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Acknowledgements

Authors

Angel G. Maldonado
AMU President

Benjamin West
AMU Vice President &
AMU Bargaining Chair

Danielle Parker
AMU Treasurer

Danielle Oh
AMU Grievance Chair

16th AMU Site
Representative Council

Othman Ramadan
Ánimo College Preparatory
Academy

Grace Young
Ánimo Ellen Ochoa Charter
Middle School

Laurel Ozersky
Ánimo Inglewood Charter High
School

Jonathan Fossler
Ánimo Jackie Robinson Charter
High School

Raquel Laguna
Ánimo Jackie Robinson Charter
High School

Todd Anderson
Ánimo James B Taylor Charter
Middle School

Leondria Brown
Ánimo James Be Taylor Charter
Middle School

MacKenzie Anderson
Ánimo Jefferson Charter
Middle School

Marytza Melchor
Ánimo Jefferson Charter
Middle School

Sarah Ducker
Ánimo Leadership Charter
High School

Jay Quincy
Ánimo Leadership Charter
High School

Dawn Fields
A. L. Locke College Prep.
Academy: 9th Grade

James Mackerras
A. L. Locke College Prep.
Academy: 9th Grade

Rafaela Espinoza
A. L. Locke College Prep.
Academy: Blue

Tiffany Palioungas
A. L. Locke College Prep.
Academy: Blue

Sam Scruggs
A. L. Locke College Prep.
Academy: Blue

Jordan Hunt
A. L. Locke College Prep.
Academy: Gold

Suzanne Hutchinson
A. L. Locke College Prep.
Academy: Gold

Amy Razo
A. L. Locke College Prep.
Academy: Gold

Leah Ballentine
Ánimo Mae Jemison Charter
Middle School

Adam Lazarus
Ánimo Mae Jemison Charter
Middle School

Perry Shields
Oscar De La Hoya Ánimo
Charter High School

Jeremy Zuniga
Oscar De La Hoya Ánimo
Charter High School
Acknowledgments

Sean Griffin
Ánimo Pat Brown Charter High School

Kristen Siemientkowski
Ánimo Pat Brown Charter High School

Yolanda Amaral
Ánimo Phillis Wheatley Charter Middle School

Renicia Hillyer
Ánimo Phillis Wheatley Charter Middle School

Krista Fukuyama
Ánimo Ralph Bunche Charter High School

Gerardo Sandoval
Ánimo Ralph Bunche Charter High School

Angel Christmas
Ánimo South Los Angeles Charter High School

Jerry Jerome
Ánimo South Los Angeles Charter High School

John Kannofsky
Ánimo Venice Charter High School

Luis Alvarez
Ánimo Watts Charter High School

Jesus Martinez
Ánimo Watts Charter High School

Kayla Cahoon
Ánimo Western Charter Middle School

Ambar Ramirez
Ánimo Western Charter Middle School

Joseph Perez
Ánimo Westside Charter Middle School

Zara Gibbon
Ánimo Westside Charter Middle School

CTA Representatives

Penny Sevoian
Bay Valley CTA UniServ Staff

Yvonne Pruitt
Ánimo Oscar De La Hoya Charter High School
CTA State Council Representative
Letter from the President

June 4th, 2018

Dear AMU Member,

As I close out a second year of working for you all, with your permission to continue this work for two more, I want to end this year with a message of cautious optimism, despite AMU being the strongest it’s ever been.

I don’t want to mince words. An impending Janus v. AFSCME decision this month will likely decimate many Unions across our nation, hobble others, and make it extremely difficult for us to continue our work as we have in the past. We know we will have to make due with a budget smaller than the one we currently operate under. However, of greater worry is the temptation this decision will pose to many of us; to reap all the benefits and representation of AMU, and to get it all for free.

Yet, despite the challenges, this poses a golden opportunity for Unions to be shaken out of a complacent slumber, and reclaim a revolutionary history, where Union power was built member by member, and not by case law. Rather than lean on the fact that everyone is compelled to pay a Union fee, Unions will need to actively seek the support of their membership, become relevant to them, and fight for an agenda that reflects the wants, needs, and desires of their membership. Rather than seeking change from the top, Unions will once again, like in the past, need to realize and remember true grassroots power wells up from the bottom.

