



Finance

Article II: Finance, Sections 1, 3, 4, 5, and 6, of the CFT By-Laws are amended to read:

Section 1. Per Capitas

- a. Effective September 1, 2008, the per capita for active members of the CFT will be:
- 1) Regular rate members earning \$26,000 or more: \$434.03 (monthly payment of \$36.17).
 - 2) Non-bargaining agent members participating in the CFT staff funding program pursuant to Article II, Section 1, By-Laws and earning \$26,000 or more: \$434.03 (monthly payment of \$36.17).
 - 3) Regular rate agency fee non-members earning \$26,000 or more: \$434.03 (monthly payment of \$36.17).
 - 4) Non-bargaining agent members earning \$26,000 or more: \$354.54 (monthly payment of \$29.54).

Subsection b-d remain the same.

- e. Two dollars and fifty cents (\$2.50) or proportional share of each member's monthly per capita on a twelve-month basis shall be placed in the CFT COPE fund. The political fund shall be maintained as a revolving fund under the direction of the CFT COPE Executive Council. This fund shall be used or contributions to candidates for state or local office and/or for ballot propositions. Salaries and benefit costs for the employees of the CFT Political Department and other expenses related to political activities may also be paid from the CFT COPE fund.

Subsection f remains the same.

- g. Ten cents (\$.10) or proportional share of each unit member's monthly per capita and ten cents (\$.10) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency fees are paid shall be placed in the CFT Militancy Fund. The CFT Militancy Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council. The Militancy Fund shall be used to help and defend persons who have been targeted or retaliation by employers as a result of their CFT union activities and other similar purposes as determined by Executive Council.

Section 2 remains the same.

Section 3. Per Capita Reports

Locals shall fill out and forward to the Secretary-Treasurer, on or before the 15th day of each month, a report for all members in good standing and agency fee payers in the local on the day of the prior month, together with all per capita taxes due to the California Federation of Teachers. This monthly report shall be made on the forms furnished for that purpose. Exceptions to the due date may be granted to a local or council of locals by a majority vote of the CFT Executive Council after receipt of a written request for a different due date that includes a description of the circumstances that justify such an exception.

Section 4. Per Capita Delinquency

- a. Unless a different due date has been approved by the Executive Council, a local's monthly per capita tax is due on or before the 15th day following that month. When a local is two months in arrears, its president and treasurer shall be notified by the CFT Secretary-Treasurer. For example, January per capitass not received by April 15th will be considered two months in arrears.
- b. When a local is three months in arrears, it shall be considered in bad standing and lose voting privileges. A local in bad standing shall be ineligible to participate in the CFT Legal Defense grant and COPE programs. The members of a local in bad standing will lose eligibility for participation in the CFT scholarship program. When a local is three months in arrears, its Executive Council shall be notified by the CFT Secretary-Treasurer **by certified mail**. For example, January per capitass not received by May 15th will be considered three months in arrears.
- c. A local that is more than three months in arrears shall pay interest on all monies owed in excess of three months' per capita. The rate of interest shall be at the rate then paid or payable for borrowed funds by the CFT, unless the Executive Council by a two-thirds vote shall decide to waive the interest provision where there is substantial justification.
- d. When a local is four months in arrears, it shall be suspended and may be reinstated by a vote of the Executive Council upon payment of back per capitass and interest. A local that the Executive Council refuses to reinstate shall have the right to appeal to the next State Council or Convention. When a local is four months in arrears, its members shall be notified by the CFT Secretary Treasurer. For example, January per capitass not received by June 15th will be considered four months in arrears.

Section 5. Special Assessments

Special Assessments may be levied by two-thirds vote at the state Convention or by the Executive Council. All provisions of Article II, Section 4 shall apply to special assessments.

Section 6. Staff Funding Program

- a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations,

grievances, or other locally specific services. All other general CFT services such as training, publications, member data base management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT Locals.

- b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT equal to the following formula:
 - 1) Unit size-1000 or fewer: Locals and councils of locals with a total unit or units of 1000 or fewer shall receive a staff funding program from the CFT equal to seventy percent (70%) of the first \$17.83 of the per capita paid to the CFT by the local or council of locals on a monthly basis.
 - 2) Unit size-Above 1000: Locals and councils of locals with a total unit or units of above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60%) of the first \$17.83 of the per capita paid to the CFT by the local or council of locals on a monthly basis.
 - 3) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of the first \$17.83 of the per capita paid for non-certificated employees of the unit.
- c. Effective upon adoption of this provision, the base on the Staff Funding Program shall be automatically adjusted on September 1 of each year by the percentage increase in per capita as set forth in Section 2 of this article unless the base is adjusted by a different amount by a vote of the convention. Convention action to limit the base of the staff funding program cannot be taken in successive years.
- d. Locals and councils of locals that employ part-time professional staff persons shall receive corresponding percentages of the staff funding formula specified in Article II, Section 6b 1), 2), and 3) of the By-Laws on a monthly basis. The staff funding formula per capita base specified in this section shall not include the CFT Legal Defense Fund or the COPE contributions (Article II, Section 1, f and g, By-Laws).
- e. Locals and councils of locals staff working on employer paid release time shall not be covered by the provisions of Article II, Section ~~6a~~ 6b 1), 2), and 3) of the By-Laws.
- f. Conditions of employment of formula-funded staff:
 - 1) Professional staff who are directly employed or for whom reassigned time is purchased by the local would generally be expected to perform some of the following services provided by a CFT Field Representative with some assistance from the field representative as needed including but not limited to:
 - a. Designing and running internal membership drives and agency fee campaigns.
 - b. Designing basic flyers and writing basic campaign literature.

- c. Designing and conducting contract surveys.
 - d. Writing contract language.
 - e. Negotiating collective bargaining contracts using traditional and non-traditional formats and models.
 - f. Analyzing budgets (with some assistance from the CFT Research Department).
 - g. Filing grievances and unfair labor practice charges, representing members at hearings, with assistance from legal counsel, as necessary.
 - h. Assisting in get-out-the vote and related political activities.
 - i. Assisting locals in compliance with national and state affiliate constitutional obligations.
 - j. Troubleshooting, brainstorming and assisting the local in day-to-day activities
 - k. Advising the local on grievances, arbitrations, negotiations, budgets and concerted activities.
 - l. Conducting training sessions for the local members
- 2) The salary rate of any professional staff person provided for in this section shall not be less than the minimum compensation of the full-time employees he/she represents. The salary rate of any professional staff person representing only part-time employees shall not be less than the minimum compensation of the employees he/she represents. The professional staff person shall receive step increases comparable to and on the same timeline as those employees the staff person represents. Locals shall also provide salary column and step advancement to professional staff persons for job-related experience and training.
- 3) The contributions of the local toward employee benefits and other conditions of employment for directly employed professional staff persons shall be at least comparable to those of the full-time employees he/she represents. The contributions of the local toward employee benefits and other conditions of employment for any directly employed professional staff person representing only part-time employees shall be at least comparable to the employees he/she represents. When any professional staff person is hired on a less than full-time basis, he/she will receive the pro-rata salary and benefits of the corresponding full-time position.
- 4) The conditions of employment of the professional staff person shall be put to writing in the form of a mutually agreeable contract. The CFT and CFT locals shall seek to provide formula-funded professional staff a group benefits program that includes medical, dental, vision, long-term disability, and retirement benefits.
- g. The Executive Council may recognize a council of locals consisting of locals from a contiguous geographical area, organized for the convenience of participating in the staff funding program. The establishment of these councils shall not affect the autonomy of each local, and each local may send its own delegates to convention and state councils.
 - h. As a condition of funding,
 - 1) a local shall implement the pass-through of AFT and CFT per capita increases or have a dues system based on a percentage of salary and notify the CFT of such implementation or system as part of the annual application process,

- 2) formula funded staff shall participate in training programs and work up to five (5) days, at the request of the CFT, to assist the CFT, other locals or organizing committees.
- i. The Executive Council shall establish rules and regulations for the implementation of this section.



