

1.03 Resolution

Submitted by the Council of Classified Employees

Equitable Staffing Ratios

WHEREAS classified employees are not included when school and community college districts determine staffing by student-to-teacher ratios, and

WHEREAS when classified employees workload increases based on positive adjustment in student enrollments, retirements or lack of funds, the quality of service is diminished, and

WHEREAS classified workloads are not considered when determining staffing levels in ratio to student levels, and

WHEREAS classified employees in California school and community college districts are frequently treated as secondary partners in our educational institutions, but no District could function without the support and efforts of classified employees,

THEREFORE BE IT RESOLVED that the California Federation of Teachers support the inclusion of classified personnel in computations determining staffing needs in California school and community college districts, and

BE IT FURTHER RESOLVED that the California Federation of Teachers introduce legislation requiring the development and implementation of fair and equitable staffing ratios for classified employees.

2.03 Resolution

Submitted by the CFT Safe and Non-Violent Schools Committee

School Security Not Compromised

WHEREAS the proposed and actual state budget cutbacks have the potential of eliminating the personnel responsible for the safety and security of public schools, and

WHEREAS Governor Gray Davis has clearly demonstrated his belief in the need for public safety with his proposed budgetary revisions,

THEREFORE BE IT RESOLVED that the California Federation of Teachers demands that existing levels of school security not be compromised. Where it is sufficient, maintain it; where it is inadequate, improve it.

3.03 Resolution

Submitted by the CFT Safe and Non-Violent Schools Committee

Staffing for School Security

WHEREAS the security of schools, which guarantees students a safe learning environment, is vulnerable to cuts and reductions at both state and local levels, and

WHEREAS there is no current mandate establishing minimum levels of appropriate staffing for security, and

WHEREAS any such mandate must be based on research into the needs and effectiveness of security programs, and

WHEREAS both the California Department of Education s Safe Schools, and the Violence Prevention Center of the Office of the Attorney General have resources to draw on,

THEREFORE BE IT RESOLVED that the California Federation of Teachers research and develop guidelines that specify the appropriate number of security personnel, and sponsor legislative remedies that mandate security guidelines.

4.03 Resolution

Submitted by Oakland AFT, Local 771

K-12 Adult Education Funding

WHEREAS K-12 adult education programs are funded at less than half of the K-12 level, and
WHEREAS the K-12 adult education program level for the current year is very low, and
WHEREAS further cuts in K-12 adult education program funding are under discussion at the state level,
THEREFORE BE IT RESOLVED that the California Federation of Teachers lead the fight in the
legislature to defend and increase the current level of state funding for K-12 adult education.

6.03 Resolution

Submitted by Los Angeles College Faculty Guild, AFT Local 1521

Share of Proposition 98 Funds

WHEREAS the allocation of Proposition 98 funds to community colleges and K-12 was originally intended to be on the basis that 11% would go to colleges and 89% to K-12, and WHEREAS the actual allocation of Proposition 98 funds to community colleges has historically ranged from 10.1% to 11% and for the last two years has been around 10.3% and

WHEREAS the Governor has proposed a budget for 2003-04 that would set the community college share at an all-time low of 9.2%, and

WHEREAS a reduction of this magnitude in the Proposition 98 share for community colleges would devastate California's most democratic, cost-effective system of higher education and close the doors of opportunity in the faces of hundreds of thousands of low-income students,

THEREFORE BE IT RESOLVED that the California Federation of Teachers supports the principle of an 11% share of Proposition 98 funds for community colleges and adamantly opposes the approval of a budget that reduces the share of Proposition 98 for community colleges below its current level of 10.3%, and

BE IT FURTHER RESOLVED that the California Federation of Teachers lobby aggressively against the adoption of the Governor's budget proposal for community colleges and notify, in writing, all legislators and the Governor that the California Federation of Teachers opposes any budget for California that reduces the community college share of Proposition 98 funds below the 10.3% level, and

BE IT FINALLY RESOLVED that the California Federation of Teachers support the expansion of K-14 funding with the priority that additional funds be used first to provide a 10.3% split to community colleges.

7.03 Resolution

Submitted by Ventura County Federation of College Teachers, AFT Local 1828

Surplus Funds Held in Reserve

WHEREAS the State of California is taking steps which may drastically reduce funding for public education, and

WHEREAS it is the first responsibility of every community college and EC/K-12 district to provide, protect and

improve access to instruction and educational services to its students,

THEREFORE BE IT RESOLVED that the California Federation of Teachers urges each local union representing EC/K-12 or community college to lobby its local governing board to release budgeted funds held in reserve in order to reduce the serious disruption to education which will result from cuts in instruction and education programs, and to avoid lay-offs of faculty and staff.

