

GLOSSARY OF ACRONYMS

Acronym	Complete Name	Definition
AAA	American Arbitration Association	The association from which arbitrators are usually selected.
AAUP	American Association of University Professors	
ABC	Association for Better Citizenship	Political Action Committee that provides financial resources for CTA and locally endorsed political candidates, initiatives and bond elections.
ACSA	Association of California School Administrators	
ADA	Average Daily Attendance	The total average daily enrollment reduced by unexcused absences and divided by the minimum number of legally required days. State support for public schools is on a per ADA basis.
ADA	Americans With Disabilities Act	A federal law requiring access and inclusion of worker with disabilities.
AFL/CIO	American Federation of Labor/Congress of Industrial Organizations	A broad based organization composed of labor unions. Formed in 1955 through the merger of the AFL and CIO. NEA and its affiliates are not members of the AFL/CIO.
AFT	American Federation of Teachers	A competing organization representing certificated school employees.
APLS	Appeal Panel for Legal Services	A CTA committee designated to review a member's appeal for legal services that have been previously denied.
AR	Association Representative	Same as building, site or faculty representative.
AUTOC	Alliance of Urban Teachers of California	A voluntary alliance composed of urban affiliates of CTA/NEA.
BCLAD	Bilingual Cross-Cultural Language Academic Development	Bilingual Teaching Certificate
BR	Building Representative	Same as association or faculty representative.
BRL	Base Revenue Limit	The income limit for each school district which is used to determine its general fund income and future inflation allowances.
BU	Bargaining Unit	The defined group of workers covered by a collective bargaining agreement.
C&I	Curriculum & Instruction	Many locals have C&I committees.
CAL – ESP/NEA	Educational Support Professionals (classified school employees) organization.	
CALOSHA	California Occupational Safety & Health Act or California Office of Safety and Health Administration	The California state agency charged with the responsibility of enforcing federal and state statutes for safety and health in the workplace in California.
CAP	Crisis Assistance Panel	Advisory group to assist in screening chapter requests for financial assistance.
CAS	California Associate Staff	The union which represents all association staff employed by CTA which is affiliated with the NSO.
CAPE	Coalition of American Public Employees	
CBA	Collective Bargaining Agreement	Also referred to as the contract or the agreement.
CBEST	California Basic Educational Skills Test	The examination that must be passed by a person applying for a credential, permit, certificate, authorization, or renewal of emergency credential.
CCA	Community College Association	Statewide affiliate of CTA/NEA. Represents faculty in the California community colleges.
CCTC	California Commission on Teacher Credentialing	Provides information on state credentialing procedures, regulations, and examinations.
CDC	Child Development Center(s)	Preschool programs and after school programs in the public schools. Also known as Children's Centers.
CDE	California Department of Education	California agency that oversees public education.
CFA	California Faculty Association	Statewide affiliate of CTA/NEA (and other organizations). Represents faculty at all Cal State University campuses with one statewide collective bargaining agreement.

CFT	California Federation of Teachers	The California State affiliate of AFT.
CLAD	Cross-Cultural Language Academic Development	Teaching certificate to work with limited English speaking students.
COE	County Office of Education	
COLA	Cost of Living Adjustment	Periodic monetary adjustments based on changes in the Consumer Price Index, usually according to an escalator clause in a contract or a piece of legislation.
CPEC	California Postsecondary Education Commission	Issues studies, reports and recommendations concerning statewide higher education issues.
CPI	Consumer Price Index	Index utilized by the U.S. Bureau of Labor Statistics to measure changes in costs of specified items on a nationwide and regional basis.
CSBA	California School Boards Association	
CSDE	California State Department of Education	Also referred to as SDE.
CSEA	California School Employees Association	A union representing non-certificated school employees in California.
CSEA	California State Employees Association	Known as "Big CSEA" – The union for the employees of the State of California.
CSO	California Staff Organization	The union which represents all professional staff employed by CTA which is affiliated with the NSO.
CTA	California Teachers Association	
CTA-R	CTA Retired	
DFEH	Department of Fair Employment and Housing	California agency that administers discrimination claims.
DFR	Duty of Fair Representation	Duty of fair representation, the statutory duty of the bargaining agent to fairly represent all bargaining unit members.
DHRM	Department of Human Resources Management	CTA department
DOE	Department of Education	Usually refers to the Department at the Federal level (see CDE for California).
ECE	Early Childhood Education	
EEOC	Equal Employment Opportunity Commission	A Federal agency charged with enforcing non-discrimination laws (see also DFEH).
EERA	Educational Employment Relations Act	The section of the California Government Code which provides the right of California school employees to engage in collective bargaining
ELD	English Language Development	Relates to credential preparation for teachers.
EMAC	Ethnic Minority Affairs Committee	CTA committee making recommendations to the CTA Board of Directors.
ERA	Equal Rights Amendment	
ERISA	Employee Retirement Income Security Act	
ESEA	Elementary and Secondary Education Act	"No Child Left Behind Act"
ESP	Educational Support Professionals	Non-certificated (classified) employees in a public school district.
FACT	Foundation to Assist California Teachers	A CTA sponsored charitable organization to assist teachers in need. The Foundation is funded for the most part through payroll deductions of CTA members.
FEHA	Fair Employment and Housing Administration	California agency formed to enforce non-discriminations laws.
FMLA	Federal Family & Medical Leave Act	
FR	Faculty Representative	Same as association, building or site representative.
FTE	Full-Time Equivalent	UniServ funding from CTA and NEA is based upon FTE membership.
GATE	Gifted and Talented Education	Program in public schools.
GLS	Group Legal Services	CTA program which provides legal services to members and chapters.
GOTV	Get Out the Vote	
GR	Governmental Relations	The lobbying and political action program of CTA & NEA.
HEERA	Higher Education Employment Relations Act	The section of the California Government Code which provides the right of California Higher Education employees to engage in collective bargaining.
HR	Human Rights	CTA department