Officers

Article IV, Section 1 of the CFT Constitution

Whereas, the California Federation of Teachers (CFT) Constitution does not identify a point in time when newly elected officers take over, and

Whereas, the successor to the President, the Senior Vice President, is not mentioned in the CFT Constitution section identifying officers,

Therefore, be it resolved, that the Constitution of the CFT be amended as follows:

Article IV: Officers

Section 1. Elected Officers

Section a remains the same.

- b. The term of office for officers elected at a convention shall commence sixty (60) days immediately following the convention
- c. The elected officers of the CFT shall be a president, a secretary-treasurer, and twenty-four vice-presidents.
- d. The twenty-four vice-presidents shall elect a Senior Vice President from their body at an Executive Council meeting following the convention. The tenure of the Senior Vice President shall be co-terminus with the office of the President.
- e. The delegates to the convention of the California Labor Federation, AFL-CIO and the American Federation of Teachers must be elected at the CFT Convention.



Fund Peer Assistance and Review

Whereas, the goal of Peer Assistance and Review (PAR) programs is to improve the quality of teaching and provide assistance to new and veteran teachers in the areas of classroom management, subject matter knowledge, teaching strategies, and methods of instruction, and

Whereas, PAR programs are negotiated agreements and collaborative efforts between teachers' unions and districts, and

Whereas, PAR is a major step in expanding the authority of teachers in managing the profession by utilizing their expertise together with that of management to provide collegial support, assistance, and review, and

Whereas, members' due process rights are protected by the union and the union is assuming a deeper responsibility for helping struggling teachers improve, and

Whereas, PAR programs, because they provide true help to struggling teachers, have reduced the number of teachers who must be formally terminated, and

Whereas, a positive benefit has been new teacher retention, and in many PAR programs 80 percent of all new teachers are still teaching after their first five years, and

Whereas, PAR programs are more effective than traditional evaluation methods to improve the practice of new and veteran teachers or to counsel them out of the profession, and

Whereas, funding for PAR has decreased from a high of \$125 million in 2000-01 to \$27 million in 2007-08,

Therefore, be it resolved, that the California Federation of Teachers (CFT) request a budget augmentation to fund PAR to at least the \$150 million level, so that it lives up to its promise of improving the practices of new and veteran teachers.



Oppose suspension of Proposition 98

Whereas, Gov. Arnold Schwarzenegger has proposed the suspension of Proposition 98 and has called for \$4.8 billion in cuts to K–14 education, and

Whereas, Prop. 98 was approved by California voters as a minimum level of funding for the state's schools, and

Whereas, California is currently 46th in the nation in per pupil spending, and

Whereas, the proposed cuts would undermine efforts to improve the conditions in schools and colleges that lead to higher quality education,

Therefore, be it resolved, that the California Federation of Teachers (CFT) oppose the suspension of Prop. 98, and

Be it further resolved, that the CFT, in concert with other organizations, aggressively pursue strategies to increase state revenues to insure adequate funding for vital state services.



Adequately fund California schools

Whereas, school districts cannot be expected to meet performance standards unless they have sufficient funds, and

Whereas, California's current funding system does not address cost differences among districts, and

Whereas, the current system of school finance appreciably under-funds districts, especially those with the highest needs, and

Whereas, districts with relatively high concentrations of disadvantaged students and those that operate in a relatively high-wage environment do not currently receive enough state support to reach even a modest student-performance target, let alone the state's current goal of 800 on the API, and

Whereas, California school districts spend significantly less and receive fewer revenues than do districts in a majority of other states, and

Whereas, California has one of the highest student-to-staff ratios in the country, and

Whereas, California spends less on education salaries than other states, and

Whereas, to improve outcomes *only through spending increases* would require a large influx of dollars — \$1.5 trillion or at least an increase of 40 percent in spending for education,

Therefore, be it resolved, that the California Federation of Teachers (CFT) support or sponsor legislation that would require the State of California to generate and allocate sufficient funds to education, up to or beyond the national average, that will support academic success for all students.



Support a national K–12 labor education plan and conference

Whereas, union density in the United States has fallen to levels unseen since early in the last century, and

Whereas, a strong labor movement is crucial to the preservation and advancement of democracy, and to the betterment of the lives of working people, and

Whereas, students need to know about labor history and the role of unions in protection of workers' rights in order to make informed decisions about their lives at work, and

Whereas, there are a growing number of local resources and programs devoted to K–12 labor education and to new member orientation, including those produced and facilitated by the CFT Labor in the Schools Committee, and

Whereas, these programs and resources, to be more useful and effective, require support and coordination at levels beyond the capacity of any one organization,

Therefore, be it resolved, that the California Federation of Teachers (CFT) call upon the American Federation of Teachers (AFT) to form a task force to develop policy recommendations to support and coordinate K–12 labor education nationally, and that the AFT thereafter call upon the AFL-CIO, the NEA and other appropriate organizations to join this task force, and

Be it further resolved, that the CFT call upon the AFT to convene a national K–12 Labor Education Conference within the next two years in order to acquaint teachers, union activists and others with the best practices in the field, and to begin implementation of a coordinated K–12 labor education campaign, based on the task force's policy recommendations, and that the AFT thereafter call upon the AFL-CIO, the NEA, and other appropriate organizations to co-sponsor this conference, and

Be it finally resolved, that the CFT take this resolution to the next AFT convention.



