

Resolution 2.01*Submitted by Oakland AFT, Local 771***High Stakes Testing**

WHEREAS the California State Legislature and Governor Gray Davis have decided that student test scores are an appropriate measure of success in school, and

WHEREAS the current available standardized tests are in actuality culturally and socio-economically biased, and

WHEREAS a true measure of educational achievement is shown when children demonstrate higher thinking skills rather than their ability to respond to multiple choice questions,

THEREFORE BE IT RESOLVED that CFT seek state legislation that substitutes the use of authentic assessment and other alternative methods for the complete dependence on standardized tests.

Resolution 3.01*Submitted by Oakland AFT, Local 771***Adult Education ADA Parity**

WHEREAS adult education programs provide a crucial service to many California communities by offering continuing education opportunities to, among others, English language learners, senior citizens, concurrently registered high school students, and G.E.D. aspirants, and

WHEREAS the expenses generated by these programs and the cost of the teachers working in them are not adequately covered by the existing system,

THEREFORE BE IT RESOLVED that the CFT leadership be directed to support a legislative proposals to raise adult education Average Daily Attendance to parity with the state's K-12 program.

Resolution 4.01*Submitted by Early Childhood Committee***Early Childhood Professional Development**

WHEREAS the California Federation of Teachers recognizes the importance of early childhood education and the need for ongoing professional development, and

WHEREAS the California Federation of Teachers encourages incentives for teachers to participate in professional development activities, and

WHEREAS there is a great need for articulation and networking among pre-kindergarten and kindergarten teachers,

THEREFORE BE RESOLVED that the California Federation of Teachers seek sponsored legislation to fund a time for coherent professional development that would foster among pre-kindergarten and kindergarten teachers planning, discussion learn age-appropriate development..

Resolution 5.01

Submitted by Safe and Nonviolent Schools Committee

Safety and Security for Children

WHEREAS "lock downs" have become a common method of ensuring security on a campus during an emergency, and

WHEREAS the safety and security of children and workers are paramount considerations of this union, and

WHEREAS any "lock down" procedure will only be successful when the workers at the site participate in its development and implementation,

THEREFORE BE IT RESOLVED that members participate in development and implementation of "lock down" and safety procedures, and

THEREFORE BE IT FURTHER RESOLVED that all California Federation of Teachers locals are urged to demand that the district and school site administration develop and disseminate "lock down" procedures for each site.

Resolution 7.01

Submitted by Oakland AFT, Local 771

Reversal of Ban on Affirmative Action in UC System

WHEREAS the CFT stands on the principles of integration and equality, and

WHEREAS many labor unions, civil rights organizations, student groups and over 25,000 individual petition signatories have expressed their support for reversal of the UC Regents' 1995 ban on affirmative action in the UC system by signing the following petition [see next page] co-

sponsored by the Coalition to Defend Affirmative Action and Integration and Fight for Equality By Any Means Necessary (BAMN), Defend Affirmative Action Party (DAAP), and the student government of UC Berkeley (Associated Students of the University of California, ASUC), and

WHEREAS reversal of the ban is a real possibility now, since it was reported by the *Chronicle of Higher Education* in its January 9, 2001 issue that the ban may be reconsidered by the UC Regents as soon as its March 2001 meeting,

THEREFORE BE IT RESOLVED that the CFT calls on the UC Regents to reverse the ban on affirmative action in the UC system now, and

BE IT FURTHER RESOLVED that the CFT President send a letter expressing support for reversing the ban now to all the Regents, including Governor Davis and the California press.

BE IT FURTHER RESOLVED that the CFT calls on student Regent Justin Fong, Governor and Ex-Officio Gray Davis, Lt. Governor and Ex-Officio Regent Cruz Bustamante, Regent William Bagley and all the other Regents who claim to support reversing the ban on affirmative action to make sure that the vote happens at the Regents' meeting next week, even if this requires an emergency motion to place this issue on the agenda,

BE IT FURTHER RESOLVED that the CFT supports and urges members to attend Wednesday and Thursday, March 14-15 rally to reverse the ban on affirmative action in the UC system now at the Covel Commons on the UCLA campus at 8:00 a.m.

