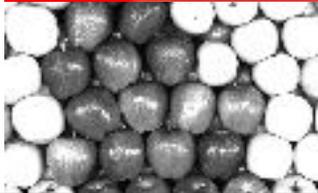


Association of Rowland Educators



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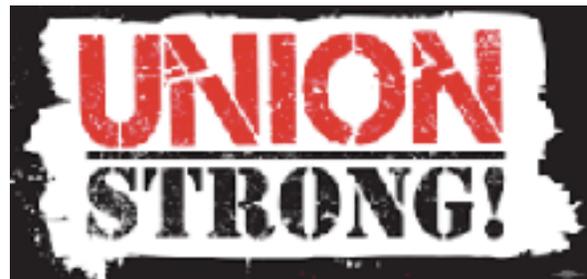
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STRS Retirement
Training

Dear ARE Union Members,

This summer, in a narrow decision, the U.S. Supreme Court turned its back on the educators, nurses, firefighters, police officers and public servants who make our communities strong and safe.

In Janus v. AFSCME, the court overturned a decision allowing the collection of fair share fees that was established more than 40 years ago. Allowing some to opt-out of



paying will make it harder for all public employees to provide the services that everyone depends on. The key word here is harder, not impossible. ARE had only one agency fee payer among our over 700 bargaining unit members. We will remain strong!

When we stand together, we have power. Power that allows us to bargain better learning and working conditions, good contracts that include pay increases, health care and retirement security. It gives us a seat at the table to negotiate for things that improve the educational opportunities of our students, like additional resources, smaller class sizes, more nurses and counselors to keep students healthy and supported.

If we allow this decision to weaken our union, our ability to bargain better pay and benefits, support for new educators and necessary services for our most at-risk youth goes away. That's why it's more important than ever for us to keep our union strong.

So, while the court made it more difficult for us to do our jobs, we are a resourceful group. We will continue to do what it takes to advocate for what our students need to succeed. We won't give up advocating for our students.

If you agree, take a moment to post support for our union on social media using the #WeAreCTA and #Union hashtags.

In Solidarity,
Shay Lohman
ARE President



2018-2019 ARE GOALS & PRIORITIES

Membership Engagement

Every bargaining unit member will be a member of the union.

Bargaining

We will negotiate a contract that reduces out-of-pocket cost for healthcare insurance for our members. We will strengthen contract language that improves the working conditions for all of our members, and the organizational security of our union.

Political

We will organize to elect Tony Thurmond to Superintendent of Public Instruction.

Effective Student Discipline Plans

The Association will organize to ensure that we have an effective discipline plan at all school sites. Additionally, we will lobby our state elected representatives, and CTA State Council for needed changes to the Educational Code related to student discipline.

Social Justice

Our Equity Team will work to increase the number of underrepresented students that have an interest in pursuing a career in education.

ARE Organizational Development

Potential successors to the ARE President will be recruited and trained as we prepare for a change in leadership in 2020.



In May, the ARE Representative Council voted to endorse Angelena Pride, Lynne Ebenkamp, and Cary Chen for RUSD Board of Education. We are pleased to announce that all three were re-elected to a four-year term due to a lack of a challenger. All five current RUSD Board Members are now endorsed by the Association.

In the June primary, educators from around the state came out and supported our endorsed candidates. Electing Tony Thurmond to Superintendent of Public Instruction will be CTA's top priority this fall.



Tony
Thurmond

for State Superintendent of
Public Instruction

CONTRACT CORNER

Horizontal Salary Movement Article 14.4.2 & 14.4.3

14.4.2 Bargaining Unit Members may submit official transcripts for salary schedule consideration no earlier than August 1 and **no later than October 15** annually with no limit as to the number of units that may be submitted. Upon receipt in Human Resources of the petition and official transcripts showing the required number of acceptable semester hours (units) for advancement on the salary schedule, compensation changes for such coursework shall be provided retroactive to the first day of the Bargaining Unit Member's paid status for that school year. Transcripts will not be accepted at any other time with exception to those transcripts referred to in Article 14.4.3.

14.4.3 Bargaining Unit Members who complete a graduate degree after initial salary schedule placement may submit official transcripts at any time during the year. Compensation changes for such coursework shall become effective on the first of the month following receipt of the petition and official transcripts showing the conferral of a new graduate degree and the required number of acceptable semester hours (units) in the Human Resources office.