For Unions who think Union powers resides in money, this challenge is absolutely devastating. For Unions who know Union power resides in working women and men, this is a challenge to be better.

Within AMU, and in my work as your President these past two years, we have strived to make AMU responsive, transparent, honest and relevant to you. We have implemented many standards of accountability to ensure the funds you send over to us are used and managed responsibly and respectfully. We have funded an agenda that is member and values facing,
compensating the work our Union leaders take on, sending our members to PDs, and helping send the students we educate to college. This year’s bargain has also won for our members many more rights, 10.5% new money on our salary schedule, with a guaranteed 6% increase for everyone, and in the process, have lost no contractual ground when it comes to the rights of our members.

Despite what we can do TOGETHER, the decision we will all face as to whether we remain a member of AMU will be an individual one. But in the coming year, after Janus is decided, I hope that in deciding whether AMU is worth your support, you don't just see $50 off of your paycheck. I hope you see your local advocate ending their work day at 7:30pm after attending a Site Rep. Council meeting.

I hope you see them burning the midnight oil preparing for AMU time, a grievance meeting or a disciplinary meeting.

I hope you see the courage they have to muster up to speak to administration on our behalf.

I hope you see your committee members fighting for a fair evaluation and evaluation rubric, thinking of creative solutions for a work year start in August, fighting for a more sustainable workplace, ensuring a no-cost medical insurance option, or continually ensuring competitive salary increases and pay.

I hope you see them extending their workday because they believe in working in the service of others.

I hope you see your E-Board having tough conversations with management, to ensure decisions are made with your best interest in mind.

I hope you see how we hold firm, and make Green Dot better, not just for you, but for our students, and for its own sake!

And yes, I hope you see me schlepping Porto’s and coffee from Downey (or Buena Park sometimes!) to your site, and be present to listen, and strive to do better and work harder for you.

I hope you see the power in our unity.

AMU Pa’lante!

Angel G. Maldonado
AMU President
Letter from the Vice President

June 4th, 2018

Dear AMU Member,

As we approach the end of the school year, I would like to reflect on both my personal successes and challenges as well as those we have faced together as a union. I started the year as your AMU Secretary and transitioned to your AMU Vice President through special election when the position was vacated by Danielle Berger. Thank you for re-electing me as AMU Vice President for the following two years. I look forward to working together with all of you to strengthen our union through member engagement, communication, and transparency.

At the beginning of 2018, our AMU President took paternity leave. During this time, Danielle Parker and I took on many of the functions of his role. Among these tasks, we presented to new teachers about the role of AMU and the benefits of union membership, worked with a member through the grievance process, and helped a member receive credit on the salary schedule for credits earned at a foreign university.

I served as your Bargaining Committee Chair. This year was my first year in that capacity and my third year on the Bargaining Team. This year’s bargain was heavily focused on compensation, we were able to make significant revisions to the evaluation rubric, add a leave benefit and create a sick leave bank, as well as refine the grievance process. Thank you for your support in the bargain this year. Our members engaged and showed our collective power by showing up and telling powerful stories at the board meeting, wearing t-shirts, rallying on May Day, passing out flyers, and hanging up signs of support. While I know that there is some dissatisfaction with the result, the committee worked diligently on your behalf. I know I take much learning from this process and work to improve members’ connection to the process in the future.

As we move into the next school year, the future of AMU is bright because AMU is comprised of teachers and counselors who are dedicated to our students, our profession, and social justice. The
strong desire for collaboration between AMU members and solution-oriented nature of our relationship with Green Dot Management enables us to forge a way, even through difficult times. The direction forward of our organization is found in the needs and expressed desires of our membership. I hope that you see your needs reflected in the priorities of AMU and continue to make your voice heard and do the hard work that bring about the change you wish to see.

Benjamin West
AMU Vice President
Greetings AMU Members,

It is with great pleasure that I present this year’s financial review, the last of my tenure.

