

Asociación de Maestros Unidos

State of our Union Report

2016-2017

Table of Contents

- 1 Acknowledgments
- 3 Letter from the President
- 5 Letter from the Vice President
- 7 AMU Finances Report
- 13 AMU Member Satisfaction Data
- 17 AMU Site Representative Council Retention
- 21 Bargaining Report
- 23 AMU Grievance Report





Acknowledgements

Authors

Angel G. Maldonado
AMU President

Danielle Berger
AMU Vice President

Danielle Parker
AMU Treasurer

Benjamin West
AMU Secretary

Elizabeth Ruff
AMU Bargaining Chair

Dani Oh
AMU Grievance Chair

15th AMU Site
Representative Council

Othman Ramadan
Ánimo College Preparatory
Academy

Kelly Strawder
Ánimo College Preparatory
Academy

Laurel Ozersky
Ánimo Inglewood Charter High
School

Michael Preister
Ánimo Inglewood Charter High
School

Ed Sugden
Ánimo Jackie Robinson Charter
High School

Jonathan Fossler
Ánimo Jackie Robinson Charter
High School

Leondria Brown
Ánimo James B Taylor Charter
Middle School

Patrice Dodd
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

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

Hector Vega
A. L. Locke College Prep.
Academy: Blue

Crystal White
A. L. Locke College Prep.
Academy: Blue

Nicole Klanfer
A. L. Locke College Prep.
Academy: Gold

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

Leah Ballentine
Animo Mae Jemison Charter
Middle School

Juan Blanco
Animo Mae Jemison Charter
Middle School



Asociación de Maestros Unidos

Perry Shields

Oscar De La Hoya Ánimo Charter High School

Jeremy Zuniga

Oscar De La Hoya Ánimo Charter High School

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

Brian Pfeffer

Ánimo South Los Angeles Charter High School

John Kannofsky

Ánimo Venice Charter High School

Adriana Jauregui

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

Grace Young

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 9th, 2017

Dear AMU Member,

The end of the year always reminds me that there is no harder profession than the one you chose, and this year, I've had the privilege to work for and supporting some of the hardest working educators in the nation. This year has given me a unique perspective and look into the passion our members exhibit for teaching and our students every single day. From attending Food for Thoughts, to meeting many members over coffee and Porto's, or while interviewing our members featured on *The Advocate* this year, it has been nothing less than inspirational hearing the distinct stories detailing what led each of us to work in education, but sharing the commonality of what keeps us in this profession: the kids.

Seeing you work as hard as you do underlines how hard I must work for you. I have tried, in my work, to deliver a year of firsts for AMU. In setting high standards for professionalism, accountability, and aspirations for where our Union could be, I have tried to work towards

building a Union you can be proud not only to belong to, but to be active in. This report is our attempt to cement the progress we have made this year, in hopes that those who work for our Union years from now can build on the work we've done.

I want to close my first year as your AMU President by stating that I hope the leadership I promised to bring to our Union is proven not by what I say and write, but by the actions I have undertaken this year and the year to come. While many have had a vision for themselves in this position, few have had a vision for our Union, and the changes they could bring while serving in this position.

As the biggest Union of charter educators and counselors in the nation, our impact and influence is not negligible. How we define our Union and move our organization forward can have a profound influence and impact on Union politics, and how charter schools engage with the



public, our communities, and most importantly, the students we serve.

Our work this year has been about poising AMU to define itself by the values we share, and what we stand for as social justice educators and counselors. As a history teacher and activist, I came into this position with an understanding of Unions, first and foremost, as social justice organizations. While today we understand Unions as being perpetually stuck in the mire of grievances, bargaining, and obdurately holding positions that disregard interests outside of their members, AMU has the opportunity to recapture the history of Unions as being purveyors of workplace democracy, equal treatment and pay, social justice, and historical agents that move society towards progress.

I hope that this year, you have seen our actions breathe life into the words on our logo and our shirts. Together, we faced and took on policies that criminalized our youth, and an election that sent a shockwave of fear and uncertainty in the communities we serve, but bested these challenges with the hope only an education can provide. In the face of those challenges, we chose to stand with our students and the communities we serve by declaring our classrooms and our

district a sanctuary for ALL students. We came out as unafraid educators for undocumented students and helped our families prepare to stay.

Being forced to face these challenges proved that while there can be differences and disagreements between us and management, there are none when it comes to doing what is best for our students, and doing what is right.

It has been a rewarding year of advocacy in support of our teachers, counselors, and students. It has also been a transformative year for AMU, as we work to project a public image and public work that reflects the values and professionalism of our membership. In doing this work, I am profoundly thankful for your support this year, and for your belief in my ability to advocate for you as the leader of our Union, and hope to continue proving myself next year.

