Amplifying Our Voice: Leading Boldly for Our Students, Our Professions, and Our Union

Fresno Teachers Association: Creating an Organizing Culture and Winning Big at the Bargaining Table
Louis Jamerson and Manuel Bonilla, Fresno Teachers Association
Marcy Magid, National Education Association
COMPETENCY: ADVOCACY

• Leadership Competency Progression Levels:
  - Level 1: Foundational and Level 2: Mobilizing & Power Building

• Leadership Competency Themes
  - Utilizes best practices in advocacy and political efforts
  - Engages and builds mutually beneficial relationships to advance advocacy and political goals
  - Interprets and acts on social and racial justice initiatives
  - Leads public education reform
  - Acts as political advocates
NEA Strategic Goals and NEA Organizational Priorities

• NEA Strategic Goal
  -Advancing opportunities that will identify, organize, and engage new and early career educators; amplify the voices of all educators, support our members’ professional growth, and promote social justice for our students, communities and our nation;
  -Securing a pro-public education environment for students, educators, and families; and
  -Building the capacity of the local to ensure the success of public education.

• NEA Organizational Priorities
  -Early Career Educator
  -Racial Justice in Education
  -My School, My Voice
Student-Centered Advocacy

• Taking charge and implementing educator-led solutions that work for students.
• Voicing the needs of parents, communities, and students to create great public schools for every student.
• Using approaches tailored to each community to assure fairness and opportunity for every student.
• Advocating for schools students deserve.
Purpose of CBMA’s Student-Centered Advocacy Grants

• Enable affiliates to design and implement student-centered initiatives through collective bargaining or other forms of advocacy.
• Assist affiliates with their student-centered contract campaigns.
• Help affiliates create new programs, or refine existing practices.
• Demonstrate a commitment to improving learning conditions that are sustainable beyond the term of the grant.
Student-Centered Advocacy Attributes

• Commit to student-centered advocacy
• Engage members and community
• Collaborate with stakeholders
• Communicate and be transparent
• Big bargaining (open to public, include community, bargaining for the common good)
Purpose Frame

FTA Purpose: Transform Public Education

Stand with Students and Community

Bargaining

School Board Trustees
Stand With Students- March 2015 FHS, SHS
Stand With Students - March 2015 EHS, MHS
Stand With Students - March 2015 BHS, HHS
Stand With Students - November 2015
SWS Fresno High Region - Feb 2016
Sunnyside High Region - Feb 2016
Roosevelt High Region - Feb 2016
9/29/2016 Bargaining
Bargaining 9/29/16 Schools/Depts Represented

- Addams
- Addicott
- Anthony
- ATP
- Ayer
- Aynesworth
- Balderas
- Birney
- Bullard Talent
- Bullard HS
- Burroughs
- Cambridge
- Centennial
- Computech
- Duncan HS
- Easterby
- Edison HS
- Ericson
- FAS
- Figarden
- Forkner
- Fort Miller
- Fresno HS
- Gaston
- Gibson
- Greenberg
- Hamilton
- Homan
- Hoover HS
- Jackson
- Kirk
- Kratt
- Lawless
- Malloch
- Manchester
- McCardle
- McLane HS
- Norseman
- Phoenix
- Powers
- Pyle
- RATA
- Roosevelt HS
- Rowell
- Scandinavian
- Sequoia
- Starr
- Storey
- Sunnyside HS
- Sunset
- Tehipite
- Tenaya
- Terronez
- Tioga
- Vang Pao
- Viking
- Vinland
- Webster
- Winchell
- Wishon
- Wolters

60% of total sites

- Bldg Trades
- Health Serv
- SLPs
To Superintendent Hanson and the FUSD Board of Trustees:
We hope to work with you on:

- **Lower Class Sizes For Our Students**: 87% of our students are low-income, which gives teachers more time to provide one-on-one instruction. Studies show that small class sizes benefit English learners – and allow for more communication between teachers and students.