As a reminder, in the fall of each school year, a budget committee convenes to propose a budget to the Site Rep. Council. The budget committee reviews historical totals, incoming revenue and makes a recommendation that is both fiscally responsible and competitive with work being done. Then, I take these recommendations to the Site Rep Council for a vote. Site Reps. have the final say in how much money is allocated, and where. Once approved, the treasurer watches all accounts, making sure that what is being spent is in line with what has been approved.

Below you will find several documents, our Budgets vs. Actual, or, what was approved and what has been spent. You may notice that some line items have not been accounted for at the time of this publication. Additionally, I’ve included several graphs that show a percentage of our spending breakdown and historical comparisons by quarter.

Overall, we have had another responsible and fiscally conservative year. AMU was able to fund various committees, student scholarships, and member grants all while saving about 15% of our revenue. If you have questions or would like to make recommendations, please speak to your Site Reps. and email the AMU Treasurer.

I would like to take a moment and say thank you for trusting me to do this work. It has truly been an honor to serve as AMU’s Treasurer for the last 5 years. I have learned so very much from our membership and working with AMU has defined so much of my teaching identity. I am also very eager to pass the baton to Jeremy Zuniga, who I know will do great work. Change they say, is the only constant.

I want to give a special shout out to all the Site Reps., past and present, who continue to challenge my thinking and my role in the organization. Also, for holding down your individual sites. I know that working with teachers is no joke!
Another shout out to all those who tirelessly serve on AMU's various committees after a long day of teaching. The meetings can be tiresome, and pizza gets old, but you show up, to represent all 600 of us and I appreciate your input and your work.

And most importantly, a big, deep, shout out from all of my being to the Executive Board, Ben West and Angel Maldonado.

Ben, thank you for your critical dialogue, your precision and your meticulous manner. I have learned so much about the beauty of details and data from you.

And Mr. President, an unsung hero in the organization, thank you for elevating my critical consciousness around unionism and social justice activism. I see how much you do behind the scenes, before 6 am (they must know you at Porto's by now, right?), after 8pm and on weekends to ensure that AMU always represents the best interest of teachers and counselors.

Above all, thank you for being a true leader—one who listens without being condescending, one who values the different thoughts of all members, who is always open to dialogue and one who always stands with and for the people. I am truly better having worked beside you.

AMU--fists up!

Danielle Parker
AMU Treasurer
## BUDGET VS. ACTUALS: AMU APPROVED BUDGET ’17-’18 - FY18 P&L

**September 2017 - August 2018**

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**TOTAL**

$105,623.66

$0.00
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<th>Actual</th>
<th>Budget</th>
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<td>Total Expenditures</td>
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<td>Total Other Revenue</td>
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<td>TOTAL</td>
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<tr>
<td>NET OTHER REVENUE</td>
<td>$9.78</td>
<td>0.00</td>
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<tr>
<td>NET REVENUE</td>
<td>$16,579.22</td>
<td>$-135,985.00</td>
</tr>
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AMU Member Satisfaction Data

Dear AMU Member,

Thank you for your participation in the Fall Bargaining Survey. Of the approximately 600 AMU members, 427 responded to the Bargaining Survey. This represents a response rate of 71%. The previous year’s survey, 2016-2017, received 450 responses. It is incredibly important to participate in this annual survey as it forms the basis for our bargaining priorities for the year. While we are not able to address every issue brought up in the survey each bargaining session, we will continue to work make sure your voice is heard and progress is made.

The AMU Executive Board, composed of the President, Vice President, Treasurer, and Secretary work collaboratively with the Green Dot Management Team, composed of the CEO and CAO, to address issues that affect our membership. One example from this year is that we piloted the 23 pay or 24 pay options for summer savings to troubleshoot issues with switch.

On the following pages you will find data from our Fall Bargaining Survey. Your support and active participation in the union makes our organization strong and ensures that AMU reflects your values and interests.

Benjamin West
AMU Secretary
AMU represents my interests:

How many years have you taught with Green Dot?
The teacher evaluation system (Groups 1-4) is an integral part of my professional development. (If you disagree, please include a comment. You may also leave a comment if you agree.)