AMU Pa'lante!

Angel G. Maldonado

AMU President



Letter from the Vice President

June 9th, 2017

Dear AMU Member,

When Angel and I ran for office last year, we ran on a platform of Vision, Action and Accountability. We had a vision of what AMU could be, a more professional, collaborative union that truly represents the needs of its members. We also saw that the executive board needs to be held accountable to its membership by listening to them and meeting with them more often.

Keeping our platform in mind, we have done a lot as an e-board to fulfill our campaign promises. In terms of accountability, we started by creating commitment contracts for our AMU committee members and executive board. These contracts outlined the members' responsibilities in terms of attendance and reporting back to AMU site representatives, our governing body. In the past, committee members and e-board leaders could miss multiple meetings without it effecting their stipend amount. Members were also not given clear guidelines as to how often or when they had to report back to the site representatives, which is now outlined in the contracts. We also have

spent numerous days as an executive board visiting all of our Green Dot Schools and hearing directly from our members.

Furthermore, we have professionalized our union in multiple ways. First, by creating a more streamlined and updated Facebook page and Instagram account. Both accounts are added to and checked multiple times per week and are used to inform and celebrate our membership. Secondly, we have created two AMU Scholarships to award to our students: The Angela Davis Social Justice Scholarship and the Mario Alcala STEM Scholarship. We as an e-board created the scholarship applications, names and requirements and then collected and evaluated the applications we received from over 45 Green Dot seniors. These scholarships were then awarded to two Green Dot seniors at the annual Launch to College Event.

We are proud of the work we have done as an Executive Board this year and we look forward to continuing this work. AMU is great because of



each and every one of you. Without your participation and feedback, we lack the guidance we need to serve you. It is our goal to make working as a teacher or counselor at Green Dot a more sustainable, satisfying and rewarding career.

Thank you for all of your help and support

A handwritten signature in black ink. The first letter 'D' is a large, stylized initial. The name 'Danielle Berger' follows, with 'Danielle' in a cursive script and 'Berger' in a slightly more formal, printed-style font.

Danielle Berger
AMU Vice President



AMU Finances Report

Together, We Accomplish More.

First, I'd like to say thank you to all of our dues paying members. As a non-profit, our union is supported 100% by our dues--so a big, warm, thank you!

Dues allow us to build, to work and grow together for our present and allow us to create a sustainable, functioning, and hopeful future. Our dues allow AMU to be both active, progressive and member driven. Further, our union dues are unique in that they have both a return on investment for the present and the future! Because of you, our dues allow us to fulfill our mission--to serve, fairly and with integrity, over 550 CA teachers and counselors, and ultimately, our students too.

Check out just a few ways our dues have fulfilled our mission of collaboration, professionalism and social justice this academic school year!

Collaboration: AMU is committed to collaboration and continues to work with all members to make our voices heard at all levels-- whether it be school site, district or statewide, AMU can be seen collaborating working through

our various committees, such as the Executive Board, Site Rep, Bargaining, Sustainability, Human Rights, Grievance and Organizing, all committees working for us, by us!

Professionalism: AMU remains deeply committed to supporting and funding the unique professional needs of all of our members. We are proud to yearly support our members with the AMU Conference Grants, which funds up to \$300 of any professional development, conference, or extended learning of our members. This year alone, AMU dedicated \$12,900, or 43 conference grants for our members. Wow! Keep learning and growing, AMU!

Social Justice: Daily, we fight for social justice in and out of the classroom. For the first time in AMU history, we are honored to provide two scholarships of \$1,500 each to two Green Dot, college-bound seniors. Congratulations to our winners!

What we have been able to accomplish this year, we have done together, with all of us in mind. As we continue to grow and evolve, we are able to do



Asociación de Maestros Unidos

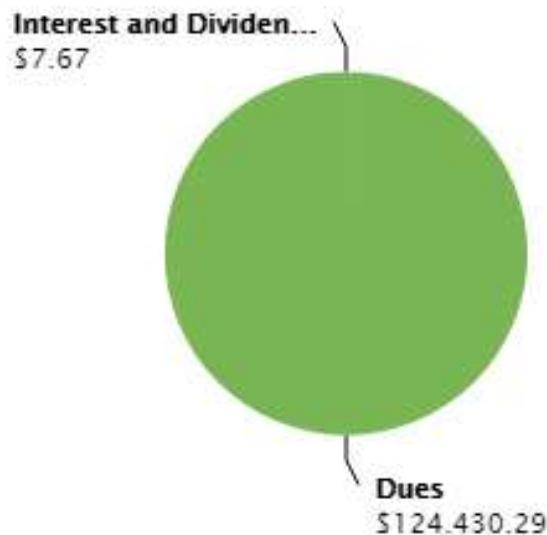
so because of our collective belief in our Union and our organization. Thank you for supporting one another and our mission for teachers, counselors and the students we serve.