8.03 Resolution

Submitted by San Francisco Community College District Federation of Teachers, AFT Local 2121

Cut Corrections Funding, Fund Education

WHEREAS California currently ranks number one among the states in prison funding, and nearly last in spending on public education, and

WHEREAS the number of prisoners in California has doubled in the past twenty years even while the crime rate has dropped, and

WHEREAS the new Delano prison will cost California an estimated \$124 million a year in General Fund expenditures for the next 25 years, and

WHEREAS more than a dozen states have already cut corrections budgets in order to address their deficits, and

WHEREAS it costs California \$26,690 to keep an inmate in prison for one year, and

WHEREAS California is spending approximately \$7,000 per K-12 student, approximately \$4,000 per community college student, and a comparably low amount for ECE spending, and

WHEREAS education is a preventive investment, and

WHEREAS other states are using early parole as a method of reducing state deficits, and

WHEREAS Governor Gray Davis has consistently denied parole even to prisoners whose parole has been recommended by his own parole board appointees, and

WHEREAS the correctional system disproportionately affects poor communities and communities of color that are simultaneously under-served by inadequate educational funding,

THEREFORE BE IT RESOLVED that the California Federation of Teachers lobby state legislators to cut corrections funding in order to fund education, and

BE IT FURTHER RESOLVED that the California Federation of Teachers endorse, support, and work actively in coalition with groups working to counter increases in the state's prison population and spending on incarceration, and

BE IT FURTHER RESOLVED that the California Federation of Teachers oppose the building of the Delano II prison and other prison construction, and

BE IT FINALLY RESOLVED that the California Federation of Teachers take this resolution to the California Labor Federation for endorsement.

10.03 Resolution

Submitted by the CFT Educational Issues Committee

Declining Enrollment

WHEREAS many school districts in areas where housing costs are high are experiencing declining enrollment, and

WHEREAS many small, rural districts are also experiencing declining enrollment, and

WHEREAS these district budgets have continued to shrink, impacting all education programs, and

WHEREAS the current budget crisis exacerbates an already serious economic problem,

THEREFORE BE IT RESOLVED that the California Federation of Teachers seek legislation to allow districts with declining enrollment to use the greatest of the past three years Average Daily Attendance (ADA) to calculate base revenue limit funding.

11.03 Resolution

Submitted by the CFT Educational Issues Committee

Teacher Support/BTSA

WHEREAS the Beginning Teacher Support and Assessment Program (BTSA) has improved teacher quality, and

WHEREAS BTSA has increased teacher retention in the profession, and

WHEREAS BTSA is now moving from a grant program to a requirement in the credentialing process,

THEREFORE BE IT RESOLVED that the California Federation of Teachers advocate in the legislature for BTSA to be fully funded, receiving both growth and the statutory COLA in the current and subsequent budget years.

12.03 Resolution

Submitted by the CFT Educational Issues Committee

Teacher Support/PAR

WHEREAS the Peer Assistance and Review (PAR) program has improved teacher performance and enhanced teacher quality, and

WHEREAS PAR provides support for veteran, new and/or volunteer teachers and is part of negotiated agreements, and

WHEREAS funding for PAR is also part of negotiated agreements,

THEREFORE BE IT RESOLVED that the California Federation of Teachers lobby legislators to restore funding to the 2000-01 level and to keep PAR money from being part of the Governor's proposed block grant to districts, but instead, receive full, appropriate funding, including growth and statutory COLA.

13.03 Resolution

Submitted by the CFT Educational Issues Committee

Subject Matter Projects

WHEREAS the subject matter projects have provided high quality professional development to teachers for more than twenty years, and

WHEREAS the subject matter projects, (e.g., writing, math, history, science, arts), have been models for excellent professional development,

THEREFORE BE IT RESOLVED that the California Federation of Teachers supports consistent, ongoing funding to ensure the continued vitality of these programs.

19.03 Resolution

Submitted by Berkeley Federation of Teachers, AFT Local 1078

Age Five By September 1st

WHEREAS the current December 2nd or later kindergarten entrance date is used by only two other states, and

WHEREAS this causes many California children to enter kindergarten a full year before their peers in the majority of other states, and

WHEREAS kindergarten standards and assessments are now more academic and aligned to national norms, and

WHEREAS the current entry date can potentially affect achievement for younger children in kindergarten in terms of math, reading, general knowledge, social skills and ability to persist at a task, as stated in the U.S. Department of Education study on America's kindergartners issued in February 2000,

THEREFORE BE IT RESOLVED that we support SB7, introduced by Senator Dede Alpert, to set the kindergarten entrance date in California at age 5 by September 1st to reflect the national norm.