I support the current implementation of the teacher evaluation system (Groups 1-4, differentiated number of indicators based on group, maximum of 1 formal per year, for those in an on year: two unscheduled observations with post-conferences, pre-observation conference, scheduled observation, post-observation conference, summative conference).
I feel safe at my school.

The work I do is sustainable for me.
What is your current level of satisfaction with the level of care and customer service provided by your health, vision, and dental plans?

- Very Satisfied
- Somewhat Satisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Dissatisfied
- Very Dissatisfied
- I opt out of Green Dot...
AMU Site Representative Council Retention

Our Reps. Make Our Union Strong

Each school in our organization is entitled to proportional representation within the Site Representative Council, the policy-making and governing body of AMU. Each school is entitled to 1 seat at the Site Representative Council for every fourteen active AMU members.

For the 2017-2018 school year, the current 37 (of a possible 43) Representatives of our Site Representative Council meet on a monthly basis to debate AMU policy, and vote on motions which determine the direction of our Union. Every school elects a site representative for a two-year term, who aside from being YOUR voice at our Site Representative Council, is the direct link between you and AMU. Your Site Representative is your first point of contact whenever you should have a question or concern regarding your rights as an AMU member.

For that reason, it is crucial that AMU honor and recognize their hard work year after year. Our representatives are the true heroes and leaders of our Union and we find it an integral part of AMU’s responsibility to train them, make their work sustainable, retain them, and develop them to take on additional leadership roles in AMU.

This report is the second year in our effort to track Site Representative retention, and to begin analyzing trends that could better help us, not only retain valuable and experienced representatives, but recruit future representatives and Union leaders, particularly at hard-to-staff sites.

Retention

Tracking whether all 43 seats were filled by a Representative over the course of this year, this year, only 37 out of 43 (86%) counted on one of our members advocating for the interest of their school teachers and counselors, as opposed to +90% (41 out of 43) in SY 16-17.

Percentage of Site Rep. Council Seats Filled

<table>
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<tr>
<th>Year</th>
<th>Seats Filled</th>
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<tbody>
<tr>
<td>SY 2016-17</td>
<td>42</td>
<td>91%</td>
</tr>
<tr>
<td>SY 2017-18</td>
<td>37</td>
<td>86%</td>
</tr>
</tbody>
</table>
Despite the dip in Representatives on the council, we are heartened to see 19 of our 20 schools can count on local union representation and advocacy, with the election of a representative at Ánimo Ellen Ochoa.

In SY 16-17, both Ánimo Ellen Ochoa and Ánimo Florence-Firestone were without a representative, but we anticipated 100% of our schools would count on local Union advocacy through a Site Representative for SY 17-18 based on perceived member interest in taking on the role as Site Representatives. While Ánimo Ellen Ochoa did fill one of its two seats on the council, Ánimo Florence-Firestone remained without a representative for SY 17-18.

Valuing experience and contract knowledge gained from praxis, from SY 15-16 to SY 16-17, we retained 60% of our representatives. From SY 16-17 to SY 17-18, we retained 74%. However, moving into next year, some challenges await us. We project retaining only 68% of our representatives. While the loss of these representatives on the council vary, it does speak to larger issues of sustainability in the district.

In two cases, the loss of reps. is because these reps are moving into roles on the executive board. However, many non-returning reps are leaving the district, leaving the career, or don't find filling all the roles asked of them sustainable. Because moving into next year, we will see a substantial loss of institutional knowledge within the Representative Council, it is more pertinent than ever for AMU to take on issues of sustainability, as well as for the Executive Board to focus more on how we can retain Site representatives and incentivize the position as a long term role.
A Farewell to Arms

While we are sad to see them go, we want to wish our Site Representatives who are not returning the very best and thank them for the work they did for our 600 members while on the Site Representative Council.

As we have noted before, while some only leave the position, others leave the district or the career to pursue other endeavors. However, we know that in whatever roles our outgoing reps. inhabit next year, we know they will take with them the passionate advocacy they took part in while being a part of the AMU Site Representative Council.