In this section of the State of our Union, you will find an in-depth look at our dues and our spending. The budget is created by the budget committee, approved by site-reps and monitored by the treasurer.

To date, all line items, or approved spending, operates at or under budget. Additionally, this year AMU has saved about 15% of its dues for future use. In sum, we are operating in a healthy and sustainable manner.

Danielle Parker
AMU Treasurer

Asociacion de Maestros Unidos Revenue By Category



%	Category	(\\$)Amount
99.99%	Dues	124,430.29
0.01%	Interest and Dividend Income	7.67

Tuesday, Jun 06, 2017 09:19:58 AM GMT-07:00 - Cash Basis



Asociación de Maestros Unidos

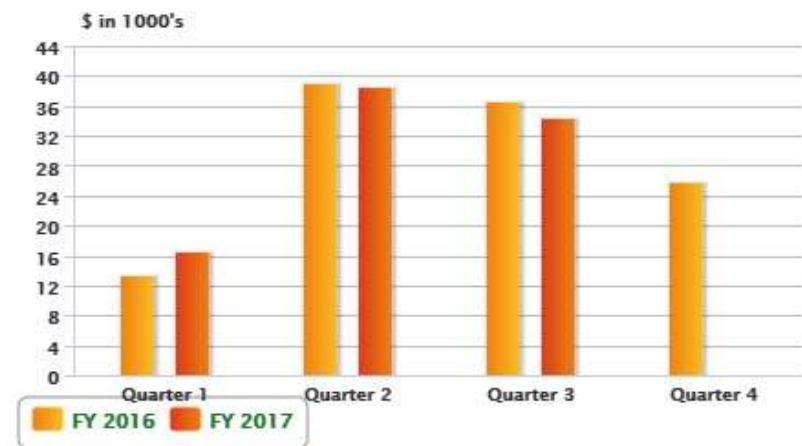
Asociacion de Maestros Unidos Previous Year Revenue Comparison



Quarter	FY 2016	FY 2017
Q1	\$40,960.00	\$58,882.50
Q2	\$30,469.51	\$32,777.67
Q3	\$30,469.85	\$32,777.79
Q4	\$20,313.80	\$0.00

Tuesday, Jun 06, 2017 09:21:10 AM GMT-07:00 - Cash Basis

Asociacion de Maestros Unidos Previous Year Expenditure Comparison



Quarter	FY 2016	FY 2017
Q1	\$13,344.94	\$16,496.67
Q2	\$38,951.60	\$38,562.72
Q3	\$36,607.25	\$34,259.11
Q4	\$25,748.26	\$0.00

Tuesday, Jun 06, 2017 09:21:47 AM GMT-07:00 - Cash Basis



Asociación de Maestros Unidos

Asociacion de Maestros Unidos

BUDGET VS. ACTUALS: AMU 2016-2017 - FY17 P&L

September 2016 - August 2017

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
▼ REVENUE			
Dues	124,430.29		124,430.29
Total Revenue	\$124,430.29	\$0.00	\$124,430.29
▼ EXPENDITURES			
AMU Scholarship		3,000.00	-3,000.00
Audit		4,000.00	-4,000.00
Bank Charge	3.00		3.00
Budget Committee Stipend	140.00	560.00	-420.00
Conferences	7,475.27	12,900.00	-5,424.73
CTA Approved Voting	995.00		995.00
E-Board Conferences	2,228.11	3,000.00	-771.89
Food	5,937.98	6,000.00	-62.02
Office	849.34	1,500.00	-650.66
PR Efforts	3,209.43	3,500.00	-290.57
Pres Salary	31,460.05	32,000.00	-539.95

President Communication	49.95	130.00	-80.05
Prizes and Gifts	272.39	500.00	-227.61
Professional Fees	75.00		75.00
Stipend - Benefits	900.00	1,200.00	-300.00
Stipend - Calendar Committee	227.50	192.00	35.50
Stipend - Evaluation Committee	2,100.00	2,400.00	-300.00
Stipend - Exec Board	12,095.00	12,220.00	-125.00
Stipend - Grievance	600.00	600.00	0.00
Stipend - Negotiations	3,000.00	3,600.00	-600.00
Stipend - Organizing	1,370.00	1,600.00	-230.00
Stipend - Site Rep	15,500.00	24,729.00	-9,229.00
Stipend - Summer Work	630.00	2,000.00	-1,370.00
Stipend- Counselor at Large	600.00	1,200.00	-600.00
Stipend- Elections		350.00	-350.00
Stipend- Human Rights	800.00	1,600.00	-800.00
Stipend- Sustainability	1,950.00	1,950.00	0.00
SY 17-18	288.00		288.00
Travel	2,420.55	4,000.00	-1,579.45
Website/Emails	1,134.93	1,000.00	134.93