23.03 Resolution

Submitted by Jefferson Elementary Federation, AFT Local 3267

Limit State Mandated Testing

WHEREAS the state currently is in a budget crisis, and

WHEREAS the state spends roughly \$60 million on testing a year, and

WHEREAS testing on alternate years would still allow the state to monitor the performance of schools over time,

THEREFORE BE IT RESOLVED that the California Federation of Teachers lobby the state to mandate that star testing, and successor tests, when it occurs, will be testing on alternate years to reduce costs while not significantly altering its monitoring system.

25.03 Resolution

Submitted by San Jose Federation of Teachers, AFT Local 957

High School Exit Exam

WHEREAS people are exhorted to get their high school diploma as a basic standard for participation in our society, and

WHEREAS some people simply do not do well on tests, and

WHEREAS people who not do well on tests may be able to perform many jobs satisfactorily, and

WHEREAS some employers look to the diploma as an indication of regular attendance, perseverance, etc., and

WHEREAS some employers won t even consider job applicants unless they have a high school diploma,

THEREFORE BE IT RESOLVED that the California Federation of Teachers supports awarding diplomas to all students who successfully complete the course work required for graduation from their high schools.

26.03 Resolution

Submitted by the CFT Early Childhood Committee

Child Development Program Realignment

WHEREAS the California Federation of Teachers recognizes that Early Childhood and Development Programs are essential in providing quality early education for children, and

WHEREAS the Governor's Budget Proposal for 2003-04 would eliminate state funding for child development programs and transfer funding and oversight from the Department of Education to counties, and

WHEREAS the state's role in oversight, standard-setting, regulation and safety enforcement, data collection, and fiscal management will be diminished or lost, and

WHEREAS decentralization goes against attempts to work on school readiness and tie early education to California's K-12 educational system, and

WHEREAS child development programs will be removed from the protection of Proposition 98 and forced to compete with other county programs such as foster care and other children's entitlements, and

WHEREAS there may be a disproportionate impact in already under served areas and on minority children, and

WHEREAS realignment is not cost efficient, especially when compared with the current administrative cost of only 1 percent, and

WHEREAS realignment eliminates program stability and encourages annual program competition at the local level for scarce resources, and

WHEREAS the realignment proposal contains no plans for real flexibility in programs governed by federal and state law as they are driven by rigorous eligibility and service level standards which cannot be limited at the local level, and

WHEREAS the proposal provides no guarantee that revenue growth will match program growth,

WHEREAS the proposal calls for the lowering of income ceilings and the raising of fees,

THEREFORE BE IT RESOLVED that the California Federation of Teachers opposes this proposed realignment of child care and development programs and any similar proposal that relieves the state of its responsibility to manage early childhood programs in California, and

BE IT FINALLY RESOLVED that the California Federation of Teachers strongly oppose any cuts to child development and child care programs that would hurt children and their families.

27.03 Resolution

Submitted by the CFT Educational Issues Committee

Nursing Staff

WHEREAS state correctional facilities are required by law to have nursing staff on site to meet the medical needs of their inmates, and

WHEREAS California s school age children deserve at least equivalent services, and

WHEREAS schools have an increasing number of students with chronic medical needs, and

WHEREAS the increasing use of classified staff to assist the medical needs of students has impacted the educational mission of schools,

THEREFORE BE IT RESOLVED that the California Federation of Teachers seek legislation that will provide fully funded adequate credentialed registered nursing staff as designated by a recognized professional school nurses association to meet the growing medical needs at all school sites.

28.03 Resolution

Submitted by the CFT Educational Issues Committee

Immediate Intervention for Underperforming Schools Program (IIUSP)

WHEREAS remediation for under-performing schools should be targeted to those schools in greatest need, and

WHEREAS the present system of funding steers districts toward firms who employ consultants of questionable merit, and

WHEREAS the current system diverts resources from classroom use,

THEREFORE BE IT RESOLVED that the California Federation of Teachers go on record that the Immediate Intervention of Underperforming Schools be focused only on decile one and decile two schools, and

BE IT FURTHER RESOLVED that the California Federation of Teachers advocate for regulations that prohibit any consultant and/or program used by IIUSP schools from narrowing the school's curriculum or limiting its students' educational options, and

BE IT FINALLY RESOLVED that the California Federation of Teachers encourage teachers, including the National Board for Professional Teaching Standards (NBPTS) certified teachers, to provide these services.