Addendum to Resolution 7.01

Petition

Whereas:

1. In July 1995, when the Regents of the University of California adopted the ban on affirmative action in the UC system, their action sparked a national attack on affirmative action and integration.
2. Now, five years later, it is clear that the Regents' ban has dramatically narrowed educational opportunity for black, Chicana/o, Latina/o, Native American, and other under represented minority students in California, and has had a negative impact on the education of all students.
3. The Regents' ban is an obstacle to the recruitment of under-represented minority students, especially at the two UC flagship campuses (UC Berkeley and UCLA), and at UC law schools, UC medical schools, and other UC graduate schools.
4. The Regents' ban has created an environment in the UC system in which black, Chicana/o, Latina/o, Native American, and other under represented minority students feel unwelcome. Each day that passes with the ban still in place increases the sense among black, Chicana/o, Latina/o, Native American, and other under represented minority students that the Regents do not care about them or the environment in which they have to go to school,

5. The UC system must open its doors to all students in California. It must be a beacon for progress and equality, not re-segregation,
6. The Regents' reversing the ban will send a loud and clear message to the entire country that the attack on affirmative action and integration is a historic mistake that must not continue and must be reversed.

Therefore, We the undersigned, demand that the University of California Regents reverse the ban on affirmative action in the UC system now.

Resolution 9.01

Submitted by San Francisco CC Federation of Teachers, AFT Local 2121

Part-Time Faculty Retirement Improvements

WHEREAS before July 1, 1996, service credit for community college part-time faculty teaching credit classes was based on the figure of 1050 hour equivalent to a full-time load rather than the 525 hours full-time faculty are usually required to teach per year, and

WHEREAS part-time faculty service credit has been based only on teaching hours and not on preparation hours, and

WHEREAS these practices have resulted in STRS effectively under crediting part-time faculty for their years of service, and

WHEREAS part-time faculty have not received any retroactive crediting for under-credited teaching service, and

WHEREAS reduced service credit as well as the lack of 100% pro-rata pay has contributed to and will continue to contribute to extremely low STRS retirement pensions for part-time faculty, and

WHEREAS unlike part-time faculty, full-time faculty, who have received proper credit for teaching service, stand to benefit from accumulating 25 or more years of service credit by being able to use their highest single year of pay for calculation of pension, and

WHEREAS full-time faculty with 30 or more years of service credit are eligible for additional increases,

THEREFORE BE IT RESOLVED that the CFT take an active role in urging state legislators to enact a law allowing part-time faculty, both credit and non-credit, who have contributed into the STRS system for 25 or more years to use their highest single year of salary as the "earnable income" figure in the calculation for pension.

Resolution 10.01

Submitted by Retirement Committee

Compounded COLA for STRS Retirees

WHEREAS nearly all California public employee retirement programs have compounded Cost Of Living Adjustments (COLA) to help retirees meet the ever-increasing cost of living, and

WHEREAS the State Teacher Retirement System (STRS) is the only California public employee program which does not have compounded COLA, and

WHEREAS the effects of inflation have eroded the purchasing power of STRS retirees,

THEREFORE BE IT RESOLVED that the California Federation of Teachers will seek legislation establishing compounded COLA for STRS retirees.

Resolution 11.01

Submitted by Retirement Committee

Teachers to Elect Teacher Representatives on STRS Board

WHEREAS the State Teacher Retirement System (STRS) Board is the only major California public employee retirement board in which the members of the system are not allowed to elect their own representatives on the board,

THEREFORE BE IT RESOLVED that the California Federation of Teachers seek legislation requiring that the representatives of teachers on the STRS Board shall be elected by teachers.