Asociación de Maestros Unidos

Total Expenditures	\$96,311.50	\$125,731.00	\$ -29,419.50
NET OPERATING REVENUE	\$28,118.79	\$ -125,731.00	\$153,849.79
▼ OTHER REVENUE			
Interest and Dividend Income	7.67		7.67
Total Other Revenue	\$7.67	\$0.00	\$7.67



Our Greatest Asset is You.

It has been my honor and privilege to serve as your AMU secretary this year. My belief in the importance of our union has never been stronger. AMU presses the entire Green Dot community to embody our deepest values: collaboration, professionalism, and social justice. These values guide the inner-workings of our organization, which strives to bridge the gap between the protection of the rights of teachers and counselors and working for the best interest of students. AMU is an essential element in making Green Dot an organization for which we can all be proud to work.

The AMU executive board, composed of the President, Vice-President, Treasurer, and Secretary, met three times each month during the school year. One of these monthly meetings was with the Green Dot management team. At these meetings we discussed proposals and changes that would affect our membership. We also collaborated with the Green Dot management team on our first event, the AMU/GD 5k Race to College. I am proud to be part of a union that is focused on its members.

We continually seek feedback from our membership through surveys about bargaining and benefits as well as small group meetings. The information gained from these sources guided our priorities at the bargaining table. From maintaining a no-cost health care option to a more streamlined evaluation process, member feedback drove our bargaining priorities.

On the following page, you will find data detailing how our members feel about our work, how well AMU represents you, and the biggest concerns our members still face. Our membership is truly the greatest asset of our union. The financial support and dedication of time of our members makes our organization strong. AMU is your union and reflects the values and interests we hold in common.

Individually, our voices can only carry so far, but when we unite our voices as one, we will certainly be heard.