29.03 Resolution

Submitted by the CFT Educational Issues Committee

Testing

WHEREAS California is experiencing a budget crisis, and
WHEREAS many social services and educational programs are being negatively impacted, and
WHEREAS it is important that educational dollars remain as close to the classroom as possible,
THEREFORE BE IT RESOLVED that the California Federation of Teachers seek legislation to put the
STAR testing program or successor testing programs on hold until all other education programs are fully
funded.

31.03 Resolution

Submitted by Salinas Valley Federation of Teachers, AFT Local 1020

Substitute Teachers

WHEREAS substitute teachers are the only class of employees in the State of California who are not eligible to receive unemployment benefits,
THEREFORE BE IT RESOLVED that the California Federation of Teachers sponsor legislation to make substitute teachers who are terminated from long-term assignments or not employed in non-school attendance weeks eligible to collect unemployment.

33.03 Resolution

Submitted by United Teachers Los Angeles, AFT Local 1021

Cal STRS

WHEREAS we need an elected retired teacher on the Cal STRS Board for proper representation, and
WHEREAS we are going to elect three active members to the Cal STRS Board, and
WHEREAS we have over 170,000 retired members in California,
THEREFORE BE IT RESOLVED that the California Federation of Teachers introduce legislation to
elect a retired member to the Cal STRS Board.

35.03 Resolution

Submitted by San Mateo College Federation of Teachers, AFT Local 1493 and San Francisco Community College District Federation of Teachers, AFT Local 2121

Health Care for All

WHEREAS every person residing or employed in California is entitled, as a matter of right, to accessible, affordable and quality health care, and

WHEREAS health care is not a product or commodity, but a fundamental human right of all citizens and residents of California, without regard to sex, age, race, income, place of employment or any other circumstance, and

WHEREAS health care premiums increased an average of 11% in 2001 and are projected to have increased by 14% or more in 2002 and double digit increases in premiums are expected to continue for several more years, and

WHEREAS state and local governments are caught between major revenue shortfalls and escalating health care costs for their employees as well as for Medicaid and other public program recipients. Health care providers such as hospitals, clinics and nursing homes are caught between higher health care costs for their employees and reimbursements which, all too often, do not cover their real costs, and

WHEREAS public and private employers try to shift the cost increase onto workers, who are hit especially hard, with thousands losing health care coverage, and

WHEREAS it is estimated that the complex and redundant bureaucracy arising from the existence of multiple, for-profit insurance plans, each with its own distinct program of coverage and benefits, its own costly administrative and executive structure, and its own system of processing managed care approvals and payment of benefits and/or reimbursements, wastes up to 30% of medical coverage premiums paid for by employers and private citizens, resources that have been handed back to employers from the wages of workers to cover higher health care costs, or that could be used to provide benefits, and

WHEREAS the World Health Organization ranks the United States 37th in the world in the overall quality of health care, behind such nations as Colombia, Cyprus, Saudi Arabia, Morocco, and Costa Rica, and

WHEREAS a growing number of Californians, including doctors and medical professionals and advocates such as Health Care For All California, California Physicians Alliance, Health Access, California Primary Care Association, California Nurses Association, as well as Physicians for a National Health Program, and trade unionists and local unions, have called upon the California Legislature to act without delay to pass publicly funded universal health care for all Californians, and

WHEREAS the Bush Administration and Congress have walked away from any effort at fundamental health care reform, and

WHEREAS the California Federation of Teachers recognizes that there is a growing crisis in health care in the United States, manifested by massive layoffs, a steep increase in premiums, co-payments and deductibles, and the closing of many health care facilities serving low-to-middle income residents, thereby, constituting a need for swift action,

WHEREAS the California Federation of Teachers has long been in favor of a single payer health care system that provides universal coverage, and

WHEREAS a single payer health care system is the only plan submitted by the Health Options

Project, financed by the state under SB480, that saves the state billions of dollars,
THEREFORE BE IT RESOLVED that the California Federation of Teachers continues to work toward the establishment of a national health care plan that provides quality, affordable health coverage to all people by supporting: 1) the Health Care for All Californians Act (SB921) that was introduced in the California State Legislature by California State Senator Sheila Kuehl; and 2) at the national level, House Concurrent Resolution 99, directing Congress to enact legislation providing for access to comprehensive health care for all Americans, and
BE IT FURTHER RESOLVED that the California Federation of Teachers, in collaboration with the California Labor Federation, will urge the California Legislature and the U.S. Congress to consider proposals for a single-payer, publicly-funded, not-for-profit health plan, and
BE IT FURTHER RESOLVED that the California Federation of Teachers will urge the California Labor Federation to make health care reform a central issue in the 2003 legislative session by calling upon the California Legislature to act without delay to pass the Health Care for All Californians Act (SB921) as introduced in the California State Legislature by California State Senator Sheila Kuehl, which will guarantee publicly funded universal health care coverage for all Californians, and
BE IT FINALLY RESOLVED that the California Federation of Teachers strongly support and lobby for the bill introduced by State Senator Kuehl.