Thank you to Laurel Ozersky from Ánimo Inglewood, Amy Razo from Locke Academy Gold, Adam Lazarus from Ánimo Mae Jemison, and Kristen Siemientowski from Ánimo Pat Brown who will be leaving the district (and in some cases, the state!). Thank you to Dani Oh of Animo Leadership who will not be returning as our Grievance Chair. Thank you to Rafaela Espinoza, Dawn Fields and Tiffany Palioungas from Locke, and Leah Ballentine from Ánimo Mae Jemison who will not be seeking an additional term as their site’s representative.

Thank you for making our Union Strong!
Her Watch Has Ended.

The end of the year is always full of bittersweet goodbyes. Whether we say goodbye to beloved students or beloved colleagues, the only constant in our profession is change. Our last AMU goodbye for this year is to our AMU Treasurer, Danielle Parker, who finishes her 5-year tenure as our master of coin. While not the most sought after or contested role on the AMU Executive Board, Danielle took her role as the guardian and administrator of your dues with the utmost seriousness.

In her 5-year tenure, she took AMU from the days of analog bookkeeping to the sleek and incredibly easy automation of QuickBooks! Rather than seeing her role as one of keeping the status quo, Danielle continually set goals to make the role, and our accounting practices better, and offered visionary leadership and changes on the Executive Board and for the position of treasurer. All while always accounting for every single dues dollar, and never failing in raising concern when she felt funds were being misallocated or misspent.

Danielle also never lost sight of the fact Union dues should serve Union members, increasing the amount of teachers awarded AMU grants on a yearly basis, while also building our reserves to be prepared for the Janus ruling.

Danielle leaves the treasurer position, but her mark on the role and in AMU is indelible. Her work has assured whoever takes on the role can build on her legacy, and leaves AMU better than she found it!

Thank you, Ms. Parker for your years of service on the wall!
The AMU Bargaining Team finalized negotiation on May 7th, 2018 and the contract was ratified on May 24th, 2018. In summary, AMU members will see the following changes in the contract.

**Grievance Procedures**

The number of days for each level in the grievance process has been standardized to 10 work days and clarifying calendar vs. work days, where work days are defined as a day when the GD Home Office is open. Previously, the number of days for each step varied from 7-15 days. Also, the mediation step in the grievance process has been moved to come before the appeal with the Board of Directors step. Previously, the mediation step came after the appeal with the Board of Directors step, which left the mediation step limited in options.

**Leave Provisions**

The contract now allows for member to member donation of days beyond the current parental leave provisions to include a newly defined catastrophic leave provision. This is adding a benefit was previously not defined in the contract. Also, a definition of catastrophic leave and the creation of a catastrophic leave “bank” that members can donate to and receive days from has been added to the contract. The catastrophic leave bank is an optional opportunity members now have access to that provides an additional leave in the case of a “catastrophic” illness or injury.

**Evaluation**

The evaluation will see the following changes. Coaching activities (data analysis, co–planning) will now be offered as a part of the informal observation. The Counselor Evaluation has been added into the contract, previously it was a signed MOU. The College Ready Teaching Framework has been revised by the work of the CRTF Revision Committee which has reduced it to 20 indicators. As a result, the progression of evaluated indicators for Groups 1, 2, and 3 has been updated. The lesson plan template has also been updated as a result.

**Compensation**

Two memoranda of understanding were incorporated into the contract. One is the Salary
Schedule Column Advancement which allows for credentialed teachers to move to column 3 if they do not have 30 credits beyond a Bachelor’s degree. The second is the Paycheck Schedule and Summer Savings Option, with Summer Savings as the default option. This increases the number of pay periods from 22 to 23 so that new teachers who start in July will be paid on August 10. Members may opt out of summer savings. The two options will be 24 pay with summer savings or 23 pay with no summer savings.