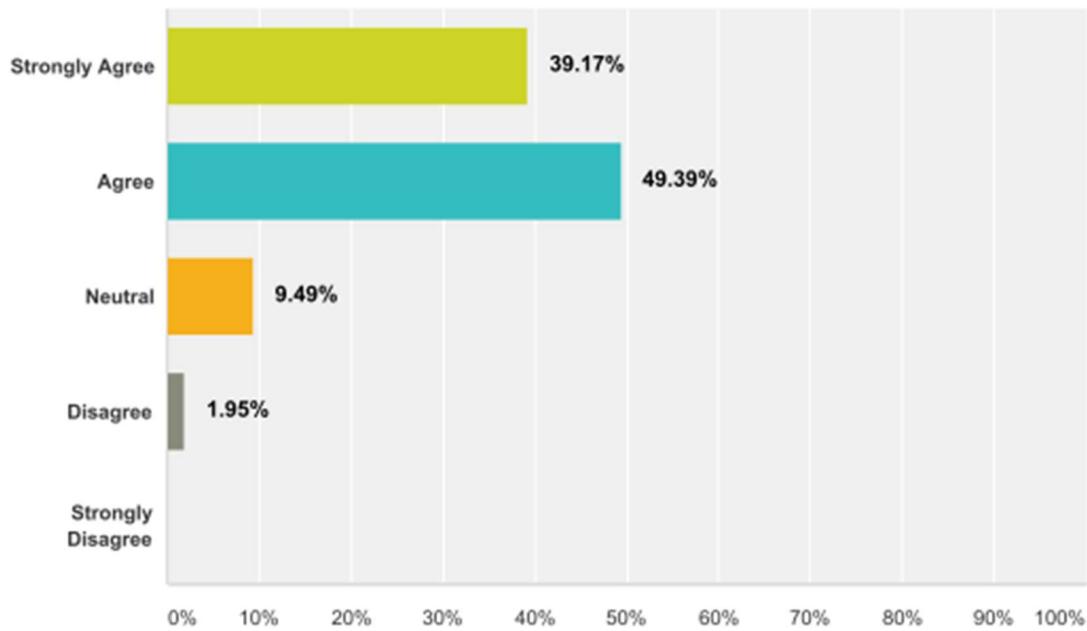
Benjamin West

AMU Secretary

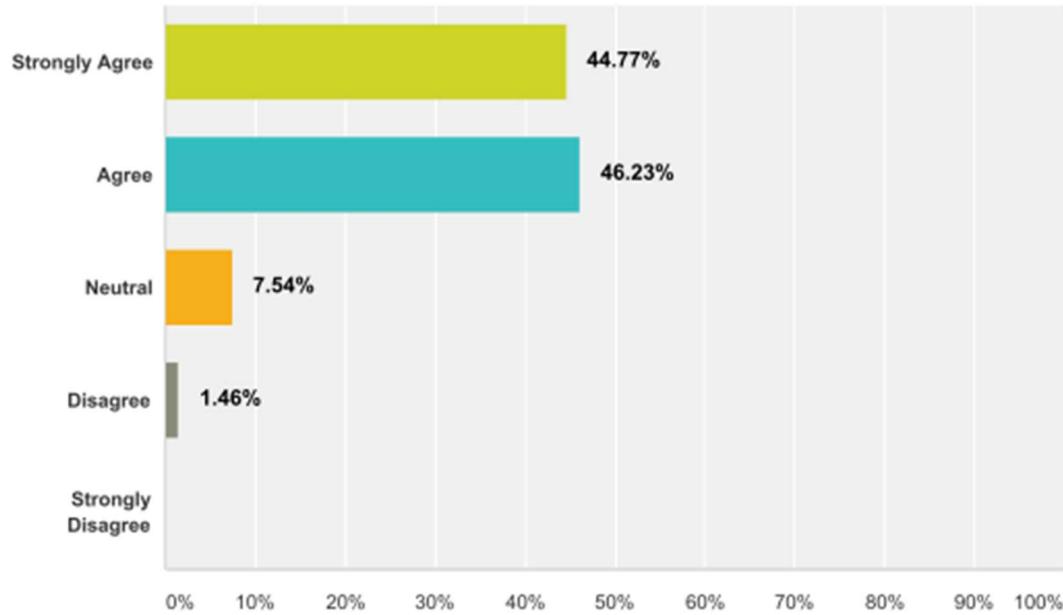


Asociación de Maestros Unidos

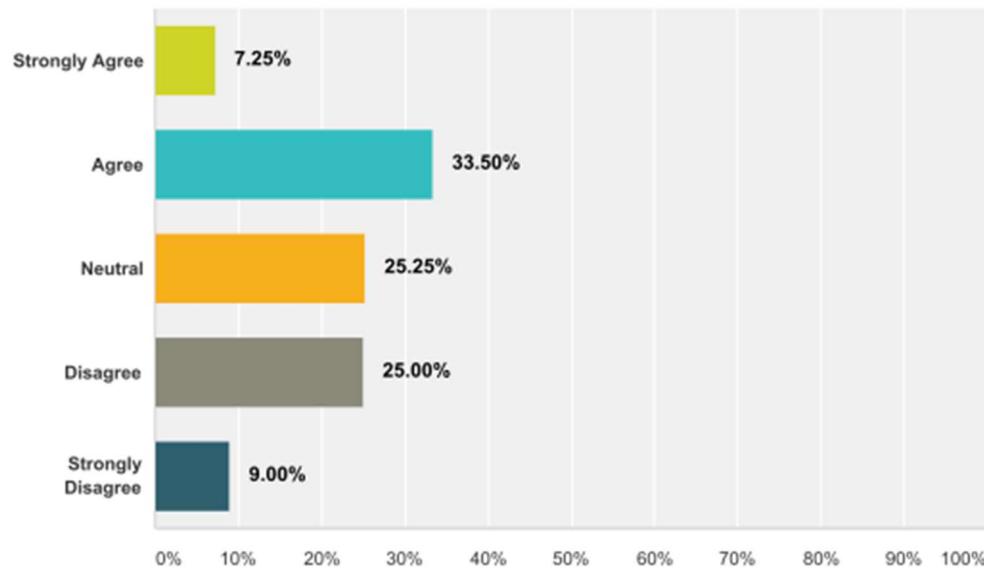
AMU represents my interests:



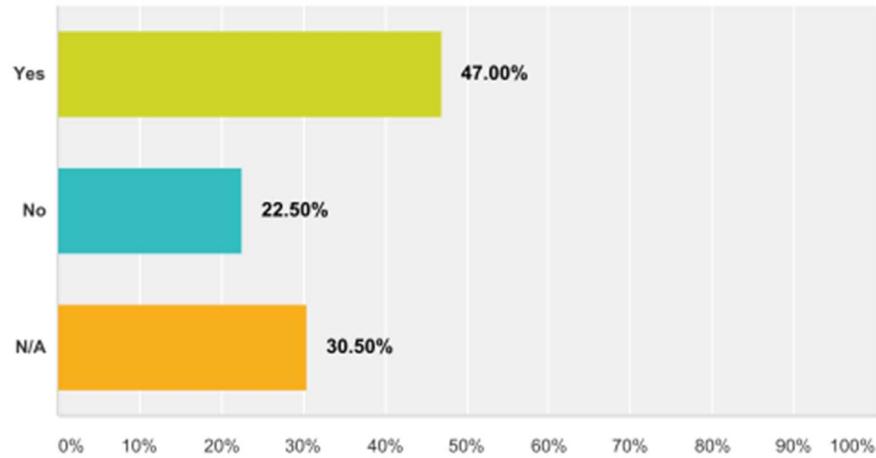
The AMU contract protects the rights of teachers and counselors.