36.03 Resolution

Submitted by Los Angeles College Faculty Guild, AFT Local 1521

Endorsement for State Teachers Retirement System Board

WHEREAS Carolyn Widener, executive vice president of AFT Local 1521, Los Angeles College Guild, has served with distinction as the community college appointee on the State Teachers Retirement System board since 2001, and

WHEREAS Ms. Widener has been a champion for part-time faculty as an STRS board member, and

WHEREAS recent legislation has transformed several positions, including Ms. Widener s, from appointed to elected positions,

THEREFORE BE IT RESOLVED that the California Federation of Teachers endorse Carolyn Widener for the community college seat on the STRS board.

40.03 Resolution

Submitted by the Council of Classified Employees

Golden Handshake for School District Employees

WHEREAS Governor Gray Davis has authorized a golden handshake for state employees, and
WHEREAS the golden handshake provides an additional two years service credit toward retirement for state employees, and
WHEREAS school district employees were not included in the state-offered golden handshake,
THEREFORE BE IT RESOLVED that the California Federation of Teachers assist locals that want to pursue negotiating such a golden handshake in their contracts, and
BE IT FURTHER RESOLVED that the California Federation of Teachers provide the necessary resources to assist locals in negotiating golden handshakes for their members.

41.03 Resolution

Submitted by the CFT Retirement Committee

Labor's Vital Interest in Organizing Union Retirees

WHEREAS over the next 50 years, improvements in life expectancy and the retirement of the baby boom generation will increase the number of Americans age 65 and over by more than 20 million, enlarging the size of that age group by two-thirds, and

WHEREAS the workforce is aging rapidly so that by 2005, 37 percent of all workers will be age 45 or older, and

WHEREAS the segment of union membership that is age 45 to 54 has grown over the last 15 years from 20 percent to 30 percent, while the membership age 25 to 34 has declined from 30 percent to 20 percent, and

WHEREAS more than 3 million union members are expected to retire in the next 10 years, resulting in a huge loss that could seriously weaken the labor movement, and

WHEREAS California has one of the highest ratios of older union members to younger members, and

WHEREAS some 70 percent of all Americans age 50 and over vote in every election, a much higher figure than that of the remaining voting-age population, and older Americans are a key voting block in deciding elections, and

WHEREAS some 225,000 AFT members are expected to retire between 2000 and 2010, with an even larger number in the decade to follow, and

WHEREAS the AFT retiree program has grown from 32,000 members to more than 170,000 in the last 13 years, and

WHEREAS the AFT provides lifetime AFT membership for retirees, and

WHEREAS only a handful of CFT affiliates currently include retiree chapters, and many thousands of retired members are no longer on our rolls, leaving us unable to reach them on issues important to working and retired members,

THEREFORE BE IT RESOLVED that the California Federation of Teachers continue to encourage, support and assist local affiliates in reporting retirees and expanding programs and creating organizations for retired members, and

BE IT FURTHER RESOLVED that the California Federation of Teachers request AFT assistance to encourage, support and assist local unions in building organizations for retired members and help them obtain AFT charters, and

BE IT FINALLY RESOLVED that the California Federation of Teachers continue to assist the California AFL-CIO and the Alliance for Retired Americans in their efforts to create and support a California Alliance for Retired Americans to serve both labor and community retirees.