- **Wages and Benefits That Will Recruit and Retain the Best Educators**: Teachers have suffered. We believe Fresno Unified should be the employer of choice for students.

- **Full-Time Social & Emotional Supports for Students**: We want ALL schools to have a full-time social worker. Most schools only have one of these professionals one to two days a week.

- **Preparing Students for the 21st Century**: To prepare students for college, they need to have knowledge in writing, math, and arts and science. But today's also need computer/technology skills.

- **Safe Learning & Teaching Environments**: Students need to be taught in safe environments. We also need a system of discipline and restorative justice that works and gives teachers planning time and buy-in for teachers.

**Teaching all students**: The chances of a child’s success should not depend on their surroundings within the system and continue to support additional resources to those students. The District has drastically reduced teachers out of their classes, and away from students. Teachers want less
Banners Turned In

- Addams
- Anthony
- Ahwahnee MS
- Ayer
- Aynesworth
- Bakman
- Balderas
- Birney
- Burroughs
- Calwa
- Computech MS
- Ericson
- Figarden
- Forkner
- Fremont
- Fresno Adult (FAS)
- Gaston MS
- Gibson
- Hamilton
- Heaton
- Hidalgo
- Homan
- Holland
- Jefferson
- Kings Canyon MS
- Kirk
- Kratt
- Leavenworth
- Mayfair
- McCardle
- Muir
- Norseman
- Olmos
- Phoenix Elem
- Powers-Ginsburg
- Pyle
- RATA
- Robinson
- Roeding
- Rowell
- Slater
- Storey
- Sunnyside HS
- Tenaya
- Tioga MS
- Turner
- Vang Pao
- Vinland
- Wawona MS
- Winchell
11/2/2016 Bargaining
<table>
<thead>
<tr>
<th>Schools/Depts Represented</th>
<th>Schools/Depts Represented</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addams</td>
<td>Kirk</td>
</tr>
<tr>
<td>Addicott</td>
<td>Kratt</td>
</tr>
<tr>
<td>Ahwahnee</td>
<td>Lane</td>
</tr>
<tr>
<td>ATP</td>
<td>Lawless</td>
</tr>
<tr>
<td>Ayer</td>
<td>Leavenworth</td>
</tr>
<tr>
<td>Aynesworth</td>
<td>Lincoln</td>
</tr>
<tr>
<td>Bakman</td>
<td>Lowell</td>
</tr>
<tr>
<td>Balderas</td>
<td>Malloch</td>
</tr>
<tr>
<td>Birney</td>
<td>Manchester</td>
</tr>
<tr>
<td>Bullard Talent</td>
<td>Mayfair</td>
</tr>
<tr>
<td>Bullard HS</td>
<td>McCardle</td>
</tr>
<tr>
<td>Burroughs</td>
<td>McLane HS</td>
</tr>
<tr>
<td>Calwa</td>
<td>Muir</td>
</tr>
<tr>
<td>Cambridge</td>
<td>Norseman</td>
</tr>
<tr>
<td>Centennial</td>
<td>Olmos</td>
</tr>
<tr>
<td>Columbia</td>
<td>Phoenix</td>
</tr>
<tr>
<td>Computech</td>
<td>Powers</td>
</tr>
<tr>
<td>Cooper</td>
<td>Pyle</td>