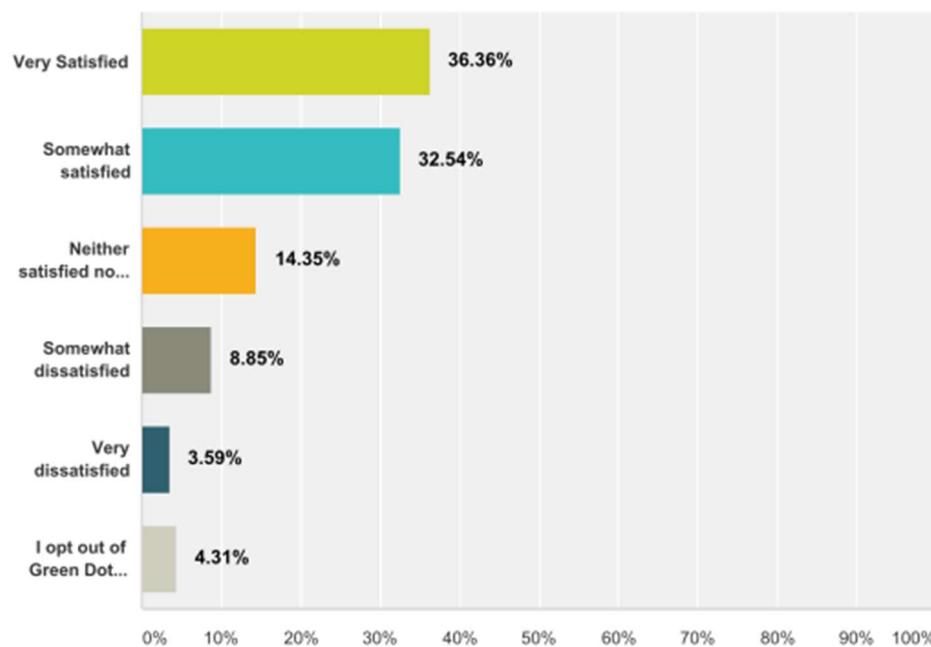
I believe that the 2016-2017 CRTF rubric's language can fairly evaluate all teachers in all school settings.



Have you had consistent growth on your evaluations from year to year using the CRTF rubric?



What is your current level of satisfaction with the level of care and customer service provided by your health, vision, and dental plans?





Asociación de Maestros Unidos

AMU Site Representative Council Retention

Heroes of our Union.

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.

The current 41 (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.

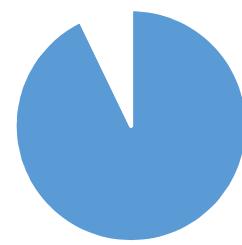
For that reason, it is crucial that AMU honor and recognize their hard work year after year. Our representatives are the true heroes and leaders of our Union and we find it an integral part of AMU's responsibility to train them, make their work sustainable, retain them, and develop them to take on additional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

This report is our first effort to track Site Representative retention, and to begin analyzing trends that could better help us, not only retain valuable and experience 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, more than 90% of our Site Representative Council seats counted on one of our members advocating for the interest of their school teachers and counselors.

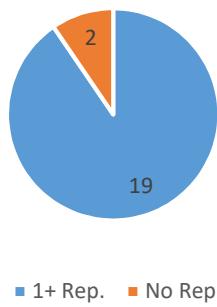
Percentage of Site Rep.
Council Seats Filled



■ 91%

Whether all schools had elected at least one Site Representative over the 16-17 school year, we are heartened to see 91% of our schools can count on local union representation and advocacy.

Schools with AMU Site Representation



However, gauging member interest in taking on the role as Site Representatives for next year, we project 100% of our schools will count on local Union advocacy through a Site 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. However, going into SY 17-18, we are on track to retain 90% of our reps (barring unsuccessful re-election bids).

The loss of a representative is also sometimes additive to our organization, as our current AMU Secretary and CTA State Council Representative vacated their seats to fulfill more at large representative positions, opening seats to develop new AMU leaders.

The Site Representative Council, which we encourage you to attend a session as an observer, is a space that continually inspires. It takes an extraordinary amount of courage to be a voice in service of others, and without a doubt, our Representatives are an endless font of courage and tireless work for our membership. If this sounds like something you would like to be a part of, please consider being more active in AMU!