42.03 Resolution

Submitted by Oakland AFT, Local 771

Civil Rights March to the Supreme Court

WHEREAS the U.S. Supreme Court will hear the two University of Michigan affirmative action cases, Grutter v. Bollinger and Gratz v. Bollinger, at the end of March or beginning of April 2003, and WHEREAS the outcome of these two historic cases will determine the legal fate of affirmative action, and

WHEREAS California is a key state in this national fight since the national attack on affirmative action began here with the University of California Regents 1995 ban on affirmative action and tens of thousands of petitions and a huge rally and march by the new civil rights movement won reversal of the ban in the UC system on May 16, 2001, and

WHEREAS a victory in the University of Michigan cases would provide the basis to overturn California's statewide ban on affirmative action, Proposition 209, and

WHEREAS a victory in these cases can open up a new period of progress toward integration and equality in American education. A victory will help our nation reconcile the contradiction between the segregated, unequal reality of our education system and the hope and pride that the overwhelming majority of Americans of all races feel in the prospect of integration and equality, and

WHEREAS a defeat of these cases will outlaw affirmative action everywhere in all contexts throughout America. K-12 desegregation plans would be barred. A defeat for affirmative action in these two cases will make Brown v. Board of Education a dead letter, and

WHEREAS only a very strong show of public support can secure a victory for integration and affirmative in front of the current conservative U.S. Supreme Court, and

WHEREAS the intervening student defendants in Grutter, the case involving the UM Law School, have initiated a civil rights march on the Supreme Court on April 1st or 2nd, and

WHEREAS Reverend Jesse Jackson, Kim Gandy, the president of the National Organization of Women, and Reverend Al Sharpton and many other prominent leaders have pledged to participate; the Michigan AFL-CIO has pledged its participation, and the Detroit Federation of Teachers has pledged \$30,000 to build the march, and

WHEREAS the national conventions of the American Federation of State, County and Municipal Employees (AFSCME), the American Federation of Teachers and the National Education Association voted to support the defense of affirmative action in these two cases,

THEREFORE BE IT RESOLVED that the California Federation of Teachers endorse the civil rights march on the Supreme Court, and participate to the fullest extent possible to defend Brown v. Board of Education, affirmative action, integration and equality, and

BE IT FURTHER RESOLVED that the California Federation of Teachers urge all student groups, unions, churches, community organizations, government bodies and individuals to publicly endorse, finance, and attend the historic civil rights march to the Supreme Court on April 1, 2003, and

BE IT FINALLY RESOLVED that the California Federation of Teachers will contribute financially to funding the march to support CFT's participation.

43.03 Resolution

Submitted by Oakland AFT, Local 771

Mumia Abu Jamal

WHEREAS the California Federation of Teachers has gone on record calling for justice for Mumia Abu Jamal, and

WHEREAS another person, a professional killer, has come forward and confessed to the murder for which Mumia is on death row, and

WHEREAS the media have refused to report this development, even though it is important news, and even though (or maybe because) public knowledge of the confession would require the courts to admit it as evidence,

THEREFORE BE IT RESOLVED that the California Federation of Teachers include an article on the Mumia case, dealing with this confession, in the *California Teacher*, and

BE IT FURTHER RESOLVED that the CFT calls on the California AFL-CIO to publish a similar article, and

BE IT FINALLY RESOLVED that the CFT join with the Friend of the Court (Amicus Curiae) brief filed on behalf of ILWU Local 10, ILA Local 1422, and the San Francisco NALC, appealing the decisions of state and federal courts to refuse to hear evidence of Mumia s actual innocence.

44.03 Resolution

Submitted by United Teachers Los Angeles, AFT Local 1021

Anti-Sweatshop Movement

WHEREAS the anti-sweatshop movement has brought workers, educators and students together to fight against exploitation of children, and

WHEREAS educators must lead the fight against such exploitation, since ethically and professionally we are bound to improve the lives of children,

THEREFORE BE IT RESOLVED that the California Federation of Teachers support the No More Sweatshops movement, and that California educators be encouraged to sign the movement's petitions to the president and Congress.

46.03 Resolution

Submitted by United Teachers Los Angeles, AFT Local 1021

Call for California Emergency Labor Conference on Repression and Democratic Rights

WHEREAS the recent round-ups of immigrants in Los Angeles by the INS targeted immigrants from the Middle East and other areas of the world with predominately Muslim populations, and
WHEREAS the racial profiling of immigrants threatens the rights of all immigrants and minority communities in the United States and therefore all of us, and

WHEREAS a similar round-up during the 2nd World War of Japanese American immigrants and U.S. Citizens as well as Italian American immigrants and citizens was also racially profiling people due to their national heritage, and

WHEREAS every immigrant group, citizen and non-citizen, is threatened by these acts of racial profiling, and

WHEREAS the use of the Homeland Security Act, the Maritime Security Act and Patriot Act have violated many democratic and labor rights, including the freedom of association and communication, and

WHEREAS the Bush administration has used its pre-emptive declaration of war against Iraq to eviscerate basic constitutional rights, including the right to free speech and the right to organize labor actions against the war, and

WHEREAS it is critical that the trade union movement educate its members and the public at large about the threat that this legislation poses to labor and all people in the United States,