Prevent gun violence at school

Whereas, the CFT *Policies and Positions* paper (April 1995) contains a subsection entitled “Safety and Violence” in the section entitled “Context for Education,” and

Whereas, the “Safety and Violence” subsection’s only reference to weapons is the first talking point that reads “‘zero tolerance’ of drugs and weapons on campus,” and

Whereas, the Brady Campaign to Prevent Gun Violence reports that there have been approximately 55 school shootings in America with over 130 students and staff being killed since 1997, and

Whereas, the Brady Campaign to Prevent Gun Violence reports that nine Californians a day are killed with guns, and

Whereas, the Brady Campaign to Prevent Gun Violence reports that there were 115 drive-by shootings in a six-month period in 2006, and

Whereas, the Brady Campaign to Prevent Gun Violence has concluded that the physical and psychological trauma of a gun violence incident on a school campus affects everyone at the school and their families for a lifetime, and

Whereas, the Brady Campaign to Prevent Gun Violence has concluded that the incidence of gun violence is so random that no amount of school safety planning or hardware can guarantee school staff is protected in the workplace — violating their right to a safe working environment,

Therefore, be it resolved, that the California Federation of Teachers’ *Policies and Positions* paper’s (April, 1995) subsection entitled “Safety and Violence” in the section entitled “Context for Education,” be amended to include the following talking point to come immediately after the “‘zero tolerance’ of drugs and weapons on campus:”

“Because gun violence is detrimental to the health and welfare of California’s students and school staff, support legislation that will prevent and/or reduce gun violence on school campuses and oppose legislation that attempts to allow firearms on school campuses and/or arm students and school staff (other than trained peace officers) on school campuses.”



Teach *Mendez v. Westminster*: school desegregation in our schools

Whereas, *Mendez v. Westminster* was a desegregation case involving Mexican children segregated in Orange County Schools taken to Federal Court by a group of parents and succeeded in desegregating schools throughout California and the Southwest in 1947, seven years before *Brown v. Board of Education*, and

Whereas, the case was argued by Thurgood Marshall of the NAACP on Appeal and decided unanimously by the 9th Circuit Court of Appeals, saying for the first time that separate schools were a violation of the Equal Protection Clause of the 14th Amendment to the Constitution, and

Whereas, the Mendez case represented the first true multi-ethnic coalition, with groups such as the NAACP, the American Jewish Congress, the Japanese American Citizens League, the ACLU and the National Lawyers Guild, and

Whereas, Earl Warren, then governor of California, signed a repeal of remaining segregation statutes for Asian American and Native Americans just months after the decision, and then went on to author the Brown decision seven years later, and

Whereas, PBS has produced an Emmy Award winning documentary on the case and the U.S. Postal Service is to honor the 60th Anniversary of the case,

Therefore, be it resolved, that the California Federation of Teachers (CFT) endorse AB 531, introduced by Assemblymember Mary Salas and currently pending in the California Senate, which would require that the Mendez case be taught in public schools in California and included in the textbooks for 2011,

Be it further resolved, that CFT commit to the following: Publish articles educating the membership on the historical significance of the Mendez case; a letter to be sent by the CFT president in support of AB 531; and CFT sponsor a workshop in 2009 addressing the importance of the Mendez case.



Require safer door locks for school emergencies

Whereas, violent or potentially violent incidents on school campuses and in the immediate neighborhoods surrounding school campuses are increasing at an alarming rate, and

Whereas, “lockdowns” are an effective tool to be used at school campuses to facilitate the safety of both students and staff during a violent or potentially violent situation, and

Whereas, many school staff keep their keys in areas where they do not have immediate access to them, and

Whereas, the locks in most school classrooms, offices, and other rooms where students and school staff gather can only be locked from the outside, and

Whereas, the safety of school staff could be placed in jeopardy while going out into a hallway to lock their doors during a lockdown, and

Whereas, locking mechanisms that quickly lock the door from the inside (commonly referred to as “classroom function locks”) have been developed for the doors to classrooms, offices, and other rooms where students and school staff gather,

Therefore, be it resolved, that the California Federation of Teachers (CFT) seek legislation that requires the doors of classrooms, offices, or other rooms where students and school staff gather in either new public schools, colleges, or universities that are being constructed, or existing public schools, colleges, or universities that are being modified be equipped with locking mechanisms that allow the doors to be locked from the inside (commonly referred to as “classroom function locks”) or the best technology that accomplishes the same result, and

Be it further resolved, that the CFT seek legislation that would require the doors of all classrooms, offices, or other rooms where students and school staff gather in all public schools, colleges, or universities to be equipped with locking mechanisms that allow the door to be locked from the inside (commonly referred to as “classroom function locks”) or the best technology that accomplishes the same result as soon as possible, but not later than January 1, 2015, and

Be it finally resolved that the CFT bring this resolution to the AFT convention for concurrence.



Support Career Technical Education in K–14

Whereas, California Education Code Section 51224 cites that “Districts are encouraged to provide all students with a rigorous academic curriculum that integrates academic and career skills, incorporates applied learning in all disciplines, and prepares all pupils for high school graduation and career entry, and

Whereas, over the last 20 years, we have witnessed a sharp drop estimated by many education professionals in Career Technical Education (CTE) of between 79 and 90 percent in the number of career technical education classes offered in the K–12 system and in community colleges, and

Whereas, in today’s global economy, a workforce with both academic and vocational skills will be required in order to compete successfully in a world market, and

Whereas, CTE allows students to explore career options and develop the skills they will need both in school and in the workplace, and

Whereas, in addition to vocational skills, modern CTE classes teach students core academic concepts such as Algebra and English Language Arts in a relevant setting that provides motivation to learn, and

Whereas, CTE’s combination of classroom instruction, hands-on-laboratory activity and on-the-job training meets students’ differing learning needs and styles so that they may succeed, and

Whereas, CTE prepares individuals for the bulk of America’s jobs and, historically, 75 percent of our K–12 students will not complete a four year college degree, and

Whereas, CTE can engage all students in an authentic learning environment resulting in their mastery of career and academic knowledge necessary to become productive contributing members of society, and

Whereas, modern CTE programs are particularly well suited for inclusion of students with special needs, and

Whereas, new state standards and frameworks have been approved for CTE that support increased connection between academics and career technical education, and many colleges in California have discontinued CTE teacher training programs,

Therefore, be it resolved, that the California Federation of Teachers (CFT) support initiatives

designed to provide increased funding for new and existing career technical education programs, and increased recruitment, retention and credentialing of qualified career education instructors with experience in their fields, and

Be it further resolved, that CFT support requirements that encourage students to access age appropriate career technical education and counseling systems that recognize the value of both safe work practices and career technical education for all students, and

Be it finally resolved, that a similar resolution in support of CTE be carried by the CFT to the 2008 American Federation of Teachers (AFT) Convention.



Support Early Childhood Education

Whereas, the CFT believes that early childhood education is important to students for long term school and life success, and

Whereas, CFT believes that there is a pronounced achievement gap within groups of economically disadvantaged and minority children, and

Whereas, CFT believes that effective research-based early literacy skills and strategies help narrow the achievement gap, and

Whereas, CFT acknowledges that all of the above statements are supported by existing research in the field of early childhood education,

Therefore, be it resolved, that the California Federation of Teachers continue to support the efforts of the CFT Early Childhood Education (ECE) Committee, along with CFT ECE members in advocating for the needs of the ECE community, and

Be it further resolved, that the CFT develop and distribute a fact sheet that clearly articulates the CFT's position that effective early literacy experiences have been recognized as a first step in closing the achievement gap for students.



