th</sup> (4pm)**

**\*\*VEA Eboard: February 26<sup>th</sup>, March 26<sup>th</sup> and April 30<sup>th</sup>**

**\*\*100<sup>th</sup> TEACHER Work Day: Thursday, February 5, 2015**

**\*\*VCUSD SCHOOL BOARD MEETINGS: February 4<sup>th</sup> and February 18<sup>th</sup>, March 4<sup>th</sup> and March 18<sup>th</sup>, April 15<sup>th</sup> and April 22<sup>nd</sup> - 5:00 p.m. at the VCUSD Board Office.**