Resolution 12.01

Submitted by Retirement Committee

Increase "Purchasing Power" for Retirees

WHEREAS the "purchasing power" for California PERS and STRS retirees has been greatly diminished by inflation, and

WHEREAS the existing 75% Purchasing Power is inadequate,

THEREFORE BE IT RESOLVED that the California Federation of Teachers sponsor legislation to increase the purchasing power for California PERS and STRS retirees from the current level of 75% to at least 80%.

Resolution 13.01*Submitted by Oakland AFT, Local 771***Student Intervener-Defendants of Affirmative Action
Legal Defense Fund**

WHEREAS minority, female and white male college and high school students and three pro-affirmative action coalitions are in the courtroom as full defendants of affirmative action in *Grutter V. Bollinger*, the University of Michigan Law School case currently at trial, and likely to go to the Supreme Court and decide affirmative action policy nationally, and

WHEREAS the University of Michigan cases are the first time in the history of the legal attack on affirmative action that minority and female students - the main intended victims of the attack - have full rights as defendant parties in the courtroom, and

WHEREAS this trial is our generation's *Brown V. Board of Education*, and a decisively important component of the opportunity to change American society for the better by moving toward long-promised, long-deferred integration and equality, and

WHEREAS this trial ensures that for the first time in affirmative action litigation, questions of institutional racism, bias, and unfairness will finally receive their proper emphasis, and the malicious and stultifying myth of race-neutral meritocracy will be dispelled, and

WHEREAS the student defendants are fighting to broaden the legal justification for affirmative action to include its actual social purpose-offsetting and reduce the inequality and segregation that structure life and opportunity in America, and

WHEREAS the three defendant coalitions in *Grutter*, United for Equality and Affirmative Action (UEAA), Law Students for Affirmative Action (LSAA) and the Coalition to Defend Affirmative Action and Integration and Fight for Equality By Any Means Necessary (BAMN), lack the financial resources of their co-defendants, the University of Michigan and the venerable civil rights organizations, and desperately need money to win this fight, and

WHEREAS unions, foundations and other organizations who have contributed between \$100 and \$11,000 to the student interveners' defense of affirmative action in the University of Michigan Law School trial include UAW Local 6000, The Impact Fund, The Michigan AFL-CIO, The Detroit Federation of Teachers, The Society of American Law Teachers, The Movement For Justice, Volunteers for Affirmative Action, AFSCME Local 312, AFSCME Local 207, The Buck Dinner, and the Michigan Federation of Teachers,

THEREFORE BE IT RESOLVED that the CFT join the honor roll of the new civil rights struggle by donating \$10,000 to United for Equality and Affirmative Action (UEAA}, Box 24462, Kensington Station, Detroit, MI 48224.

Resolution 14.01

Submitted by United Teachers Los Angeles, AFT Local 1021

Building of the Labor Party

WHEREAS the Labor Party has defended our campaigns for full funding of quality education, and

WHEREAS the Labor Party has supported a significant raise in the minimum wage so that working families can share in the abundance that can truly lead to increased student achievement, and

WHEREAS teachers can greatly benefit from information about this new union-based political party which champions our causes,

THEREFORE BE IT RESOLVED that the CFT report in its publications on developments in the building of the Labor Party and its program, and

BE IT FURTHER RESOLVED that the CFT send observers to national and California state conventions of the Labor Party to inform our members and advise the Labor Party on issues in education.

Resolution 15.01

Submitted by United Teachers Los Angeles, AFT Local 1021

Ban Use of Genetically Modified Organisms

WHEREAS Genetically Modified Organisms (genetically altered foods) have been proven to be harmful to many people, and

WHEREAS GMO's have been banned by the European union, Japan, and Canada because of their harmful effect on humans and the environment, and

WHEREAS the recent scandal involving Starlink corn has proven once again the dangers of allowing GMO's into the food chain and food distribution system,

THEREFORE BE IT RESOLVED that the CFT lobby the California State Legislature and California's Congressional delegation for a ban on the use of GMO's in all food products.