Improve Beginning Teacher Support and Assessment Program

Whereas, research has identified the need to provide beginning teachers with focused induction support, and

Whereas, to be useful, this support must be provided at a sufficient level of intensity to make a difference in the performance, retention, and satisfaction of beginning teachers, and

Whereas, the Beginning Teacher Support and Assessment (BTSA) program was to:

- Provide an effective transition into the teaching career for first- and second-year teachers in California
- Improve the educational performance of students through improved training, information, and assistance for participating teachers
- Enable beginning teachers to be effective in teaching students who are culturally, linguistically, and academically diverse
- Ensure the professional success and retention of new teachers
- Ensure that a support provider provides intensive individualized support and assistance to each participating beginning teacher
- Ensure that an individual induction plan is in place for each participating beginning teacher and is based on an ongoing assessment of the development of the beginning teacher
- Ensure continuous program improvement through ongoing research, development, and evaluation, and

Whereas, monetary compensation for, and district recognition of BTSA Support Providers is grossly inadequate, and

Whereas, research on the effectiveness of BTSA has been limited, and

Whereas, California Senate Bill 1209 requires the California Commission on Teacher Credentialing (CCTC) to:

- Review all BTSA programs including recommendations to eliminate any duplicative activities among teacher credentialing requirements, induction programs, and professional development activities, and

- Review the BTSA Standards of Quality and Effectiveness and assess the program's formative assessment,

Therefore, be it resolved, that the California Federation of Teachers (CFT) support the CCTC in its efforts to improve the induction experience for California's beginning teachers by being involved in this review process, and

Be it further resolved, that the CFT request a state budget augmentation to fully and adequately fund the improved Beginning Teacher Support and Assessment (BTSA) program for general education, special education, and all other beginning teachers.



Establish English Language Learner Committee

Whereas, the CFT supported a Bilingual Committee until the passage of Prop. 227, and

Whereas, English Language Learners (ELLs) are a significant (25 percent) and growing percentage of the K–12 student population, and

Whereas, the following are the updated purpose and goals of a newly constituted ELL Committee:

- to monitor issues and activities relating to ELLs' education and services to ELLs and students at the State Board of Education, the California Department of Education, and other state educational entities.
- to review existing policy and to make policy recommendations on issues relating to ELLs to the CFT Executive Council, State Council, and Convention.
- to monitor state and federal statutes and regulatory policies that govern programs for ELLs.
- to keep CFT locals and members informed regarding the status of bilingual education and services for ELLs through articles in CFT publications.
- to present reports to CFT governance bodies on issues relating to bilingual education and services to ELLs.
- to build coalitions between CFT and other organizations involved in issues relating to bilingual education and services to ELLs.
- to monitor and make recommendations concerning relevant credential regulations from the Commission on Teacher Credentialing.
- to monitor and make recommendations concerning proposed legislation on issues relating to bilingual education, dual language programs, English Language Development (ELD), specially designed academic instruction in English (SDAIE), and services to ELLs.
- to advocate for bilingualism and biliteracy for California students.
- **Therefore, be it resolved**, that the California Federation of Teachers create and support an English Language Learner (ELL) Committee.



Restore California School Leadership Academy

Whereas, one key finding of the recently released “Getting Down to Facts,” is that California ranked last in the nation in the numbers of principals and assistant principals per 1,000 students, and

Whereas, according to surveys, despite increased demands that come from fewer staff, California school administrators generally are less prepared and feel less confident, and

Whereas, dollar for dollar, investing in administrator training is a sure bet compared with more expensive approaches to improvement, and

Whereas, looking at better ways to develop principals should be a focus of the Legislature, and

Whereas, the quality of California’s administrator certification programs is “uneven,” and professional development opportunities are neither innovative nor extensive, and

Whereas, the state now funds only one training program, primarily on textbooks and state standards, and

Whereas, the state of California became a national leader when it created the California School Leadership Academy (CSLA) in 1983, offering extensive multi-day trainings for administrators, and

Whereas, CSLA became a vehicle for classroom teachers to receive training to become teacher leaders or for administrators to broaden their skills, and

Whereas, funding for CSLA was ended in 2003,

Therefore, be it resolved, that the California Federation of Teachers (CFT) supports restoration of the California School Leadership Academy, and calls for the incorporation into its program of curriculum that will teach and encourage collaborative leadership styles, including school-based management and other AFT research-based models, and

Be it further resolved, that the CFT encourage the Association of California School Administrators (ACSA) to sponsor, with CFT’s support, legislation to reinstate and fully fund the California School Leadership Academy (CSLA) or a similar administrator preparation and training program.



Promote classified and faculty unity

Whereas, the California State Legislature passed Senate Bill 1552 in 1986, authorizing Classified School Employee Week, and

Whereas, classified employees most often provide the initial contact and meaningfully contribute to the image that students, faculty, staff and the community receive of our schools and colleges, and

Whereas, school and community college boards pass resolutions thanking employees who make the schools and colleges work: secretaries, school bus drivers, gardeners, building maintenance workers, janitors, paraprofessionals and food service employees, everyone who is not a teacher or administrator, and

Whereas, classified and faculty union brothers and sisters interact with each other in the work environment, in the classroom, on shared governance committees, on hiring committees, on accreditation teams and in specific instructional and administrative programs, and

Whereas, a large percentage of faculty brothers and sisters are in supervisory positions interacting with classified employees but receive minimal training by their district in perfecting this task into a professional exchange among employees, and

Whereas, classified employees continue to demand from administration and faculty co-workers that they be treated with respect, equality and dignity for the work performed,

Therefore, be it resolved, that the California Federation of Teachers (CFT) develop a staff development program including a training module, seminars/workshops and a method to build awareness to improve working conditions and communication for classified and faculty CFT members, and

Be it further resolved, that the CFT leadership promote this program to create a positive work environment for classified and faculty unity.



Support death benefit equity for classified school employees

Whereas, the California Public Employee's Retirement System (CalPERS) provides varying levels of death benefits according to membership category and status, each providing a "lump-sum" of money to survivors at the time of the member's death for the purpose of covering funeral and burial expenses, and

Whereas, the original lump sum death benefit of \$300 for all retired CalPERS members was enacted in 1945, and

Whereas, in 2000 the death benefit was increased to \$2,000 for school members of CalPERS, and

Whereas, according to the National Funeral Directors Association, the average cost of a full service funeral (not including cemetery costs, grave space, the monument and other burial costs) in 2006 was \$6,195, and

Whereas, the current \$2,000 death benefit is inadequate to cover average funeral and burial expenses, and

Whereas, the Legislature has historically provided different benefit levels to different public employees resulting in longstanding inequities in death benefit amounts: members of the California State Teachers' Retirement System receive a \$6,163 death benefit, the University of California Retirement System members are provided \$7,500 and local public agency members of CalPERS have a minimum amount of \$500 with an option to receive up to \$5,000, and

Whereas, the current \$2,000 death benefit is not comparable to that benefit offered to other public employees, and

Whereas, school members of CalPERS should be provided a comparable death benefit and such death benefit should cover more of the costs of a funeral,

Therefore, be it resolved, that the California Federation of Teachers (CFT) sponsor legislation to increase to \$6,163 the death benefit and provide equity to school members of CalPERS.