</tr>
<tr>
<td>DeWolf</td>
<td>Robinson</td>
</tr>
<tr>
<td>Duncan HS</td>
<td>Roosevelt HS</td>
</tr>
<tr>
<td>Easterby</td>
<td></td>
</tr>
<tr>
<td>Easton</td>
<td></td>
</tr>
<tr>
<td>Edison HS</td>
<td></td>
</tr>
<tr>
<td>Ericson</td>
<td></td>
</tr>
<tr>
<td>Ewing</td>
<td></td>
</tr>
<tr>
<td>FAS</td>
<td></td>
</tr>
<tr>
<td>Figarden</td>
<td></td>
</tr>
<tr>
<td>Fort Miller</td>
<td></td>
</tr>
<tr>
<td>Fremont</td>
<td></td>
</tr>
<tr>
<td>Fresno HS</td>
<td></td>
</tr>
<tr>
<td>Gaston</td>
<td></td>
</tr>
<tr>
<td>Gibson</td>
<td></td>
</tr>
<tr>
<td>Greenberg</td>
<td></td>
</tr>
<tr>
<td>Hamilton</td>
<td></td>
</tr>
<tr>
<td>Homan</td>
<td></td>
</tr>
<tr>
<td>Hoover HS</td>
<td></td>
</tr>
<tr>
<td>Jackson</td>
<td></td>
</tr>
<tr>
<td>JE Young</td>
<td></td>
</tr>
<tr>
<td>King</td>
<td></td>
</tr>
<tr>
<td>Kings Canyon</td>
<td></td>
</tr>
<tr>
<td>Kirkstone</td>
<td></td>
</tr>
<tr>
<td>Lawton</td>
<td></td>
</tr>
<tr>
<td>Lowell</td>
<td></td>
</tr>
<tr>
<td>Malloch</td>
<td></td>
</tr>
<tr>
<td>Manchester</td>
<td></td>
</tr>
<tr>
<td>Mayfair</td>
<td></td>
</tr>
<tr>
<td>McCardle</td>
<td></td>
</tr>
<tr>
<td>McLane HS</td>
<td></td>
</tr>
<tr>
<td>Muir</td>
<td></td>
</tr>
<tr>
<td>Norseman</td>
<td></td>
</tr>
<tr>
<td>Olmos</td>
<td></td>
</tr>
<tr>
<td>Phoenix</td>
<td></td>
</tr>
<tr>
<td>Powers</td>
<td></td>
</tr>
<tr>
<td>Pyle</td>
<td></td>
</tr>
<tr>
<td>Robinson</td>
<td></td>
</tr>
<tr>
<td>Roosevelt HS</td>
<td></td>
</tr>
<tr>
<td>Rowell</td>
<td></td>
</tr>
<tr>
<td>Scandinavian</td>
<td></td>
</tr>
<tr>
<td>Sequoia</td>
<td></td>
</tr>
<tr>
<td>Slater</td>
<td></td>
</tr>
<tr>
<td>Starr</td>
<td></td>
</tr>
<tr>
<td>Storey</td>
<td></td>
</tr>
<tr>
<td>Sunnyside HS</td>
<td></td>
</tr>
<tr>
<td>Sunset</td>
<td></td>
</tr>
<tr>
<td>Terronez</td>
<td></td>
</tr>
<tr>
<td>Thomas</td>
<td></td>
</tr>
<tr>
<td>Tioga</td>
<td></td>
</tr>
<tr>
<td>Vang Pao</td>
<td></td>
</tr>
<tr>
<td>Viking</td>
<td></td>
</tr>
<tr>
<td>Vinland</td>
<td></td>
</tr>
<tr>
<td>Wawona</td>
<td></td>
</tr>
<tr>
<td>Webster</td>
<td></td>
</tr>
<tr>
<td>Wilson</td>
<td></td>
</tr>
<tr>
<td>Winchell</td>
<td></td>
</tr>
<tr>
<td>Wishon</td>
<td></td>
</tr>
<tr>
<td>Wolters</td>
<td></td>
</tr>
<tr>
<td>Yokomi</td>
<td></td>
</tr>
<tr>
<td>Yosemite</td>
<td></td>
</tr>
<tr>
<td>Audiologists</td>
<td></td>
</tr>
<tr>
<td>Bldg Trades</td>
<td></td>
</tr>
<tr>
<td>Early Learning</td>
<td></td>
</tr>
<tr>
<td>Health Serv</td>
<td></td>
</tr>
<tr>
<td>SLPs</td>
<td></td>
</tr>
<tr>
<td>Teacher-Librarians</td>
<td></td>
</tr>
</tbody>
</table>