IAF	Industrial Areas Foundation	A broad-based organization involved in community organizing throughout the country. Becoming more involved in school reform issues.
IBB	Interest Based Bargaining	Bargaining process based upon so-called "win-win" bargaining. CTA has an intensive training program.
ICCUFA	Independent California College and University Faculty Association	Statewide affiliate of CTA composed of faculty in private colleges and universities. Does NOT represent faculty in collective bargaining.
IEP	Individualized Educational Program	An individualized plan required for every student with special needs.
IPD	Instruction and Professional Development	CTA department
ISP	Internet Service Provider	
ISSD	Integrated Systems & Strategies Department	CTA department which provides technological support.
LEP	Limited English Proficient	Refers to students.
LOA	Leave of Absence	
NCUEA	National Council of Urban Education Associations	Composed of urban local affiliates of NEA
NEA	National Education Association	CTA is the state affiliate of NEA. NEA is the nation's largest organization of working men and women (labor union). Not affiliated with AFL-CIO.
NEA Dues-Tab		NEA insurance program offered to all NEA members. Rewards continuous NEA membership.
NEA FFCPE	National Education Association Fund For Children & Public Education	The political action committee of NEA. Campaign contributions for federal candidates are made through the fund.
NEA RA	NEA Representative Assembly	The policy-making body of NEA. Delegates from all affiliates meet annually.
NEP	Non English Proficient	Refers to students
NLRB	National Labor Relations Board	A Federal agency which administers labor-management relations in the private sector. PERB refers to NLRB decisions when deciding public sector cases in California.
NODD	Negotiations and Organizational Development Department	CTA department providing negotiations and organizational support to the field.
NSO	National Staff Organization	The national affiliate of staff unions.
OSD	Office Services Department	CTA department
OSHA	Office of Safety and Health Administration	The Federal agency charge with the responsibility of enforcing Federal statutes for safety and health in the workplace.
OTA	Organization of Teacher Advocates	
PAC	Political Action Committee	Two different committees. One controls money for contributions and expenditures. The other is a local committee which organizes and carries out the chapter political activities.
PAR	Peer Assistance and Review	
PCS	Primary Contact Staff	CTA staff person assigned by CTA to a chapter or group of chapters to provide UniServ services locally.
PERB	Public Employment Relations Board	The California Board which monitors labor-management relations in the public education.
PERS	Public Employees Retirement System	The retirement system for public employees in California other than certificated school employees.
PLS	Performance Learning Systems	A company under contract with the Institute of Teaching to provide professional development workshops to members.
PN	Personal Necessity	Personal leave
PO	Purchase Order	
PPO	Preferred Provider Organization	System of health insurance delivery
PR	Public Relations	

PRR	Professional Rights and Responsibilities	A term applied to committees that perform work similar to grievance committees. The term is not applied as frequently as it once was.
RA	Representative Assembly	The policy-making body of the NEA association. At the chapter level, it is called Rep. Council
RIF	Reduction in Force	The term used when staff is reduced, generally due to elimination of programs or decrease in student enrollment.
ROC	Regional Occupation Center	
RRC	Regional Resource Center	Offices which provide staff services to chapters and members throughout California.
SBDM	Site Based Decision Making	Decisions on a school site made by the school site staff.
SBE	State Board of Education	
SCC	Service Center Council	A forum for Chapter Presidents and State Council Representatives. There are 27 SCCs throughout the state.
SCE	State Council of Education	The representative body which establishes the policies of CTA.
SDE	State Department of Education	
SEIU	Service Employees International Union	Affiliated with AFL-CIO. Represents state employees and some public school employees.
SIP	School Improvement Program	State program in all elementary schools and in a few high schools.
SPI	Superintendent of Public Instruction	Constitutional elected office. Heads the State Department of Education.
SSA	Social Security Administration	
SSC	School Site Council	Formed to carry out the School Improvement Program. Made up of school staff and parents.
STRS	State Teachers Retirement System	The retirement system in California to which certificated employees belong and contribute.
TDA	Tax Deferred Annuity	Available to public sector employees.
TRO	Temporary Restraining Order	A legal order from a court.
TSA	Teacher Services Association	The California group that assists in delivery of CTA/NEA Special Services for members such as attraction discounts and group tours.
TSA	Tax Sheltered Annuity	
UDA	Urban Directors Association	Organization of primary contact staff with work in Option 1 or 2 UniServ units. (National Organization)
UEP	United Education Profession	The term now used to designate NEA and its affiliates, formerly United Teaching Profession (UTP).
ULP	Unfair Labor Practice	An act or practice committed by either the Association or management, which the Educational Employment Relations Act has specified as "unfair."
UniServ	Unified Services	Program initiated in 1970 by NEA to provide staff services to locals.
VDI	Voluntary Disability Insurance	CTA disability insurance plan.
VSP	Vision Service Plan	CTA vision insurance plan.