Support single-payer health care

Whereas, U.S. House Resolution 676 would institute a single-payer health care system in the United States by expanding a greatly improved Medicare system to every resident, and

Whereas, HR 676 would cover every person in the United States for all necessary medical care including prescription drugs, hospital, surgical, outpatient services, primary and preventive care, emergency services, dental, mental health, home health, physical therapy, rehabilitation (including for substance abuse), vision care, chiropractic and long term care, and

Whereas, HR 676 ends deductibles and co-payments, and

Whereas, HR 676 would save billions annually by eliminating the high overhead and profits of the private health insurance industry and HMOs,

Therefore, be it resolved, that the California Federation of Teachers (CFT) reaffirms its support for the passage of HR 676 and encourages its locals to also endorse HR 676, and

Be it further resolved, that the CFT forward a resolution to the AFT Convention supporting the passage of HR 676.



Encourage retiree contact information

Whereas, employees retire from their respective districts with limited contact information to facilitate ongoing communication, and

Whereas, the union works collectively with the district to contact retirees for updated communications, and

Whereas, contact is needed to ensure renewal of medical benefits enrollment, retiree newsletters, retiree benefits, social security updates and the opportunity for retirees to participate in union activities,

Therefore, be it resolved, that the California Federation of Teachers (CFT) encourage its local leadership to communicate with their districts and union administrations to include a third contact on all retirement paperwork and all annual documents such as open enrollment and health benefits changes.



Denounce the denial of higher education to Baha'is in Iran

Whereas, the CFT supports the rights of a quality education for all regardless of religious beliefs, and

Whereas, the promotion and protection of equal educational opportunity for all has been a central objective of CFT policy, and

Whereas, Iran is one of the 48 member states of the United Nations General Assembly that voted to adopt the Universal Declaration of Human Rights in 1948, Article 18 of the Declaration states that “everyone has the right to freedom of thought, conscience and religion,” and Article 26 of the Declaration states that “everyone has the basic right to education” and that “higher education shall be made equally accessible to all on the basis of merit,” and

Whereas, the Iranian government continues its systematic efforts to persecute Baha'is in Iran, denying basic human and civil rights to followers of the Baha'i Faith, solely on the basis of their religion, and several governments and international bodies, including the United States and the United Nations, have spoken out repeatedly against the persecution of Baha'is in Iran, and

Whereas, the Iranian government has embarked on a campaign to systematically deny opportunities for higher education to all Baha'is, solely on the basis of their religion, and in particular has, for the last three academic years, publicly pledged that Baha'is would be allowed to enroll in institutions of higher education, but has instead refused to admit them to universities unless they deny their religion,

Therefore, be it resolved that the California Federation of Teachers (CFT) denounces the persecution of Baha'is in Iran and the denial of higher education to Baha'is solely on the basis of their religion, and

Be it further resolved that the CFT president will communicate and publicize this denunciation in letters to ~~one or more~~ all of the following entities: the United Nations Secretary-General, the United Nations High Commissioner for Human Rights, the United Nations Special Rapporteur on Freedom of Religion or Belief, the

United Nations Executive Director of UNICEF, and Iran's representatives to the United Nations, and

Be it further resolved that the CFT President will communicate and publicize this denunciation in letters to members of the 110th Congress Second Session and support House Resolution 1008, condemning the persecution of Baha'is in Iran, and

And be it finally resolved that nothing in this resolution shall be misused to encourage a U.S. war on Iran.



Support U.S. Labor Against the War

Whereas, U.S. Labor Against the WAR (USLAW) is an organization that is the leading labor advocate opposing the war in Iraq and Afghanistan, and

Whereas, USLAW has created a work plan for 2008 that includes the following strategic priorities:

- Compel Congress to defund the war and bring all troops home now, funding only their safe return, and reparations and reconstruction in Iraq. Redirect spending to serve human needs and to promote peace and justice at home and abroad.
- Strengthen activity in opposition to the war and occupation at every level of the labor movement.
- Further develop USLAW solidarity with Iraqi unions and allied organizations.
- Expand education in the labor movement to expose the consequences for working people of a foreign policy that serves the interests of corporations instead of the people.
- Oppose military action and subversion in Iran.
- Encourage labor movement solidarity with all the working people of the Middle East, in particular Palestinians and Israelis, and

Whereas, the CFT has been an affiliate of USLAW since its early days, and continues to support its aims and mission,

Therefore, be it resolved, that the California Federation of Teachers (CFT) affirms and adopts the 2008 strategic priorities of USLAW, and

Be it further resolved, that the CFT participate in and encourage local affiliates and individual members to participate in activities that further those strategic priorities, including encouraging locals to affiliate with and individuals to become associate members of USLAW, and

Be it further resolved, that CFT establish relationships with organizations of veterans and military families and build a network of union members who are vets or in military families, and

Be it finally resolved, that CFT submit this resolution to the American Federation of Teachers (AFT) Convention and to the California Labor Federation, with an additional resolved that the AFT and California Labor Federation become affiliates of U.S. Labor Against the War.



End Middle East Wars and occupation, war profiteering and erosion of human and civil rights

Whereas, since the attacks on multiple United States targets on 9/11/2001, the Bush administration and Congress have created policies, under the guise of a “war on terror,” that led to lying and falsifying evidence in order to justify attacks on and illegal occupation of Afghanistan and Iraq, and

Whereas, these policies have led to the erosion of civil liberties and constitutional rights through increased surveillance of American citizens without probable cause or reasonable suspicion; and by detaining non-citizens and citizens (removing the right of habeas corpus) — without charges and access to counsel; and by justifying torture and what is call “enhanced interrogation,” and

Whereas, this policy invests in war to the detriment of support of education, health care, environmental safety and other human needs, and allows private corporations massive war profits, and

Whereas, since the United States invaded and occupied Iraq, the United States has had casualties of nearly 4,000 dead and 60,000 wounded, and Iraqi civilian deaths have greatly outstripped those numbers with estimates ranging from 81,500 (Iraqbodycount.org) to over 655,000 (*Lancet*, the journal of the British Medical Association), and

Whereas, the war has created a refugee crisis which peaked in September 2007 when the United Nations Refugee Agency (UNHCR) reported that in a nation with a population of just 27 million there were “4 million displaced Iraqis around the world, including 2.2 million inside Iraq and a similar number in surrounding countries,” and

Whereas, the war in Iraq has cost the United States over \$500 billion and will eventually cost over one trillion

dollars (by calculating the immediate cost of the war plus the long term cost of health care for veterans, interest on debt and replacement of military hardware), and

Whereas, the \$720 million a day that the war costs could pay for 84 new elementary schools or 12, 478 elementary school teachers or 95,364 Head Start places for children or a year of free school lunches for 1,153,846 children or a year of healthcare for 423,529 children or homes for 6,482 families or 34,904 four-year scholarships for students at state universities (source: www.afsc.org/cost), and