80% of total sites
**LOCAL FRESNO TEACHERS SUPPORT**

**Claudia Cazares**

**PREPARING STUDENTS FOR THE 21ST CENTURY**

To prepare students for college or career, we must maintain and improve basic academic programs in reading, writing, math, the arts and science. But today’s students also need:

- computer/technology skills
- the ability to problem-solve
- critical thinking skills
- vocational training

Please join your local classroom teachers in supporting Claudia Cazares for Fresno Unified School Board so that together we can improve our local schools.

**Tuesday, November 8 —**

**FRESNO TEACHERS ASK YOU TO VOTE**

**CLAUDIA CAZARES**

**FRESNO UNIFIED SCHOOL BOARD — TRUSTEE AREA 6**

**Elizabeth Jonasson Rosas**

**PREPARING STUDENTS FOR THE 21ST CENTURY**

To prepare students for college or career, we must maintain and improve basic academic programs in reading, writing, math, the arts and science. But today’s students also need:

- computer/technology skills
- the ability to problem-solve
- critical thinking skills
- vocational training

Please join your local classroom teachers in supporting Elizabeth Jonasson Rosas for Fresno Unified School Board so that together we can improve our local schools.

**Tuesday, November 8 —**

**FRESNO TEACHERS ASK YOU TO VOTE**

**Elizabeth Jonasson Rosas**

**FRESNO UNIFIED SCHOOL BOARD — TRUSTEE AREA 2**

**Congratulations!**

**HOOVER**

**ROOSEVELT**
The Future of FUSD Board Leadership

Swearing In Ceremony was Dec 14th
President’s Report:

Fresno Unified Superintendent Mike Hanson resigns

Fresno Unified Superintendent Michael Hanson to step down – FBI Investigation/Restorative Justice Out of Control

EDUCATION DECEMBER 12, 2016 5:07 PM

Fresno Unified Superintendent Michael Hanson announces he will step down

After much deliberation, deep reflection and in coordination with my family and closest friends, I have decided to honor the terms of my contract and step down as superintendent on August 2017.
Attacks From Inside

Concerned FTA Members: You are being lied to by your FTA leadership! There is NO imminent threat of a strike! Do Not Attend Public Bargaining!

- What? How can we go on strike when we really haven’t bargained yet?
- CTA doesn’t sanction public bargaining
- Threatening to strike early in the process of bargaining shows a lack of faith in the process. It shows that FTA is unwilling to bargain for its members. (FUSE has filed a suit against FTA)
- There is a process that California Labor Law requires us to follow
- Do you feel you have been given adequate information regarding this process?
- Ask yourself, have you been polled on how you feel about this round of bargaining?
- Money = Transparency!

Did you know that FTA raised your dues $100 per year without a vote or poll of the membership or even input from its members?

- Your bargaining team, under the direction of the executive board, asked for another 10 full-time release members, per year, to be off to conduct Association business, for a cost of nearly $1,000,000.
- Your rep council hasn’t been given and accurate budget all year.
- Do you know how many extra paid consultants AND staff your FTA leadership has hired without notification OR approval from Rep Council or the general membership?

Are you aware that FTA leadership and PAC promised that no money would go to FTA endorsed candidates to help them with their elections, yet at least $75,000 was spent as in-kind expenditures for the candidates? (look up Franke Teachers)

https://campaigndocs.co.fresno.ca.us/CampaignDocsWebRetrieval/SearchFilterForms.aspx?y=9

If you are concerned about any of the above information, and about getting fair representation from the UNION you pay dues to, you as a member, need to hold them accountable.