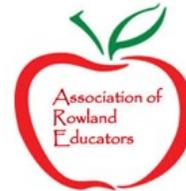
View the entire contract
www.aremembers.org

STRS Retirement Seminar

Brought to you by:

Hacienda La Puente
Teachers Association

Association of Rowland
Educators



Meeting Location

Marie Callender's
1560 Albatross Rd.
City of Industry, 91748
(In the Costco Shopping Center)

October 3, 2018

4p.m.-5:30p.m.

MEMBERS ONLY

★ Space is limited, please reserve your seat. ★

RSVP by September 24, 2018
with Monica Ibarra at
teachersunionoffice@gmail.com or call
626-912-1508

Light refreshments provided

Behind The Campaign To Get Teachers To Leave Their Union

“According to an analysis of tax filings by the website Conservative Transparency, the top contributors to the Mackinac Center specifically include the Dick and Betsy DeVos Family Foundation, and the DeVos Urban Leadership Initiative (formerly the Richard and Helen DeVos Foundation).”

By Anya Kamenetz, NPR, July 19, 2018

Rachael McRae, a fifth-grade teacher in central Illinois, was sitting on the couch the other day with her 4-month-old when she saw the email. "He was having a fussy day," she says, "so I was bouncing him in one arm, and started going through my emails on my phone, just to feel like I was getting something done." In her spam folder, she found an email from an organization called My Pay, My Say, urging her to drop her union membership.

Last month, the Supreme Court in *Janus v. AFCSME* dealt a major blow to public sector unions. The court ruled that these unions cannot collect money, known as agency fees, from nonmembers who are covered by collective bargaining agreements.

Organizations on both sides across the country sprang into action. The Mackinac Center for Public Policy, based in Michigan, is running My Pay, My Say as a national campaign. The Freedom Foundation, with headquarters in Washington state, is targeting teachers in Oregon, Washington and California with the slogan, Opt Out Today.

Other groups targeting teachers and public employees in specific states include: the Commonwealth Foundation, the Yankee Institute for Public Policy, the Center of the American Experiment, the Center for Union Facts and Americans for Prosperity.

The outreach tactics include paper mail, phone calls, emails, hotlines, Facebook ads, billboards, TV advertising and even door-to-door canvassing. Organizations are using publicly available email addresses to reach their targets, as well as purchasing mailing lists.

"The day after the decision was out," says Randi Weingarten, president of the American Federation of Teachers, groups were already "spamming our members and trying to get them to opt out."

Her union just wrapped up its national convention, vowing to redouble its commitment to organizing and member outreach, with a pledge to "celebrate the activism and be somber about the challenges ahead." For the unions, the stakes are clear: Experts told NPR the decision could lead to a huge drop in membership and revenue in the 22 states where these fees had been allowed.

The groups behind the opt-out campaign, which describe themselves as conservative, libertarian or free-market, share many donors in common, such as the State Policy Network, the Donors' Fund and DonorsTrust. Many of these groups have long opposed not only agency fees, but teachers unions in general, on the grounds that they inhibit education reforms such as vouchers and charter schools.

According to an analysis of tax filings by the website Conservative Transparency, the top contributors to the Mackinac Center specifically include the Dick and Betsy DeVos Family Foundation, and the DeVos Urban Leadership Initiative (formerly the Richard and Helen DeVos Foundation). These are the family foundations of the U.S. education secretary, Betsy DeVos, and her husband's parents. DeVos reported resigning her position on the board of directors of her family foundation as of December 2016, before her confirmation as education secretary.

Continue to “Devos” Pg. 7

“Devos” (continued from Pg. 6)

Greg McNeilly, a spokesman for DeVos in her nongovernmental capacity, says the DeVos family supports the Mackinac Center and similar organizations "because of their mainstream common commitment to freedom, the most universal civil liberty." The Mackinac Center did not return calls and emails requesting comment.

In a series of Supreme Court cases, ending with *Janus*, litigants backed by conservative groups argued that their First Amendment rights were infringed by unions' political activities. "We know there are tens of thousands of educators who chafe under the left-leaning leadership of these unions," says Jami Lund, a senior policy analyst for the Freedom Foundation. "Making sure they know they now have an option will certainly have its effect."