Whereas, the Bush administration's pretexts for further expanding the war to Iran have also been shown to be false according to Department of Defense memos, and

Whereas, it appears that there is little resolve in Congress to end these policies of preemptive war, attacks on civil and human rights, and increasing private profiteering, at the expense of innocent civilians in the Middle East and the people of the United States,

Therefore, be it resolved, that the California Federation of Teachers (CFT) restates its opposition to the wars in and occupation of Iraq and Afghanistan, and

Be it further resolved, that CFT call for full and immediate withdrawal of U.S. forces from Iraq and Afghanistan, as well as removal of the many permanent military bases there, and

Be it further resolved, that CFT calls for full restoration of those constitutional, civil and human rights curtailed since 2001 by working for (1) the elimination of the practices of rendition, torture and warrantless surveillance, (2) the closing of the prison at Guantanamo Bay and (3) the repeal of the Military Commissions and Patriot Acts, and

Be it further resolved, that CFT call for a reprioritizing of federal funding from war and occupation to human needs such as education, healthcare, housing, and the care of returning veterans, and

Be it further resolved, that CFT calls for an end to private war profiteering, and that contractors be held responsible for their crimes while engaged in contracted activities, and

Be it finally resolved, that CFT submit this resolution to the American Federation of Teachers (AFT) and to the California Labor Federation to be considered at their respective 2008 conventions.



Endorse the national antiwar conference to stop the war in Iraq and bring the troops home now

Whereas, the war in Iraq wages on, though two-thirds of the American public has called for its end, and

Whereas, an independent and united mobilization of the antiwar majority in massive peaceful demonstrations in the streets against the war in Iraq will be a critical element in forcing the U.S. government to immediately withdraw all U.S. military forces from Iraq and Afghanistan, close all military bases, and recognize the right of the Iraqi and Afghani people to determine their own destiny, and

Whereas, the National Assembly to End the Iraq War and Occupation has issued a call for a national antiwar conference to be held in Cleveland, Ohio on June 28–29, 2008, and

Whereas, over 300 individuals and organizations, including United Teachers Los Angeles, U.S. Labor Against the War, the Los Angeles County Federation of Labor, the Connecticut Federation of Labor, and several other local and regional labor and peace organizations have endorsed the conference,

Therefore, be it resolved, that California Federation of Teachers (CFT) endorse the conference and financially support sending representatives to it, and

Be it finally resolved, that this resolution and information on the conference be communicated to CFT members.



Protest repression against Puerto Rican teachers

Whereas, the Federación de Maestros de Puerto Rico (FMPR — Teachers' Federation of Puerto Rico), which, with a membership of 42,000, represents an overwhelming majority of teachers on the island, has faced more than two years of inconclusive contract negotiations with the Department of Education of Puerto Rico, including a lock-out of teachers and students throughout the island for two weeks in May 2006, and

Whereas, in September 2007, the FMPR voted to authorize a strike, and went on strike on February 22, 2008, and remains on strike with strong support from the teachers and parents, and

Whereas, on January 8, the Public Sector Labor Relations Commission of Puerto Rico decertified the union, alleging that even the vote merely to authorize a strike violated Law 45 which outlaws strikes by public employees, and

Whereas, the government of Puerto Rico has declared its intention to replace hundreds of public schools with charter schools, which would not be covered by union contract, and

Whereas, the issues in Puerto Rico, such as class size caps, privatization, the de-funding of public education, prohibiting the right to strike and protracted contract negotiations are also critical for the CFT, and

Whereas, the CFT defends the right of public employees to strike and has acted in solidarity with teachers at the forefront of struggles for labor rights and quality education in New Orleans, Oaxaca (Mexico), and elsewhere, and

Whereas, the National Confederation of University Professors (CONAPU), representing faculty and staff of the public University of Puerto Rico, The Electrical Workers Union (UTIER), the water workers union (UIA), the nurses, Pepsi Cola workers, and communications workers unions have joined with the Puerto Rican Workers Central (CPT) in supporting the struggle of the FMPR, and

Whereas, Education unions in Rio de Janeiro, Brazil and Mexico city have pledged to picket U.S. diplomatic offices in solidarity with the strike, and

Whereas, preceding the strike deadline of February, on January 29, eight teachers were arrested and manhandled by police at the Luis Muñoz Rivera High School in Utuado, where 17 teachers were fired last October for objecting to a unilateral change in the curriculum, and on February 20, the first day of the strike, 14 teachers were arrested and picketers were beaten and police are now visiting schools throughout the island questioning and seeking to intimidate union delegates,

Therefore, be it resolved, that the California Federation of Teachers (CFT) condemn this campaign against labor rights and attacks on the integrity of public education, call for the decertification of the union to be annulled, and give our support to the teachers in the FMPR, and

Be it further resolved, that the CFT demands that no charges be made against the arrested and/or striking teachers, and

Be it further resolved, that the CFT participate in strike support by making a donation to the strike fund and encouraging voluntary monetary contributions from the membership, and solidarity efforts on behalf of the members of the FMPR.

Be it finally resolved to submit this resolution to the California Labor Federation and the AFT Conventions.



Support Sister Nezu and other Japanese teachers

Whereas, Japanese union teachers are under attack for standing up for their conscience and there is a very real threat that hundreds of teachers may be punished with fines, given disciplinary suspensions, and even fired for organizing to refuse the singing of a militaristic anthem expressing subservience to the Emperor, and

Whereas, as bizarre as this may sound in a modern democracy such as Japan, regarding the teachers' loss of their rights to conscience (Japanese Constitution Article 19), the refusal by teachers and their treatment as a result of their actions represents an attempt to bust organizing among rank-and-file union members without fear of retaliation and the loss of academic freedom, and

Whereas, this is not solely an issue of increased militarism or forced tutelage to an obsolete Emperor but one also of basic union rights to organizing and worker protection and the punitive disciplines may be meted out as soon as mid-to-late March 2008, and

Whereas, attempts to reconcile differences between a conservative school board, politicians, and the teachers are being actively pursued but have been trivialized, ignored, and now trumped-up 'un-professional demeanor' criticisms are being used against the teachers, and

Whereas, these teachers have been joined by Japanese and International union workers from different locals expressing solidarity (including ILWU 10 and 34, AMFA 33, and the Korean Teachers and Educational Workers Union) and UTLA passed a resolution and wrote letters of support to the Japanese Teachers Union on these issues in December 2007. (More information is available at www.militaryfreeschools.org/Intl.htm),

Whereas, the Japanese Constitution's Article 9 renounces war and Article 19 guarantees freedom of thought and conscience. In the past two years a group of right-wing extremists have vowed to dismantle the Constitution and imposed the militarist singing of the Kimigayo anthem expressing worship for the Emperor in Japanese schools. Japan Teachers Union teachers have resisted this call for war and have been punished with suspensions, and now a move to fire Sister Nezu and others.

