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AAA: American Arbitration Association - The Association composed of professional arbitrators who have developed standard rules for arbitration and supplies lists of qualified arbitrators.

ACSA: Association of California School Administrators - A professional organization that provides training and resources to school district administration.

ADA: Average Daily Attendance - The total number of days of student attendance divided by the total number of days in the regular school year. A student attending every day would equal one ADA. ADA is not the same as enrollment, which is the number of students enrolled in each school and district. (This number is determined by counting students on a given day in October.) ADA usually is lower than enrollment due to factors such as students moving, dropping out, or staying home due to illness. The State uses a school district's ADA to determine most funding.

Binding Arbitration: Binding arbitration of grievances provides a neutral will decide disputes over a contract already agreed to by the Association and District. Decisions are binding and enforceable.

BUM: Bargaining Unit Member.

C4OB: CTA Center for Organizing and Bargaining.

CALPADS: California Longitudinal Pupil Achievement Data System – A longitudinal data system used in California to maintain individual-level data including student demographics, course data, discipline, assessments, staff assignments, and other data for state and federal reporting.

CASBO: California Association of School Business Officials – A professional organization that provides training and resources to school district business managers.

CBEDS: California Basic Educational Data System - Reports that contain statistics about schools, teachers, and students. CBEDS reports are collected from each school in the fall.

CCSS: The Common Core State Standards Initiative is an education initiative in the United States detailing what K-12 students should know in English language, arts and mathematics at the end of each grade.

CDE: California Department of Education

COBRA: Consolidated Omnibus Budget Reconciliation Act - A 1985 law that requires employers to offer continued health insurance coverage to terminated employees and their beneficiaries.

COLA: Cost-of-Living Adjustment - An increase in funding for schools from the State or Federal Government due to inflation. In California, the law states schools should receive a certain COLA based on the Implicit Price Deflator for State and Local Government Purchases of Goods and Services.

Cost Shifting: Policies designed to shift the relative burden of health care costs borne by one party or market segment to another. For example, many employers are shifting a portion of the costs of

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care to employees by creating or increasing co-payments and deductibles and increasing contributions.

COE: County Office of Education - The agency that provides, in general, educational programs for certain students; business, administrative, and curriculum services to school districts; and financial oversight of districts. These services are affected by the size and type of districts within the county, the geographical location and size of the county, and the special needs of students that are not met by the districts. Each of California's 58 counties has an office of education.

CPI: Consumer Price Index - A measure of the average change over time in the prices paid by urban consumers (about 87% of the total U.S. population) for a market basket of consumer goods and services. Salary adjustments and other costs can be linked to the CPI, which is sometimes used as a factor to measure inflation. Index utilized by the U.S. Bureau of Labor Statistics to measure changes in costs of specified items on a nationwide and regional basis.

CSTP: California Standards for the Teaching Profession - Standards for professional teaching practices in California; includes ten design elements for high-quality development and guidance from the National Board for Professional Teaching Standards (NBPTS).

CSBA: California School Boards Association - A professional organization that provides training and resources to school board members.

Deductible: The amount of covered expenses that must be incurred by the insured before benefits become payable by the insurer.

Deferred Maintenance: Deferred Maintenance - Major repairs or replacement of buildings and equipment.

Developer Fees: A charge per square foot on residential and commercial construction within a school district. These fees charged both to developers of new properties and to property owners, who remodel, are based on the premise that new construction will lead to additional students. Individual school districts decide whether to levy the fees and at what rate up to the maximum allowed by law. The maximum, adjusted for inflation every two years, is higher for residential than for commercial construction. Districts are required to substantiate the financial impact of new development and show that they have used the revenues to address that impact. Proceeds may be used for building or renovating schools and for portable classrooms.

DFR: Duty of Fair Representation - The statutory requirement of bargaining agent to fairly represent all bargaining unit members regardless of membership in the union.

EERA: Educational Employment Relations Act - The California K-14 school employee collective bargaining law, part of the California Government Code which provides the legal right for California school employees to engage in collective bargaining.

ESSA: Every Student Succeeds Act - The principal federal law affecting K-12 education was signed by President Obama on December 10, 2015. The measure reauthorizes the 50-year-old Elementary and

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Secondary Education Act (ESEA), the nation's national education law and longstanding commitment to equal opportunity for all students.