Site Rep. Retention Rates





A Farewell to Arms

As important as recognizing our Representatives who will continue their advocacy work next year, is honoring and thanking the work of our Union leaders who will be leaving us this year.

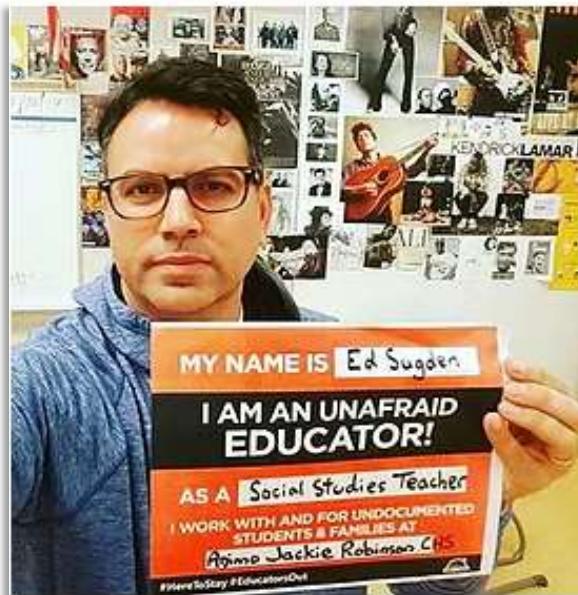
Ed Sugden at Ánimo Jackie Robinson, Nicole Klanfer at Locke College Prep. Academy- Gold and Hector Vega at Locke College Prep. Academy- Blue, long time Site Representatives, will not be seeking another term as Site Representatives.

While they will remain with us as members, their experience and fierce leadership at the Site Representative Council will be sorely missed.

Over the past years, they have pushed our Union to do more, be better, and have spent countless hours working in the interest of, not just their members, but our entire 550+ membership.

Whether it was challenging the Executive Board or walking the picket line for last year's raise, their example will remain, and guide the future AMU leaders they make room for.

Thank you Ed, Nicole and Hector!





Asociación de Maestros Unidos

Ruffians Never Say Die.

A great Union leader who will be leaving AMU this year is our amazing AMU Bargaining Chair, Elizabeth Ruff. Through her tenure as our Bargaining Chair, Elizabeth has expertly led our bargaining team by distilling the will of our members into bargaining wins year after year. In no small feat, Elizabeth ensured us an increase in our compensation every single year of her tenure in this position. In this role, she was steadfast in her work, and her commitment to do what's best for our members and students at the bargaining table.

However, not only do we lose an advocate, but Green Dot loses an amazing educator who, over the course of 6 years, provided rigorous English courses for our students at Locke, fully preparing many of them for the challenges of reading and writing in college. A teacher many students confided in, she also provided the social and emotional support many of our students look for from teachers like Ms. Ruff.

Though she leaves us, she does not leave our wider CTA Union family, so AMU says goodbye to our Bargaining Chair with the motto of her classroom:

Ruffians Never Say Die!





AMU Bargaining Report

Together we bargain, together we win.

The AMU Bargaining Team finalized negotiations on May 25th, 2017. In summary, we have reached a tentative agreement on the following items:

Evaluation

We have come to a conceptual agreement regarding evaluation language to make the evaluation pilot a part of the contract as well as simplifying the IGC process.

Class Size

We have come to a conceptual agreement to reduce intervention class sizes to a limit of 27 before ameliorative measures can kick in. The need for those ameliorative measures can be revisited at the quarter and the semester. The ameliorative measures, like always, will be mutually agreed upon by the affected teacher and the administrator and can include a variety of options. We agreed to add a new piece of language that specifies monetary compensation: it would be offered at the discretion of the administrator and shall not exceed \$280 per quarter.

Benefits

We have come to a conceptual agreement regarding benefits. We will be moving forward with the same providers as this year: Anthem Vivity, Anthem Full HMO, Anthem PPO, and Kaiser. The percentage of the premium that members pay will not change, but we have agreed to adjust the plan design slightly. In order to limit cost increases (for members and for the organization), AMU agreed to the following:

- changing from a 3-tier to a 4-tier pricing structure
(individual, individual+1, individual+children*, family) *new 4th tier
- increase copays for the following elements of the healthcare plan (see chart on next page):



Asociación de Maestros Unidos

	Current Co-Pay	New Co-Pay
ER Visit	\$50	\$100
Ambulance Ride	\$0	\$100
Outpatient Surgical	\$10	\$50
In-Patient Hospitalization	\$0	\$100
Prescriptions	<u>\$10</u> <u>\$20</u> \$35	<u>\$15</u> <u>\$35</u> \$75

Compensation

We have agreed to an off-schedule compensation increase that will amount to a 3% salary increase per returning member during the 2017-2018 school year.