The teachers resisting have a common pledge of "We shall never send our children to the battlefields again." This is also the slogan of the Japanese Teachers Union. **Whereas**, that like our own First Amendment, the Japanese Constitution's Article 9 guarantees freedom of thought and conscience.

The extreme right-wing attack on Sister Nezu and other teachers for expressing their conscience is an

international example of the state trying to force teachers to teach a particular and exclusive doctrine. Academic and intellectual freedom are central to free thought and deserve protection whenever and wherever they are under attack. A letter of support from CFT would encourage the Japanese Teachers Union to support rank-and-file activists. This letter of support would also energize the movement to support these teachers in their attempt to preserve not only academic freedom but teacher organizing as well.

Therefore, be it resolved, that California Federation of Teachers (CFT) support the education workers of Japan to maintain the renunciation of war in the Japanese constitution (Article 9) which their refusal to participate in the signing of the Kimigayo and Hinomaru, and

Be it finally resolved, that CFT send a letter of support to the Japanese Teachers Union for Sister Nezu Kimiko and the 388 other Japanese teachers who have been punished for not supporting the remilitarization of Japan advocated by right-wing Japanese politicians.



Oppose human trafficking and forced labor

Whereas, state law created the California Alliance to Combat Trafficking and Slavery (CA ACTS) Task Force, which is charged to examine the scope of human trafficking in California, collect and summarize data, describe local and statewide efforts to address the issue and make recommendations. The report presented for legislative review in July 2007, stated

- every 10 minutes, a woman or child is trafficked into the United States for forced labor, and
- human trafficking has become a \$9 billion a year global industry and is increasingly an activity of organized crime, and
- most Californians would find it hard to believe that slavery still exists and is a problem in the state of California and may be occurring in their communities, and
- many of these victims are non-English speaking women and children — who are forced to work against their will in sweatshops, prostitution rings, farm labor, private homes and other enterprises under deplorable conditions,

Therefore, be it resolved, that the California Federation of Teachers (CFT) opposes human trafficking; that deprives people of their freedom or violates our nation's promise that every person in the United States is guaranteed basic human rights, and

Be it further resolved, that the CFT enhance awareness and educate members and the broader communities through its publications regarding CFT's opposition of this illegal modern day slavery, and

Be it finally resolved, that the CFT Executive Council, in conjunction with the CFT Civil, Human and Women's Rights Committee research where funds can be contributed to benefit human trafficking victims.



Support creating a one-eighth dues category for AFT per capita taxes

Whereas, AFT locals representing significant numbers of part-time workers struggle to provide quality services because of the difficulty in collecting adequate dues and fees from low-paid bargaining unit members, and

Whereas, total per capita taxes on some members can even exceed their income, and

Whereas, the AFT hardship rate for contingent employees is only available on a one-time and non-renewable basis for a four year period, and

Whereas, an amendment to the AFT Constitution has been submitted that would provide long-term assistance to locals with such employees, and

Whereas, the amendment would align per capita categories for the CFT and the AFT,

Therefore, be it resolved, that the California Federation of Teachers' delegates to the 2008 AFT Convention be directed to support the proposed amendment to the AFT Constitution that would allow creation of a class of membership that will pay AFT per capita taxes at one-eighth the regular rate, and

Be it further resolved, that all delegates to the 2008 AFT Convention from the constituent locals of the CFT be hereby encouraged to support the proposed amendment.



Support immigrants

Whereas, immigrants have been in the vanguard of union organizing since the 19th century, and **Whereas**, federal immigration authorities including Immigration and Customs Enforcement (ICE) have been conducting brutal raids on workplaces and people's homes — from the arrest of 1,300 workers at Swift & Co. meatpacking plants in six states on December 12, 2006, to more recent raids in the Bay Area, at the Smithfield hog processing plant in North Carolina and elsewhere — terrorizing and separating families, intimidating the workers and interfering with union organization at the workplaces, in a massive violation of civil and union rights, and

Whereas, immigrant workers across the country are waging heroic organizing campaigns to demand opportunities to make a living and live in such communities, and

Whereas, free trade agreements like CAFTA and NAFTA have opened the borders to the unfettered movement of corporations in search of profits while simultaneously depriving workers on both sides of the border of opportunities to make a living and increasing poverty, crime, and social unrest, and

Whereas, unrealistic and restrictive immigration policies combined with the effects of U.S. foreign policy and trade policy have helped create waves of political and economic refugees and a subsequent increase in undocumented workers in the United States, and

Whereas, a general atmosphere of racist scapegoating is being used to blame immigrants for joblessness and low wages while corporations plunder the globe causing poverty, unemployment, ecological catastrophes and wars, which drive immigrants to flee their homelands,

Whereas, the CFT declares that no human being is illegal and looks forward to the day when the people of the world are not divided by borders,

Therefore, be it resolved, that the California Federation of Teachers (CFT) publicly call for an end to all ICE raids and deportations, including those based on Social Security no-match letters, and take the following actions: 1) work with immigrant rights groups to expose and stop ICE raids; 2) condemn ICE raids as racist and union-busting; ~~and~~ 3) help organize protests to demand that immigrants are not punished, exploited or denied labor protections as a result of their undocumented status; actively lobby these issues at the State Capitol and to sponsor education workshops and speakers at CFT and AFT events,- and 5) participate in immigrant rights marches with parents and students on May 1st, International Workers Day, and

Be it finally resolved that the CFT submit this resolution to the 2008 AFT convention.



Stop U.S. support of governments that use child soldiers

Whereas, an estimated 250,000 children are exploited each day in state-run armies, paramilitaries and guerilla groups around the world. Called “child soldiers,” they serve as combatants, porters, human mine detectors and sex slaves. Their health and lives are endangered and their childhoods are sacrificed, and

Whereas, Afghanistan, Burundi, Chad, Colombia, Congo (Democratic Republic of), Cote d’Ivoire, Sierra, Leon, Sri Lanka, Sudan and Uganda have been identified by human rights organizations as having child soldiers in government forces or government-linked militias, and

Whereas, children of these countries were often forcibly recruited, given drugs and used to commit atrocities, and

Whereas, thousands of children, especially girls, have been also recruited as soldiers and are often subjected to sexual exploitation, and

Whereas, the United States government currently gives military assistance to most of these countries.

Therefore, be it resolved, that the California Federation of Teachers (CFT) write letters of support to Senators Feinstein and Boxer to pass the U.S. Senate bill titled the “Child Soldiers Prevention Act” of 2007 (S. 1175), which is designed to encourage governments to disarm, demobilize, and rehabilitate child soldiers from government forces and government supported paramilitaries by restricting the United States from providing U.S. International Military Education and, Foreign Military Training Financing, and other defense-related assistance, and

Be it further resolved, that the CFT, in its letters to Senators Feinstein and Boxer, urge them to amend S. 1175 so that the United States will immediately end military assistance of any kind to countries that recruit and use child soldiers.