Resolution 18.01

Submitted by United Teachers Los Angeles, AFT Local 1021

Rights of Sugar Workers

WHEREAS Florida State law and actions of the United States government have continued subsidization and support for the sugar industry in Florida, and

WHEREAS those companies that make up the sugar industry in Florida continually deny their workers basic rights such as the right to form unions,

THEREFORE BE IT RESOLVED that the CFT denounce the actions of the sugar industry in Florida, and call for the end of government support for the industry, and

BE IT FURTHER RESOLVED that the CFT contact the AFL-CIO to determine if a boycott of sugar produced by these anti-worker sugar producers is possible, and

BE IT FINALLY RESOLVED that if the AFL-CIO can so identify those companies, the CFT seek to add those companies to both the California Labor Federation's Do Not Patronize list and the CFT's Do Not Patronize list.

Resolution 19.01

Submitted by San Francisco CC Federation of Teachers, AFT Local 2121

Protest of Leonard Peltier's Incarceration

WHEREAS Leonard Peltier, a Native American leader and activist, was convicted of the murder of two FBI agents on the Pine Ridge Indian Reservation, and

WHEREAS there is disturbing evidence of FBI misconduct in this case, from the falsification of affidavits used to extradite Peltier to the FBI's later admission that it could not prove who actually killed the agents, and

WHEREAS Leonard Peltier has been a model prisoner for over 25 years, with no record of violence and has contributed to many humanitarian efforts from prison, and

WHEREAS Leonard Peltier's deteriorating health could result in a stroke, heart disease and kidney failure, and

WHEREAS Leonard Peltier's parole board has denied his request for parole and his next hearing is not scheduled until the year 2008, and

WHEREAS Leonard Peltier's struggle for justice and freedom has been supported by international and U.S. social justice, religious and community organizations and working people who seek justice and human rights, and

WHEREAS members of the California Federation of Teachers have stood on the side of justice and freedom and equality for all working people,

THEREFORE BE IT RESOLVED that this convention of the California Federation of teachers protests the continuing incarceration of Leonard Peltier by writing President Bush to grant executive clemency to Leonard Peltier as soon as possible, and

BE IT FINALLY RESOLVED that this resolution is sent to the California Labor Federation and the American Federation of Teachers requesting adoption and action.

Resolution 20.01

Submitted by Higher Education Committee

Support of California Arts Council

WHEREAS, public arts funding is crucial in making a wide range of cultural activities accessible to all the citizens of the state, and

WHEREAS these practices need to be as diverse as the residents themselves, and

WHEREAS we cannot count on the art market, private galleries and wealthy collectors to provide an adequate basis for a truly diverse and accessible cultural environment, and

WHEREAS a number of public and private institutions such as schools and colleges, nonprofit organizations and museums provide a necessary space for a more diverse and accessible culture, and

WHEREAS all forms of cultural practice need support, including the visual arts, theater, music, dance, literature and poetry, mixed media and skilled crafts, and

WHEREAS many unions and their members are involved in the arts professionally, as viewers and audience members, and as an avocation, and

WHEREAS arts funding should, in part, continue to reflect the lives and issues of working people,

THEREFORE BE IT RESOLVED that this 59th Convention of the California Federation of Teachers go on record in support of the 2000–2001 California Arts Council funding bill and direct its legislative resources to work for this across the state.