Lund says the pitch to teachers is practical, not political: You can save money, perhaps \$1,000 a year. "Our main promotional point is: Opt out today." Their Opt Out Today website, like My Pay, My Say, includes a sample form that people can fill out to create an opt-out letter to then send directly to their union. The group says it is also deploying 80 door-to-door canvassers. These groups are casting a wide net, even though a small percentage of people covered by union contracts currently choose to pay agency fees.

Lily Eskelsen Garcia, the president of the National Education Association, told NPR these fees were just 3 percent of about a \$370 million budget. The NEA is the nation's largest teachers union, with about 3 million members.

Lund says his organization estimates that agency fee payers amount to fewer than 2,000 teachers in Washington state, out of a workforce of more than 60,000. It makes sense. Before the *Janus* decision, teachers and other public employees had the choice of paying perhaps \$1,000 in union dues, or \$650 in agency fees (the exact amount varies from state to state, but the ratio is similar in most places). So many teachers chose to pay a little more to get the benefits of full union membership.

Now, however, those same people, who may be facing stagnating wages, have the option to pay nothing at all, while still being covered by the union bargaining contract. Lund and others are betting that they will choose to save that money.

One of the Mackinac Center emails sent to Rachael McRae in Illinois reads, in part: "The U.S. Supreme Court just ruled that all government workers — teachers, state workers, local public employees, police, firefighters and more — now have a real choice when it comes to their unions ... "Whether it's disagreements about politics, concerns about a lack of local representation, problems with union spending, or something else — you now have the right to stop paying for activities you don't support."

NPR Ed put a callout on Twitter, and we heard from McRae as well as teachers in Putnam County, N.Y., and Portland, Ore., who received a similar email and a postcard in the mail. None of the three said that they were dropping their membership. Lund says a few thousand people filled out the opt-out form on the organization's website within the first few weeks. But Weingarten, the head of the 1.7-million-member AFT, says union leaders from New York to Los Angeles are reporting that just a handful of people are actually dropping their membership so far. "What we're seeing is that members are sticking with the union and in fact getting more active and really pissed off," she says.

For her part, McRae thinks of her union as "like health insurance or car insurance ... like an extra safety net." She says that she can see some people opting out, especially if they disagree with the union on political grounds. McRae, a mother of three, says she pays union dues of \$676 per year. She earns \$38,000 as a veteran fifth-grade teacher with 10 years experience. "We don't get paid very much."

CTA/NEA Member Benefits



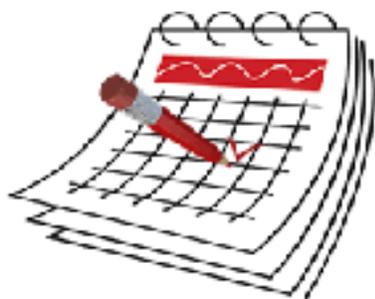
Save Money at Disneyland!

Planning a trip to Disneyland Park and Disney California Adventure Park? These neighboring Anaheim theme parks are a dream vacation for many families. Why just a dream and not reality? In part, it's because of the hefty admission fees. There are several strategies you can use — from the early planning stages through your days on-site — that will make the most of your time and money on your next visit to Disneyland.

Purchase tickets in advance from NEA to save money



www.neamb.com



Calendar of Events

September 12	3:30-5:00 PM	New Member Social (BJ's City of Industry)
September 13	3:30 PM	ARE Board of Directors
September 13	6:00 PM	RUSD Board of Education

ARE Board of Directors:

President

Shay Lohman
slohman@aremembers.org

Vice-President

John Petersen (RHS)

Secretary

Aimee Urbien (RHS)

Treasurer

Victor Rosilez (NHS)

Elementary Directors

Alicia Hernandez (Villacorta)
 George Buckmier (Northam)

High School Director

Leslie Smith (RHS)
 Miguel Espinoza (NHS)

K8 Director

Deidre Larson (Oswalt)

Bargaining Chair

Sharyn Sigler (Oswalt)

CTA State Council Reps

Shay Lohman
 Aimee Urbien

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Kelly Iwamoto
kiwamoto@cta.org