The step and column will see the following increases over the next three years. Effective July 1, 2018, the salary schedule shall increase by three and one-half percent (3.5%) and steps 15-19 shall be added to Column 6 only with the following advancements: step 14 – 0%, step 15 – 1.5%, step 16 – 0%, step 17 – 1.5%, step 18 – 0%, step 19 – 1.5%. Effective July 1, 2019, the salary schedule shall increase by one and one-quarter percent (1.25%). Effective July 1, 2020, the salary schedule shall increase by three and one-quarter percent (1.25%).

On behalf of the Bargaining Committee, we would like to thank you for your support over the past school year. We realize we were not able to address all the priorities expressed in the bargaining survey, but will continue to listen to your voices and bargain changes that will positively impact your experience working at Green Dot and being part of AMU.

Benjamin West
AMU Bargaining Chair
Defending your Contractual Rights.

As we wrap up the 2017-2018 school year, I want to start by saying thank you to you—our union members and representatives. In working with many of your representatives at many different sites, I have felt a shift in understanding of our contracts and member rites. Knowledge is power, and knowledge of our contract gives our members power. Many times this year representatives have seen potential grievances brew, but due to their experience and knowledge, were able to nip the issue in the bud before it even became a grievance. Many of our sites have learned to leverage the teacher leadership on campus for decision-making: continue to use systems like ILT, GL, SAC, and of course, your union, to get the decisions that you want made at your schools. So thank you to all the work that you do, and I know it’s such an engaging read, but be sure to read the new contract as it is published!

As in the previous year, I’d like to address a few common stress points. These issues have been common across the organization, and are areas our members commonly have discussions with their administration.

I. Scheduling Staff Meetings
   - There has been discussion and tension around scheduling of staff meetings at various sites.
   - A few reminders about what the contract states in regards to staff meetings falls under the professional workday. The contract states that these meetings are to created and planned for by a committee made up of site administrates and teachers, and that if the meetings are held in the morning, teachers should be released with a reasonable amount of time to get ready for class. Additional staff meetings may be called after school for additional business, but electronic participation options are also available.
   - If you feel your school is having unreasonable amounts of meetings, please reach out to your representatives and read over section 6.2 about Work Day.

II. Class Assignments and Line Items
   - Just a friendly reminder that teachers, not administrators, choose class assignments.
• Administrators have the right to create the master schedule and line items for teaching, but departments discuss and choose the class assignments. When there is disagreement in a department, then administration has the final say.

III. Safety Committees, Safe and Civil, and/or School Culture

• Student discipline has continuously been a pain point for many teachers at many campuses.
• With many schools moving towards restorative justice as a framework for student discipline, teachers at several sites have voiced concerns over the student discipline matrix and accountability for students.
• All sites should have a safety committee, and 2 teachers should be representatives on those committees. Leverage these committees to make your voices heard and to implement policies you believe are best for your students at your sites. And as always, know your contractual rights to do what is best for student safety and discipline at your sites.

IV. Contractual Changes to Grievance Process

• Due to the recent vote, there will be two changes to the grievance process next year: a simplification of the timelines and a shift between arbitration and meeting with the GD Executive Board. I believe both these changes will help our members and union simplify the process and have better outcomes for our members.
• However, summer is a great time to do some light-reading, so print out the new contract and read the engrossing 150 pages that make up your rights! Read the changes yourself and see what you think.

V. Grievances, 2017-2018

• We have had two grievances move up to higher level meetings this year, and one is still in progress. From these two grievances, I would like to emphasize that your representatives and union will represent you over contractual rights. You have the right to appeal decisions around teacher discipline and termination—reach out to your representatives if you feel any unfair actions have been taken against you.
Last, I regret to inform you that I will be stepping down as Grievance Chair this year. I have learned so much from this position in the past three years, and I firmly believe in its importance to the union and representation of our teachers. I hope that in another teacher taking this position, we can continue to spread our teachers' knowledge of their rights to other different sites. Thank you for allowing me to represent you.