FCMAT: Fiscal Crisis and Management Assistance Team - A State-funded agency providing fiscal advice, management assistance, training, and other related school business services, with a particular emphasis on districts facing fiscal insolvency. FCMAT operates from the office of the Kern County Superintendent of Schools under contract with the California Department of Education and the Governor's office.

GSA: Grade Span Adjustment - In the LCFF the GSA provides different levels of funding for various grade spans- K-3; 4-6; 7-8; and 9-12 are the grade spans. Funding levels increase as the grade span increases (K-3 is the lowest funding and 9-12 is the highest).

HSA: Health Savings Account - A tax-advantaged medical savings account available to taxpayers in the United States who are enrolled in a high-deductible health plan (HDHP). The funds contributed to an account are not subject to federal income tax at the time of deposit. Unlike a flexible spending account (FSA), funds roll over and accumulate year to year if not spent.

IBB: Interest Based Bargaining - is a different way to negotiate. In the right situation, it is an alternative, replacing traditional positional bargaining with a process of joint problem-solving.

LAO: California Legislative Analyst Office - The California Legislative Analyst Office, which offers opinions on legislative and budget matters.

LCAP: Local Control Accountability Plan - As part of the LCFF, school districts, COEs, and charter schools are required to develop, adopt, and annually update a three-year Local Control and Accountability Plan (LCAP) using a template adopted by the California State Board of Education.

LCFF: Local Control Funding Formula - The 2013–14 budget package replaced the previous K–12 revenue limit finance system with a new Local Control Funding Formula (LCFF). For school districts and charter schools, the LCFF creates base, supplemental, and concentration grants in place of most previously existing K–12 funding streams, including revenue limits and most State categorical programs. For county offices of education (COEs), the LCFF creates separate funding streams for oversight activities and instructional programs.

Lottery: Lottery gambling games approved by California voters in November 1984. The minimum of 34% of lottery revenues distributed to public schools, colleges, and universities must be used for educational purposes. Half of any increase of lottery income to school districts and community colleges - as compared to funding in the 1998-99 school year must be used only for instructional materials. Lottery income comprises less than 2% of K-12 education funding annually.

MOU: Memorandum of Understanding.

PAR: Peer Assistance and Review – a program to assist struggling permanent teachers using experienced other experienced teachers.

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PERB: Public Employment Relations Board - The State agency overseeing the collective bargaining law in California.

POS: Point-Of-Service - A plan design in which participants may choose among two or more benefits delivery system alternatives at the point of service, or each time they access health care. For example, HMO Fee-For-Service or HMO/PPO/non-PPO providers. There are benefits differentials between the two or three options, which are indicative of the different costs or the desired effect of channeling. An increasing number of HMO's are offering a point of service product, often referred to as an HMO opt-out. Under such an arrangement, care received through the HMO is covered at HMO type levels with the ability to receive care from a non-HMO provider at perhaps a 60%-70% reimbursement level.

PPO: Preferred Provider Organization - A variation of traditional fee-for-service care arrangement representing a group of physicians, dentists, or hospitals or other practitioners that contracts with employers, insurance companies, unions, or third party administrator to provide employees with services at reduced rates. Employees have a free choice among the physicians in a PPO arrangement.

RRC: Regional Resource Center – The RRC's are the offices providing staff services to locals and Service Center Councils throughout California. There are 27 RRC's located throughout the State. RRC's work with locals not grouped in UniServ Units.

RUS: Regional UniServ Staff – Previously known as PCS or “Primary Contact Staff” - Staff assigned to work directly with a chapter or group of chapters.

SSC: School Services of California – An organization for school district administration. SSC provides training, support, and materials to district administration (much like CTA does for our members).

SMCS: State Mediation and Conciliation Services - The State Mediation & Conciliation Service was established to improve employer-union relations in California. Skilled, impartial SMCS staff mediates labor disputes between employers and employee organizations free of charge. In addition, SMCS provides arbitration, election, and training / facilitation services on a cost reimbursement basis.

Unduplicated Pupil Count: A count of Free & Reduced Lunch, ELD, and foster students in a school district to ascertain how much funding the district will get. A child may only be counted once in a category, hence the “unduplicated” label.

UniServ Units: UniServ Units - The core of uniform services to which each member of the Association is entitled. A local UniServ Unit is a chapter or group of chapters which have voluntarily formed a unit through which to employ and deploy Regional UniServ Staff in the delivery of the UniServ program.