The AMU and GDPSC Bargaining Teams have reached conceptual agreement on all outstanding articles.

Your site reps attended an informational meeting on June 5th, and presented all signed tentative

agreements to you on June 6th during an emergency after school meeting.

The ratification vote will take place June 7-9th. At the time of the publication of this report, the voting for the 2017-2018 Contract changes was still ongoing.

On behalf of the Bargaining Committee, we would like to thank you for your support over our past school year.

Elizabeth Ruff
AMU Bargaining Chair



AMU Grievance Report

Defending your Contractual Rights.

I. Grievances, 2016-2017

This year, there has been only one grievance that has made it beyond the informal level. The grievance concerns a members' vehicle that was damaged near the school. The gate to the school had been malfunctioning by opening and closing erratically, and the gate had closed on several other cars. The unit member in question saw the damage to the other cars, parked in an alley behind the school where some teachers commonly park, and then her vehicle was hit by another car unaffiliated with Green Dot. The second car did not stop and information about it could not be ascertained through the video footage. Currently, AMU is taking this grievance to mediation.

II. Common Stress Points, 2016-2017

Listed below are several stress points that could have turned into grievances, but were avoided through the great work of our AMU representatives and better knowledge about the contract amongst our unit members. I list them here so that we can all be aware of the issues surrounding other schools in case it arises at your school.

A. Determining Class Assignments, Line Items in Master Calendar:

This year, there has been several instances at several locations in which administration has attempted to assign specific courses to specific teachers. While this has been stated before in other avenues such as the AMU Newsletter, the administration should provide the departments with courses in line items that are blank—no teacher name should be assigned to a specific course. The department then works together to assign teacher names to the courses. If the teachers in the department cannot resolve the line items, only then does administration get say in which teachers have which assignments.

Administration has attempted at several schools to directly assign teacher names to specific line items/courses, but due to some great union work amongst our representatives, this was



resolved before it became a grievance at any site. This was a great example of how the knowledge of our members strengthens our union.

B. Professionalism:

Professionalism takes many forms, whether it be punctuality, dress, attitude, or collaboration. Professionalism has been a point of contention for several years, and in some cases has turned into grievances. The most recent ones have been:

1. Requirement to Clock-In:

Administration attempted to have unit members clock in before school and at meetings. This practice was determined to be outside the contract. Sign-ins are the preferred method for tracking attendance/participation.

2. Requirements around Professional Dress:

Administration attempted to implement a uniform for unit members. This policy was determined to be outside the contract.

3. Extension of the School Day:

Administration at several schools tried to require that teachers be at their doors or in their classrooms 5-10 minutes before/after the student day began. This is outside the contract: the teacher day is the student day. Administration cannot require teachers to stay early/late, excepting staff meetings.

C. Harassment:

Harassment is a common complaint from our unit members, but this complaint is often an unsupportable concern because it is usually a strong difference of opinion between administration and the teacher. To be termed harassment, a unit member must have evidence of administration discriminating against them due to their being a protected class, such as age, religion, gender, race, etc. If you believe you are being harassed by your administrator, speak to your AMU representative. While harassment is a legitimate concern, often our unit members confuse disagreement with harassment.



III. Previous Grievances, prior to 2016

I have worked with several AMU representatives, the AMU E-Board, and some others to compile a list of the historical grievances that have occurred at our schools. Listed on the following page is a summary of the grievances we currently know. The purpose of this list is to help mediate current and future grievances by looking at how previous grievances were resolved.

If you are knowledgeable of grievances outside this list that could be useful to future grievances, please contact me so we can add to this list.

Thanks in advance for any help!

Danielle Oh

AMU Grievance Chair

			Issue	Resolution
2016	Western	Safety: Structural and health concerns regarding leaky pipes, standing water, & possible asbestos.	Affected teacher switched rooms. Work order placed for asbestos conducted (negative in 2014), testing will occur again in 2016. LAUSD will fix the ceiling.	
2016	Western	Evaluation: 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.	Evaluation scores for the Grievant remained unchanged. Overall GD made it clear that they strongly discourage 'recycled' lesson plans.	
2016	Western	Evaluation and 360 Survey: 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.	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.	
2015	Leadership	Work Day: 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	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.	
2015	Leadership	Development and Improvement Plan: 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.	Teacher was not rehired, but was given a letter of recommendation for pursuit in outside school organizations by ALCHS principal/administration.	
2014	Locke	Professionalism and Work-Day: 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.	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.	