Resolution 21.01

Submitted by Higher Education Committee

Support Boycott of San Francisco Marriott Hotel

WHEREAS the American Library Association has selected the San Francisco Marriott Hotel as its convention headquarters hotel for its annual conference to be held in San Francisco in June 2001, and

WHEREAS the San Francisco Marriott Hotel had agreed it would not interfere with workers' right to unionize when it was given permission by the City to build on its land in 1980, and

WHEREAS since 1996, when Local 2 was selected by a majority of Marriott employees to represent them, over 120 negotiating sessions have been held and still there is no labor agreement in place, and

WHEREAS in September 2000, Local 2 called for a boycott of the San Francisco Marriott Hotel, which is supported by the Mayor, most of the Board of Supervisors and other elected officials as well as many community and religious leaders,

THEREFORE BE IT RESOLVED that the California Federation of Teachers requests the American Library Association to make alternative arrangements for its meetings, events and lodging that are currently scheduled for the San Francisco Marriott Hotel for its annual conference to be held in June 2001, and

THEREFORE BE IT FURTHER RESOLVED that the California Federation of Teachers supports the boycott of the San Francisco Marriott Hotel, that is being requested by HERE International Union, Local 2 and SEIU, Local 790, of all ALA conference attendees.

Resolution 22.01

Submitted by Higher Education Committee

Opposition to Uniform Computer Information Transaction Act (UCITA)

WHEREAS the Uniform Computer Information Transactions Act (UCITA) is a proposed state law that seeks to mandate a unified approach to the licensing of software and information, and

WHEREAS UCITA threatens to undermine efforts to bridge the digital divide and will impede efforts to insure that all Californians have access to the Internet and to the vast information resources the web contains, and

WHEREAS UCITA will exacerbate the gap between the information rich who can afford commercial database searches and the information poor who have been relying on freely available public information, and

WHEREAS UCITA is decidedly biased in favor of vendors and against users of information, and

WHEREAS UCITA is opposed by a broad coalition of library, education and consumer groups that share CFT's commitment to democratic access to information resources,

THEREFORE BE IT RESOLVED that CFT go on record in opposition to UCITA and direct its lobbyists to communicate this position to California policymakers.

Resolution 24.01*Submitted by Educational Issues Committee***Anti-API Rewards**

WHEREAS ample funding for public schools and teachers should be unconditional, rather than based on rewards or punishments, and

WHEREAS the API is based on standardized tests, which are culturally biased and flawed in their assessment of student achievement, and

WHEREAS the API does not assess many of the important skills and concepts integral to a well-rounded education, and

WHEREAS tying API scores to monetary compensation is potentially harmful to students because it discourages teachers from teaching “underachieving” children, and

WHEREAS the assumption that teachers need prize money to encourage us to teach well is an insult to our professionalism and hard work, and

WHEREAS the awarding of API rewards undermines the concept and practice of collective bargaining and replaces it with a “merit” pay system, and

WHEREAS the state of California intends to spend almost \$700 million on these rewards, leaving many other areas in education with insufficient funding,

THEREFORE BE IT RESOLVED that the California Federation of Teachers opposes the practice of awarding money to teachers based on API performance, and directs CFT leadership to promote a similar position at the state level within the CFT,

BE IT FURTHER RESOLVED that the CFT encourages individual teachers and schools to redirect the funds toward efforts that promote real advances in education.

Resolution 25.01*Submitted by Educational Issues Committee***CASAS Testing for 231 Grant**

WHEREAS the intent of the legislature in mandating pre- and post-testing of adult non-credit English as a second language (ESL) students was to determine their progress in learning English as a second language as a requirement for the receipt of funding through the 231 Grant, and

WHEREAS progress in learning ESL can best be measured through tests designed for and validated on ESL students, and

WHEREAS the test currently being used to assess this progress are basic skills tests, not ESL tests, that were designed for and validated on native speakers of English, not ESL learners, and

WHEREAS tests designed for and validated on native speakers are highly inappropriate for a non-native English speaking population,

THEREFORE BE IT RESOLVED that CFT will take an active role in urging legislators to intervene in the implementation of 231 testing by requiring that only properly designed and validated tests of ESL be used to measure progress of adult non-credit ESL students as required for a receipt of 231 Grant monies.