Support Noncredit Community College and Adult Education

Whereas, learning is a lifelong endeavor in order to meet the challenges and opportunities of careers, changing technology, life transitions, and personal growth; and

Whereas, both the California Department of Education and the Community College system include lifelong learning in their mission statements and authorize several subject areas in which California establishes free adult education/noncredit programs to the public; and

Whereas, many students representing underserved ethnic groups begin their postsecondary educational careers in noncredit and adult education programs; and

Whereas, adult schools and community college noncredit programs enroll one and a half million Californian adults annually, with the largest age group 21-30; and

Whereas, adult education also contributes to greater mental, emotional and physical health, preventing social isolation and boosting the quality of life of California's adults and their families; and

Whereas, despite the fact that the Baby Boomer generation is retooling, retraining, and re-engaging, and is therefore expected to take advantage of public adult education in unprecedented numbers, there has been a recent emphasis on other segments and functions of public education, with adult education remaining a relatively lower-status and under-funded segment;

Therefore be it resolved that the CFT strongly uphold and advocate for noncredit and adult education in all of its public purposes, including but not limited to lifelong learning, career technical education, and an avenue for diverse access to higher education for the under-prepared and the under-served; and

Be it further resolved that the CFT call upon the Legislature and Governor to guarantee that noncredit and adult education maintain their levels of funding through both the community college and K-12 systems.



ASVAB-Testing Student Protections

Whereas the federal Armed Services Vocational Aptitude Battery (ASVAB) is given without identification as a military recruitment tool to approximately 600,000 students in two-thirds of the high schools across the nation, and

Whereas the ASVAB was created by the Department of Defense (DOD) to evaluate an individual's eligibility for military enlistment and is designed to provide recruiters with a source of pre-qualified leads, but is promoted for career exploration, and

Whereas many students and parents believe they are already protected from having their private information shared with military recruiters via the Opt Out option defined in Section 9528 of NCLB, and

Whereas the ASVAB allows the military recruiters to circumvent Section 9528, and

Whereas individual schools have the option of withholding private student information from military recruiters by selecting Option 8, an internal designation the military uses, although statistics from the U.S. Military Entrance Processing Command indicate that only 5.7% did so in fiscal year 2007, and

Whereas Option 8 has become the blanket policy in several large school districts including Los Angeles Unified and two districts in Maryland , which allows schools and students to receive and use test results for guidance purposes, and individual students can choose to release their scores to military recruiters, and

Whereas unwanted military recruitment which often includes high pressure tactics should not be consequential to the taking of any assessment provided in public schools,

Therefore be it resolved that the California Federation of Teachers, and California Federation of Teacher locals and members, encourage and promote all ASVAB testing schools to use Option 8 to protect student privacy and publicize the use of Option 8 in all ASVAB testing scenarios, and

Be it further resolved that the California Federation of Teachers use its media publications to inform members of this resolution, and

Be it finally resolved that the California Federation of Teachers to bring this issue to the AFT convention and inform all its locals of this resolution.



May 1st Resolution

Be it resolved that the CFT will publicly support state-wide and local actions on May 1st against the war and in support of immigrant rights, including the ILWU's port-wide, West Coast shutdown, marches, boycotts, and other mobilizations of labor, community, and student organizations.



Funding for schools and public needs: fight back with vision, values and progressive taxation

Whereas, the current budget short falls from the state of California will create havoc in education, services and public and private employment throughout California, and

Whereas, since before Proposition 13 (1978) was passed, both the tax structure of California and local revenue options have needed a radical overhaul based on

- Adequate division of existing revenues (apportionment),
- “Ability to pay,”
[progressive income taxes, split roll assessment of residential and commercial property , adequate corporate and wealth taxes, an end to the yacht exemptions, institution of an oil depletion allowance, etc.], and
- A vision of adequate and well-funded common public goods (including K-12) education, fire and environmental protection, a social safety net, public health provisions, parks, recreation, public safety, libraries, parks, post K-12 education, transportation options, etc.)
- In order to serve the population of this 8th richest economy in the world, and

Whereas, the current crisis presents a historic opportunity to defend public education, the whole public sector and to encourage progressive tax reform, with state and local components: and

Whereas even the Legislative Analyst as of February 20, 2008 has indicated key revenue options that the governor and Legislature should explore before cutting funds for public education and vital needs, and

Whereas, a fightback and vision based on principal could help reanimate public debate, give courage and backbone to other public sector unions, community organizations, as well as give many California residents a reason to participate in public life,

Therefore be it resolved, that California Federation of Teachers encourage political mobilization, education and on-going research based on a long-range vision, general approach and analysis that poses funding public education and public goods based on “ability to pay” (progressive taxation) and adequate spending and investment sufficient for the well-being of all citizens and residents of California, especially the most vulnerable and victimized, and

Be it further resolved, that CFT encourage its affiliates and allies and all of their members to seek tax reform at the state level based on progressive taxation and local progressive tax options based on majority rule, and

Be it finally resolved, that CFT seek political and coalition efforts towards a state-wide coordinated campaign (of union, community organizations, and other allies) including but not limited to a mobilization in Sacramento prior to final state budget adoption, with an intent to stop the current budget cuts aimed at public education and the public sector, and favor of progressive taxation.



Runner Initiative

Whereas, the Runner Initiative, called the Safe Neighborhoods Initiative, is a ballot proposition introduced by Antelope Valley State Senator George Runner, and is currently being circulated for signatures in order to be included on the November, 2008 ballot, and

Whereas, the Runner Initiative would seriously cripple the California budget by spending \$20 billion dollars over forty years on failed programs that make us less safe, and

Whereas, the Runner Initiative directs billions of tax dollars to prisons, probation, and police (one billion dollars in the first year, and half a billion per year thereafter, plus additional unfunded mandates that local and county governments will be forced to pay), and

Whereas, the Runner Initiative would:

- Facilitate the prosecution of more youth as adults
- Increase penalties for drug related offenses
- Increase penalties for offenses alleged to be “gang related”
- Create mandatory criminal background checks for housing subsidy recipients
- Prohibit bail for undocumented immigrants charged with “gang related” felonies, and

Whereas, groups such as United Teachers Los Angeles, United Educators of San Francisco, the NAACP, and a number of other organizations and individuals have formed a coalition to work against this initiative in order to defeat it before it reaches the ballot,

Therefore, be it resolved, that the California Federation of Teachers (CFT) declare its opposition to the Runner Initiative, and

Be it further resolved, that the CFT work with other organizations and individuals to thwart its author’s efforts for it to be placed on the ballot, and if it reaches the ballot, to assure its defeat, and

Be it finally resolved, that the CFT inform its locals and members about the initiative and urge them not to sign it for qualification for the November 2008 or subsequent ballot.



Support the New Deal Awareness Program

Be it resolved, that the California Federation of Teachers support the New Deal Awareness Program of Gray Brechin, and

Be it further resolved, that the achievements and accomplishments of the Franklin Delano Roosevelt era not be forgotten, and that future generations know the power for good, beauty and social progress, that is possible.