THEREFORE BE IT RESOLVED that the California Federation of Teachers calls on the California AFL-CIO to organize an Emergency California Labor Conference on repression, the Patriot Act, the Homeland Security Act and other repressive legislation and that it seek to educate all California workers and the public at large about the dangers of bills, such as the Patriot Act, the Homeland Security Act, and the Maritime Security Act, and

BE IT FURTHER RESOLVED that the California Federation of Teachers distribute this resolution to all other affiliated bodies for concurrence, and

BE IT FINALLY RESOLVED that the California Federation of Teachers calls for a day of action on May 1, 2003 of all state, county, municipal, public workers in California and of all federal workers nationally and calls for all affiliated bodies to support such a national/state day of action.

50.03 Resolution

Submitted by United Teachers Los Angeles, AFT Local 1021

Opposition to Military Access to Student Records

WHEREAS Section 9528 of the Elementary and Secondary Education Act (ESEA) gives armed forces recruiters access to students and student recruiting information such as names, addresses, and phone numbers for the sole purpose of recruitment, and

WHEREAS students and their parents and guardians are often not aware of the information being given without their consent, although under the act, they can request that the information ...not be released *without prior written parental consent*, and

WHEREAS ...the local educational agency or private school shall notify parents of the option to make a request and shall comply with any request, and

WHEREAS colleges, churches, prospective employers, and non-governmental organizations do not have the right of mandatory access to student records,

THEREFORE BE IT RESOLVED that the California Federation of Teachers stand in opposition to the military entitlement found in Section 9258 of ESEA, and

BE IT FURTHER RESOLVED that the California Federation of Teachers encourage locals around the state to do all they can to ensure that parents and students are being notified by local agencies of their right to opt out, and

BE IT FURTHER RESOLVED that the California Federation of Teachers notify our local and national representatives in the state legislature and Congress of our opposition, and encourage them to repeal Section 9258 of ESEA, and

BE IT FURTHER RESOLVED that the CFT supports that parent notification should be designed and delivered in ways that promote parent awareness, including multilingual presentation and follow up on non-responding families, and

BE IT FURTHER RESOLVED that the CFT supports that districts will deliver instruction to all high school students every year so they can be more informed consumers of recruiter s claims, and so that all students will be aware of non-military career options, and

BE IT FINALLY RESOLVED that the California Federation of Teachers ally itself with organizations at the local, state and national levels to plan teach-ins, tabling efforts, and demonstrations and rallies to voice our opposition.

54.03 Resolution

Submitted by the Council of Classified Employees

Status Report on Resolutions

WHEREAS it is of great benefit to the membership to know the current status of resolutions approved by the delegates at the state convention, and

WHEREAS it is essential to the health and strength of our union to have accountability in the democratic process,

THEREFORE BE IT RESOLVED that at each State Council the California Federation of Teachers president will include on the agenda resolution status , and

BE IT FINALLY RESOLVED that at each State Council the California Federation of Teachers president will submit a written and oral report on the progress, action and implementation of resolutions passed at the previous year s convention and forward the written report to locals that were not in attendance at the State Council meeting.

55.03 Resolution

Submitted by the CFT Civil, Human and Women s Rights Committee

Anti-Nuclear Resolution

WHEREAS the Bush administration is preparing to use nuclear weapons in Iraq, and
WHEREAS the Bush administration has declared nation states that possess nuclear weapons and who may use them on other countries unfit, and
WHEREAS the Bush administration has called the leaders of these countries madmen , and
WHEREAS the USA is the only country to ever use nuclear weapons on another country and is planning to do so again, and
WHEREAS if the USA uses nuclear weapons in Iraq, it will set a dangerous and unpardonable precedent for other countries to use nuclear weapons, and
WHEREAS the Bush administration s foreign policy alienates allies and endangers the citizens of the world, and
WHEREAS the continuing effects of nuclear radiation will make life on Earth extinct,
THEREFORE BE IT RESOLVED that the California Federation of Teachers call on President Bush to abandon the use of nuclear weapons anywhere, at anytime, and
BE IT FURTHER RESOLVED that the California Federation of Teachers join forces with Dr. Helen Caldicott s anti-nuclear group, The Nuclear Policy Research Institute, to help ban nuclear weapons, and
BE IT FINALLY RESOLVED that the California Federation of Teachers sponsor a public education campaign to inform the public of the ever increasing nuclear threat.

56.03 Resolution

Submitted by the United Teachers Los Angeles, AFT Local 1021

Affiliation With U.S.L.A.W.