Resolution 26.01

Submitted by Socio-Political Committee

Resolutions Report

WHEREAS it is of great benefit to the membership to know the outcome of resolutions approved 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 convention the CFT President will make a written and oral report on the action and implementation of resolutions passed at the previous year's convention.

Resolution 27.01

Submitted by Socio-Political Committee

Energy Industry

WHEREAS corporate control of the power systems has been shown to be a disaster for the people of California, and

WHEREAS both education and the energy system in California are far too critical of life to be controlled by the private sector, and

WHEREAS the corporations now in charge of our state's power supply have given away billions of dollars to their parent companies and are crying for a taxpayer bailout, and

WHEREAS the money saved by municipalization of the power system could be used for education and other social services, and

THEREFORE BE IT RESOLVED that the CFT publicly favor the transfer of the power system into public ownership, and oppose any bailout of the present corporations who control our power supply.

Resolution 28.01

Submitted by Socio-Political Committee

Stop the son of NAFTA! FTAA

WHEREAS the Free Trade Areas of the Americas (FTAA) has been negotiated without labor, environmental and human rights protections, and

WHEREAS the North American Free Trade Agreement (NAFTA) has predictably failed to bring economic and other benefits to the peoples of Canada, the United States and Mexico and in fact millions of people have seen their conditions of life eroded because of it, and

WHEREAS the FTAA is a new scheme to expand NAFTA to the whole of the Americas with all of its negative consequences, and

WHEREAS the FTAA, like its predecessor NAFTA, is being negotiated in secret from the people who would be most affected by it, and

WHEREAS both agreements only protect corporate rights and not human rights nor the environment,

THEREFORE BE IT RESOLVED that the California Federation of Teachers make all efforts to defeat the Free Trade Areas of the Americas (FTAA), including reaching out to our members, affiliates and the broad public, that they will be informed about the FTAA and this resolution, mobilizing our members to contact their representatives of our stand, to participate in coalitions with other organizations in these efforts and to bring support in members and resources to a huge cross border protest near San Diego, on April 21, 2001 in conjunction with protests in Quebec City, Canada where the third summit meeting of the FTAA will be held.

Resolution 29.01

Submitted by Classified Employee Issues Committee

Contracting Out

WHEREAS community college districts have or may adopt a compressed academic calendar, and

WHEREAS a compressed academic calendar is a move from a traditional 18-week academic calendar to an alternative 15/16 week academic calendar, and

WHEREAS additional alternate sessions include inter-sessions, multiple summer sessions, and weekend sessions, and

WHEREAS classified employees are or will be adversely impacted by academic calendar changes,

THEREFORE BE IT RESOLVED that the CFT sponsor legislation to prevent contracting out and exploitation of permanent classified employees including but not limited to compensation, staffing level, and work schedules.

Resolution 30.01

Submitted by Classified Employee Issues Committee

Extension of Academic Calendar

WHEREAS the Governor supports extending the middle school year, and

WHEREAS elementary and high school may follow, and

WHEREAS an extended academic calendar will be an additional 190 hours per year, and

WHEREAS classified employees will be adversely impacted by extending the academic calendar,

THEREFORE BE IT RESOLVED that the CFT participate in any and all development and any and all implementation of legislation to extend the academic calendar to prevent contracting out and exploitation of permanent classified employees, including, but not limited to, compensation, staffing level, and work schedules.