Truly, yours in solidarity,

Danielle Oh

AMU Grievance Chair
<table>
<thead>
<tr>
<th>Year</th>
<th>Location</th>
<th>Issue</th>
<th>Resolution</th>
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<tbody>
<tr>
<td>2018</td>
<td>Locke 9th</td>
<td><strong>Discipline:</strong> A member at Locke 9th was terminated for failure to maintain appropriate credentials in early January, despite having been assured by GDPSC several times, and in writing she had until the end of SY 17-18 to get her credentials current.</td>
<td>A level 4 grievance mediation session is scheduled for June 29th, 2018. Resolution pending.</td>
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<td>2018</td>
<td>James B. Taylor</td>
<td><strong>Development and Improvement Plan:</strong> Grievant was placed on a development plan AMU believed to be unfair and not in line with the contractual intent of the development plan. AMU argued for the creation of a new development plan, a new 45 day timeline, a new evaluator, and sought to address problematic deliverables.</td>
<td>The development plan was extended by 15 days, deliverables were reworked, and evaluator was changed. Upon the expiration of the development plan, both AMU and GD agreed it would be best not to move forward with an improvement plan given the member would not be returning.</td>
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<td>2017</td>
<td>Venice</td>
<td><strong>Safety Conditions:</strong> Due to a longtime malfunctioning gate, a Venice member was unable to park on-site and forced to park on a school adjacent easement, where her vehicle was damaged. AMU argued the $250 contractual compensation as it held GDPSC at fault for this occurrence.</td>
<td>Both the GDPSC and the GDPSC board ruled that there was no contract violation and denied our grievance. Via our level 4 grievance mediation process, we were able to secure a benefit for our member.</td>
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<td>2016</td>
<td>Western</td>
<td><strong>Safety:</strong> Structural and health concerns regarding leaky pipes, standing water, &amp; possible asbestos.</td>
<td>Affected teacher switched rooms. Work order placed for asbestos conducted (negative in 2014), testing will occur again in 2016. LAUSD will fix the ceiling.</td>
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<td>2016</td>
<td>Western</td>
<td><strong>Evaluation:</strong> Grievant received low scores on a 'recycled' lesson plan that was very similar, and sometimes identical, to her own previously used lesson plan. Grievant requested higher eval. scores.</td>
<td>Evaluation scores for the Grievant remained unchanged. Overall GD made it clear that they strongly discourage 'recycled' lesson plans.</td>
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<td>2016</td>
<td>Western</td>
<td><strong>Evaluation and 360 Survey:</strong> Administrators had not completed 360 scores with fidelity: some surveys were incomplete, some were completed by Curriculum Specialists instead of admin. Low 360 scores were concerning to teachers, and were hurting some areas of evaluations. This was largely due to an understaffed and inexperienced admin.</td>
<td>360 Survey scores for the fall 2015 semester were changed to include only the 260 scores provided by Western teachers, and not the evaluator. The percent of the total 360 Survey of 15% as it relates to a teacher's overall performance evaluation score for the fall 2015 was unchanged.</td>
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<td>2015</td>
<td>Leadership</td>
<td><strong>Work Day:</strong> Teachers were required to be at their doors at the warning bell (which is 5 minutes before the school day begins). While a good practice suggested by the schools Safe and Civil, teachers felt this violated the professional school day, with instruction beginning with student start times.</td>
<td>While a recommended practice that teachers stand at their doors at the first bell, teachers cannot be required (nor hurt in evaluations) for not standing at their doors at the first bell. Instruction, per contract, must begin at the bell that starts the student/school day.</td>
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<td>2015</td>
<td>Leadership</td>
<td><strong>Development and Improvement Plan:</strong> Grievant was fired in May due to inadequate progress on DP and IP. AMU argued that the teacher was not given proper supports for instructional improvement and development.</td>
<td>Teacher was not rehired, but was given a letter of recommendation for pursuit in outside school organizations by ALCHS principal/administration.</td>
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<td>2014</td>
<td>Locke</td>
<td><strong>Professionalism and Work-Day:</strong> Administration requested/required teachers to clock in before school hours. Administration attempted to require a dress code for AMU members, which required members to dress according to gender, among other things.</td>
<td>Administration stopped requiring that teachers clock in for hours. Administration dropped talk of a dress code and agreed to follow the stated policy on work attire outlined in the GD employee handbook, which states employees dress in appropriate attire.</td>
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