1. Talk to your site rep and have them ask your questions at rep council or better yet, attend the meeting yourself. (January 17)
2. Call FTA leadership directly ask to see minutes of meetings and the financial records, or attend an FTA executive board meeting (meetings are open to all members)
3. Call OTA and express your concerns or file a formal complaint. (916–298–4000)

They are elected and need to be held accountable for the decisions they are making and the money they are spending on your behalf. They are your voice, have you asked yourself, do you agree with their message?

We are professionals and want to hold our FTA leadership to the same standard!
The choice is yours... If educators are a NO SHOW on the 31st & don’t get involved ...

This what you get:

• 8th hour of your work day controlled by FUSD
• Future wage increases tied to evaluations
• Elimination of ‘just cause’
• Less teacher autonomy
If educators show up Jan 31st and get involved, this what you get:

• TIME: Reduction/Elimination of mandatory 54 hours of AC’s
• Smaller Class Sizes (caps) to ensure we have more individualized time with each student
• Wage increases that are a fair percentage of the district’s $900million budget
• A healthcare plan that helps us retain and attract the best educators
• Real Teacher autonomy giving us the power to use educational resources “outside the sand box”
• Social and Emotional supports that address the needs of all students before and after they leave our classrooms
• Improved Special Education programs that outline clear caseload standards, equitable distribution of workloads, improved IEPs and assessment protocols
• More tutoring/field trips/CTE for students, schools as community park space, and extended library hours
1/31/2017 Bargaining
May 31, 2017- 1,600 Participants, 1,580 Voted To Reject The District’s Last Best And Final Offer
October 3, 2017 - Strike Authorization Vote
Feb 2018 Ratification Vote- 2,100 Members Present, 2,080 Votes Yes For TA
Ratification
Tentative Agreement

• **Article 1;** Fresno Adult school members duty year goes from 196 days to 185 days, no reductions in pay

• **Article 4;** Early Learning members will get $500 more per classroom to spend for student supplies

• **Article 5;** Over $10 million dollars towards class size reductions, including the elimination of combination classes

• **Tax Collaboration MOU;** Creation of a preliminary memorandum of understanding (MOU) Tax Revenue Collaboration with the goal of generating millions of dollars for more class size reductions, overage, other student needs.

• **Article 18;** 90/10 healthcare plan w/$2500 max out of pocket for the single plan and $5000 max out of pocket for the family plan
Tentative Agreement (continued)

- **Article 20;** reduction in AC/PL meeting hours from 54 to 45
- **Article 49;** $2 million additional dollars for SPED improvements earmarked for caseloads & workloads
- **New Social & Emotional Supports**
  - Increase registered nurse staffing to 63 full time equivalents
  - 9 more high school social workers to be hired
  - 8 new counselors hired for middle & high school support
  - 19 additional LVNs to be hired
  - Extension of library hours at elementary schools
Tentative Agreement (continued)

- **Literacy/Tutoring Expansion**
  - FTA and FUSD to work with local higher education partners to expand tutoring programs for students

- **Career Technical Education (CTE)**
  - Planned construction program for students;
  - Use of union trades curriculum

- **Article 50**
  - 3.5% fully retro from 2016-17
  - 2% for 2017-18, retro to July 2017
  - 3% for 2018-19; 1% guaranteed and 2% tied to contingency language

Also... *Increase in catastrophic leave time, improvement to parental leave language, better working conditions language*
Session Outcomes

The content from this session can be used in the following ways in your current position/role:

• Participants will be able to integrate bargaining for the common good principles and a student-centered agenda into their bargaining/advocacy efforts.

• Participants will learn how to improve organizing for both bargaining and membership growth and engagement.

• Participants will learn best practices about collaborating with parents and other stakeholders and using a coordinated communications strategy to engage members and the community.
Closing
Fresno Teachers Association: Creating an Organizing Culture and Winning Big at the Bargaining Table
ADV 105

• Please complete the evaluation for this breakout session by using the NEA Summit Mobile App! (Allow at least 5 minutes at the end of the session.)

• Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment