



ACE ON TASK

President's Message by Karen Houck

On Thursday, May 6th, our Uniserv partners in AEA (Alvord Educators Association) held a rally for their school board to get a fair contract settlement. They were scheduled for 178 layoffs in addition to furlough days and pay cuts. They had a fact-finding scheduled for Monday May 10th and were applying pressure to their board. They had a good turn out in thanks to some of our members who showed up to help support them. Thanks to; Debbie Cattano, Marcella Cook, LynnMary Toscano, Victoria Sexton, Rebekah Acord, Linda Placencia, Molly Green, Christina Hornbeak and Arlene Roper. Many brought family and friends to add to the Colton contingent. We were also joined by Moreno Valley and Corona-Norco teachers. We had a great time chanting and waving signs. It was a much different atmosphere than our Pre-fact-finding rallies, no guards intimidating members, no police threatening to tow vehicles and no Fire Marshall limiting access. It must have helped sway the board, because at the fact-finding on Monday,

they were able to reached a tentative agreement after a long night of negotiating. Sometime around 7am they tentatively agreed to 3 furlough days this year, 9 days the next two years AND a 2.19% cut in pay. They did get extra leave days and language that restores the cuts as soon as the money returns. Now it goes out to their membership to vote and if they approve, they are settled, but if they reject, they may go out on strike. We will be watching closely to get the word out to you if they go on strike, so we can support them in their efforts to get a settlement.

Thanks also to the many members who attended our rally at Thursday's school board to witness the board rescinding the layoff notices. For those of you who didn't stay until 9pm for the end of the meeting, the board (Mel) has asked staff (district) to bring forward the rescinding of furlough days at the next board meeting. I guess they somehow found a way to reshape their priorities. The board also approved doing a feasibility study on a parcel tax and indicated they expect CSEA and ACE to help. We will be having LOTS of conversations with our parent

groups and with our members to determine our position on this matter.

Election season is upon us and we are looking for volunteers to assist with the various local and state campaigns. We will need help with our school board candidates: Robert Armenta, Randall Cenicerros, and Roger Kowalski, County Superintendent candidate, Dr. Gary Thomas and several education friendly congressional and senate offices. Gloria Romero, (RTTT) and the extra vote needed to pass the Huff bill in the education subcommittee, is running for State Superintendent. We will be working hard on Tom Torlakson's campaign to make sure she doesn't get elected.

Lobby Day is again this year on May 25th. This is the day where chapter leaders go to Sacramento and lobby directly at the offices of our local legislators. CTA organizes the event and provides talking points. This year, Rebekah Acord will be there for ACE.

Association of Colton Educators ACE/CTA/NEA

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ACE Executive Board

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What is binding arbitration? by Marcella Cook

When a grievance is filed, attempts are made to resolve it until finally, two sides (District and ACE) select an impartial third party, known as an arbitrator; agree in advance to comply with the arbitrator's award; and then participate in a hearing at which both sides can present evidence and testimony. The arbitrator's decision is final. This is the "last step" (or last straw) in filing a grievance of a contract violation.

In December 2009, 3 teachers at Grant Elementary were informed by the arbitrator that he had ruled in their favor that the district had exceeded the limits of class size as

stated in the collective bargaining agreement. These teachers had been over their class size in the 2008-2009 school year. Ultimately, the teachers had to finish the school year with NO Compensation or reduced class size as the ruling occurred mid-way through the following year. Colton Joint Unified has decided to defy the ruling. To this date, CJUSD has refused to abide by the arbitrator's ruling, NOT compensating the teachers for the extra duty they performed and CONTINUED TO EXCEED CLASS SIZES in ELEMENTARY AND SECONDARY CLASSROOMS!! ACE has had to file 23

grievances this year in regards to Class Size (Article 9)

CJUSD's practice of NOT following binding arbitration shows teachers, parents, and the community that CJUSD does not care about students or that they have broken the law or broken the contract.

The district is saying..."So what that your classes have more students than the contract states they agreed to? We don't care!"

As an ACE member is it ok with you that the contract is still being violated since the Dec. 2009 ruling???

Together we can do so much. by Arlene Roper

I grew up in a small town called McFarland which is about 6 miles from Delano, California. Delano was one of the hubs of the United Farm Workers organizing in the 1960's and early 1970's. Although I never met Cesar Chavez, I knew people who worked and marched with him. I remember the protests, the picketing and the demonstrations. I also remember the arguing among those that didn't want the field workers to become part of a union. I remember small farm owners who were afraid the UFW would come into their homes and destroy their farms. My father was a farm worker and he wanted no part of a union. He worked 12 hours a day 7 days a week including holidays; yet, he feared what a union would bring. But, I also remember what happened after the initial protests were won and the UFW became a powerful organization. Lives of the field workers got better. Better wages and a few more benefits didn't destroy anyone but helped many in-

cluding my father who started receiving minimum wages, at least one day off a week and a paid two week vacation. He never became part of the union; but, because of the UFW, his life and therefore his family's lives became easier.

I tell this story because now I am part of a union that also benefited from the work of Cesar Chavez and the UFW. It was at least in part because of them that teachers have among other things a duty free lunch break, which we didn't always have. I also tell the story because our own NEA, CTA and ACE have collectively bargained to protect teachers and students. It is because of the people that make up our unions that we have such things as a reasonable work day that acknowledges that we take work home, benefits, class size reduction, permanent status, due process and protections from unfair accusations, etc. All of our careers would be much different if not for those that stood strongly united before us.

I find it sad when I see people try to demonize unions. I am proud of our work to represent educators in this District. I believe that we are stronger collectively than we are as individuals. I also have firsthand experience that says that when we are strong and stand up together for ourselves and our students we not only benefit ourselves individually, but other unions, Charter and private school educators, students, other districts, and even those that want no part of a union. There are many issues we will face in the coming few years. We need everyone to work to protect students and educators as possible changes and challenges confront us. Helen Keller said, "Alone we can do so little, together we can do so much!" If you want to see that statement in action, become involved in your union today!

County Report by Robert Lemoine

On April 21, the District sent out an email to all staff concerning "County issues warning about CJUSD budget." It was titled important budget update. As a colleague of mine said, "It should have been titled District Propaganda." I personally read the full 7 page County report. It was written in response to the Second Interim Budget Report that CJUSD is required to create. Here are some other quotes that the District conveniently left out:

"Based on our analysis, the data provided supports the Governing Board's Positive Certification for the District's financial condition."

In other words, the County believes CJUSD to be financially sound for this year AND the next 2 years.

"Our review of the cash flow provided by the district indicates that the District anticipates a positive cash bal-

ance at the end of each month and at the end of the fiscal year."

In other words, the County believes CJUSD has enough cash to pay the bills each month and will have surplus cash June 30, 2010.

"The District is projecting to meet minimum state reserves in all fiscal years."

In other words, the County believes CJUSD has enough money to meet their legal obligations for 3 years.

"Enrollment for 2009-2010 school year is 23,090. 2010-2011 projected enrollment is 23,606."

In other words, the County believes CJUSD will be 354 less students this year. So, the District had to RIF 154 teachers, 32 temporary teachers, 1 non-reelect, and let 40 teachers retire. It is no wonder the

School Board directed the District to cancel the RIF hearing. (Kudos for the School Board on this one).

So, they have enough money for 3 years, they have cash, and they will meet their legal financial requirements. But, according to District officials, CJUSD is in financial crisis. I go back to my colleagues words:

"District propaganda."

Here are some quick Math CST (Colton's State of the Treasury) facts from the Second Interim Report submitted to the County on April 23, 2010:

20+ million in General fund 01

3+ million in fund 17

5+ million in fund 40

16+ million in fund 67

What can I do? Pay it forward. by Bernadette Pedroza

Now that the RIF notices have been rescinded and many teachers can breathe a sigh of relief, RIF'd teachers are expressing thanks to the Association for all of our hard work in standing strong and firm to protect teacher jobs and pay. One way you can show your appreciation for the work that our Association has done is by "paying it forward" and becoming involved!! ACE is always looking for new people to emerge as leaders, Site Reps, Committee Chairpersons, etc. Getting involved and helping out is the best way to show your appreciation for all of the hard work that our current Association Leadership has done and is continuing to do right now.

It was not so long ago, when many of our current Association leadership members were new teachers. We were the "low man on the totem pole". We need new teachers to continue to carry the torch and protect our profession and our rights. The battles are not over - they won't be for a very long time. Crisis will always be there, whether it is layoffs, furloughs, contract negotiations, grievances, teacher discipline, evaluations, state laws, etc.

It is not an easy job, but nothing worth fighting for is ever easy. So, as you rejoice and plan for next school year, please take some time and become more involved in ACE. **YOU** are ACE.. **WE** are ACE. **WE ARE IN THIS TOGETHER!!**

Open Enrollment

MAY 1—JUNE 15

MAKE ANY CHANGES TO YOUR HEALTH BENEFITS AND PAY

ACE Calendar June 2010

Special Events

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

June 7: Last Rep Council Mtg. of 2009-2010

June 15: Last day for students

June 16: Last day for teachers

June 17: Enjoy your summer vacation.

July 27: Elementary teachers report for duty

August 3: Secondary teachers report for duty

Budget Meeting

On April 27th, ACE, CSEA, District, and School Board members met to discuss budget issues. It was apparent that the one vital group missing was parents. Preliminary discussion centered on each group creating a list or diagram of priorities and values for the important items for that particular stakeholder. ACE is hoping that more open communication and true honesty will help relationships now and in the future.

Member Benefits

Your membership in CTA entitles you to a number of additional benefits. TSA, a subsidiary of First Financial Credit Union, offers discounted tickets to a variety of savings for Disneyland, Knott's Berry Farm, Legoland, Medieval Times Dinner and Tournament, Pirates Dinner Adventure, Movie Tickets (AMC Cinemas, Regal, Edwards, United Artist and Pacific Theaters), SeaWorld, Universal Studios Hollywood, San Diego Wild Animal Park and San Diego Zoo. Also available are See's Candy Gift Certificates. For a complete list of availability, prices, and service charges, call (800) 537-8491 or visit their website at www.tsaspecialservices.com

CONGRATULATIONS TO OUR RETIREES!

Thank you for all your years and decades of service to our Association of Colton Educators. Thank you all for your years and decades of dedicated service to the students of CJUSD.

We hope to see you at the retirement banquet this Friday, May 21st so we can honor you.

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