WHEREAS in September 2003, the California Federation of Teachers was among the first of United States unions to pass a resolution opposing a war on Iraq, and
WHEREAS Union members and leaders have the responsibility to inform all working people about issues that affect their lives, jobs and families, and to be heard in the national debate on these issues, and
WHEREAS U.S. Labor Against the War has been established to organize and give voice to the growing sentiment among union members and working people generally who oppose the Bush Administration's drive to war in Iraq and the use of the war on terror as cover to implement an anti-worker, anti-union corporate agenda, and
WHEREAS since its January 2003 founding meeting in Chicago, hundred of labor organizations representing millions of union members have joined in coalition as U.S. Labor Against the War,
THEREFORE BE IT RESOLVED that the California Federation of Teachers affiliate with U.S. Labor Against the War and contribute financially to its efforts, and
BE IT FURTHER RESOLVED that the CFT encourage its affiliates to endorse and contribute to U.S.L.A.W., and
BE IT FINALLY RESOLVED that the CFT will publicize its anti-war position and the work of U.S.L.A.W., work to promote union, labor and community anti-war activity, and to mobilize its members to participate actively in the movement against this war.

57.03 Resolution

Submitted by the United Educators of San Francisco, AFT Local 61

Teacher Professional Salary Parity

WHEREAS public school teaching, though requiring at least a Bachelors degree, state licensing and any number of years of service for modest advancement, has always been a low paid profession, and WHEREAS teacher salaries have never been in parity with other public sector professionals, that also have degree, experience requirements, and frequently having to fulfill standards for state certification, and WHEREAS this broadly known disparity in salaries directly results in an unfortunate disproportion of quality degree students and graduates choosing careers other than teaching, and has been the major impediment to the recruitment of fully credentialed teachers, and WHEREAS this continuing tradition of such low pay has only, in part, been dictated by more than a century of inadequate local, state, and national funding for education, and WHEREAS teachers, in their compensation deliberations with their districts (over the last half century), have locked themselves into striving to make their salaries at the least "more competitive," by some percentage point, with neighboring districts or with some comparable statewide districts because, "that's the way it's done," and WHEREAS there is a need to restyle our profession, by thinking "outside of the box" of prior teacher/district relations and fifty years of traditional salary scheduling, and WHEREAS teachers need to be at the forefront of a more reasonable (Twenty First Century) professional salary standard - instead of being tied by years of "past practices" - to the hoped for "best salary by comparison" within the limits of traditionally lower paid professional base, and WHEREAS by becoming salary competitive, regionally, with other public sector professionals, rather than with the teachers in other districts, we will have created an enhanced, broad public perceptions of our worth as a profession, and WHEREAS this would explode teacher training programs for high school and college students still seeking, or at least still flexible, in the "final" career choice, and WHEREAS this is a solid way to draw into our ranks the many who would really like to teach, and have meaningful service in their careers, but have determined that they cannot afford the luxury of that choice, and WHEREAS this financial invitation would trigger a major influx of current professionals, many of whom are in professional unions - knowing that they could afford to transfer over into teaching - including the tens of thousands of fully trained "certificated teachers" who graduated during times of low teacher demand or left teaching to go into other fields because of the dollar demands of raising a family,

THEREFORE BE IT RESOLVED that the California Federation of Teachers within this endorsement of, " Teachers Professional Salary Parity" shall research promoting the establishment of truly professional teacher salaries that are, regionally, in parity with those of other public sector professionals (city, county, regional and/or state) whose positions have similar academic degree(s), advanced preparation and experience requirements, such as engineers and/or other professional classifications, that may, in some instances, also require state licensure, and

THEREFORE BE IT RESOLVED that the California Federation of Teachers initial promotion of "Teacher Professional Salary Parity" shall include, but not be limited to: internal CFT publication of this endorsement action, leadership editorials, and feature article(s) to stimulate statewide educated discussion regarding its "reasonableness and our next steps locally" among and within locals with their

memberships; to begin regional research, statewide, into public sector professional salaries (as above) and seeking ways to bring our two types of salary structures into compatibility for ease of negotiation; to provide for inclusion in negotiations training (with contract language options) for both CFT staff and local negotiations teams; encourage statewide support and endorsements through: labor councils. State PTA, League of Women Voters and the like; seek through CFT locals support among selected school board members across the state, and to garner (from among our "friends of education") individual state legislator's commitment NOW (during a very tight budget year) when it may be easier for many of them to "commit to their future support and possible co-authorship" for a California Teachers Professional Salary Act: 2005+."