Resolution A.01

Submitted by University Council-AFT

Conditions of Excellence

WHEREAS the University of California is a public trust, established by and for the people of California, and

WHEREAS an essential part of that trust and core mission of the University is to provide a first-class undergraduate public education, and

WHEREAS non-tenure track faculty provide close to 50% of the undergraduate education at the University of California, and

WHEREAS the University's ability to meet its educational obligations thus depends upon attracting and retaining excellent non-tenure track faculty and creating the conditions that will allow those teachers to meet the educational needs of their students, and

WHEREAS the administration of the University has already begun to institute policies that will inevitably undermine education quality at the University of California, and

WHEREAS the University Council - American Federation of Teachers/CFT, as the exclusive representative for non-tenure track faculty at the University of California, has been in negotiations with the University of California for a successor agreement covering non-tenure track faculty for over a year, and

WHEREAS the University administration, despite pledges to the legislature to reform its labor relations practices, has systematically refused to engage in the process of give-and-take that is the essence of collective bargaining, and

WHEREAS the issues raised by the UC-AFT/CFT in those negotiations are critical to establishing the conditions for continued excellence in undergraduate education at the University of California and raise issues of important public concern,

THEREFORE BE IT RESOLVED that this 59th Convention of California Federation of Teachers requests that the state legislature take appropriate and immediate action, including but not limited to holding public hearings, requiring budgetary modifications and implementing oversight mechanisms, to ensure that the University fulfills its obligations of providing the conditions of excellence for undergraduate instruction, for dealing in good faith with its non-tenure track faculty and their representatives and for expeditiously concluding a collective bargaining agreement.

Resolution B.01

Submitted by Early Childhood/K-12 Council

Substitute Teacher Organizing in California

WHEREAS the California Federation of Teachers has expressed its commitment to the organizing of part-time, hourly and substitute teachers as equal and proud partners in the teaching field, and

WHEREAS there is a critical shortage of substitute teachers in California, and

WHEREAS there is a danger of Kelly Services being used by school districts as a means of controlling the supply of substitute teachers against possible labor disputes, and

WHEREAS the CTA, as well as non-teacher unions, are organizing substitute teachers in this state, and

WHEREAS the best means of assuring that there is a supply of loyal, supportive, and professional substitutes is to organize them into dues-paying members in their locals, and

WHEREAS in most districts the Board of Education controls all aspects of substitute teacher hiring and firing, and CFT's organizing would give some power and control of the supply of those employees,

THEREFORE BE IT RESOLVED that the CFT launch an assertive program of organizing substitute teachers statewide by:

1. Calling on all K-12 bargaining unit locals to include substitute

teachers in their units and placing at least one representative on their executive boards,

1. Calling for a conference on substitute teacher organizing in California, inviting CFT, CTA and other leaders of substitute teachers,
3. Having an organizer or member of the CFT executive board to meet with CTA representatives, and Shirley Kirsten, President of the National Substitute Teacher Alliance regarding the best means of organizing substitute teachers into bargaining units, and

BE IT FURTHER RESOLVED that all possible means be used to organize and to defend the basic employment rights of substitute teachers in California.

Resolution C.01

Submitted by Early Childhood/K-12 Council

Legislation for Substitute Teachers

WHEREAS there is a severe shortage of substitute teachers in California, and

WHEREAS the best way for California and local districts to attract and to keep a reliable supply of professional substitute teachers is to give them better pay, pro-rated benefits, State Disability Insurance, as well as some paid training, and

WHEREAS substitute teachers suffer from lack of respect and are vulnerable to unfair firing due to lack of due process from their employers, and

WHEREAS California would do well to follow the example of other states that have legislated these benefits into law for the substitute teachers in their states,

THEREFORE BE IT RESOLVED that the CFT's lobbyists meet with substitute leaders, friendly state legislators, and members of the State Board of Education to draft legislation that would include the following:

1. State Disability Insurance, perhaps with classified employees or other state employees;
1. Minimal medical benefits buy-in and/or pro-rated benefits according to length of employment;
1. A substitute teachers day and/or substitute teachers bill of rights (MI);
1. A realistic pay scale that is in tune with regular teachers salaries reflecting education, experience and length of employment as a substitute teacher (OR);
1. Paid inservice training at least once a year (WA).

BE IT FURTHER RESOLVED that legislation be passed or policies be followed in school districts to provide fair and effective performance reviews to substitute teachers

and to assure them to the right of due process.

01/C