

# Montserrat Garibay

(b)(6)

## EXPERIENCE

### **Texas AFL-CIO, Austin, TX — Secretary Treasurer**

October 2017 - PRESENT

- Represented 240,000 affiliated union members across Texas by coordinating and collaborating with them in labor related-actions and campaigns at the state, county, and city level.
- Successfully managed over 15 staff members and negotiated two bargaining staff-union contracts.
- Oversaw and coordinated the training of over 60 union members to become Census Ambassadors with the Central Labor Council affiliates and constituency groups. Oversaw successful phone banks to promote full participation on the 2020 Census.
- Oversaw implementation of food drives with the Central Texas Food Bank to provide union members with non- perishable food.
- Drove campaign development and implementation of statewide Citizenship Campaign to assist eligible permanent residents apply to become Naturalized citizens in 8 cities throughout Texas.
- Developed and maintained relationships with key partners across the state such as United We Dream, American Immigration Lawyers Association, Univision, NALEO, Mexican Consulate and School Districts to implement successful Citizenship Clinics.
- Led effective training, postal cards writing campaigns, phone banks and block walks during the 2018 and 2020 election cycles across Texas.
- Represented the Texas AFL-CIO in a U.S. Education Union visit to Shanghai in 2018 to promote understanding and develop relations between unions with the California Federation of Teachers, National Education Association and the Washington State Federation of Teachers.
- Developed, fundraised and oversaw a statewide budget of over \$1 million for the Fair Shot Texas PAC aimed at mobilizing Texans for the 2020 elections.
- Planned and managed successful First-ever Texas AFL-CIO Women's Summit and co-led planning of multiple Roundtable conversations highlighting women of the labor movement in Texas.
- Co-led the implementation of the Ruth Ellinger Texas Labor Leaders School, a year long leadership development program for union members under 35 years old graduating over 60 labor leaders from a variety of unions across the state.
- Developed and led the first-ever Texas AFL-CIO Racial Justice Task force and cohort to address racism and inequality within the labor movement with over 30 leaders.
- Established the first-ever Texas AFL-CIO Climate Justice Committee to address climate change in Texas with over 30 leaders.
- Graduated from the National Labor Leadership Initiative, a year-long leadership development program for national leaders in the labor movement.

## SKILLS

Proficient in Microsoft Word, Microsoft Outlook, Excel, PowerPoint, Publisher and Google documents and applications

Proficient in social media tools and messaging

## AWARDS

**Linda Bridges, Breaking Glass Ceilings Award, Texas AFT 2019**

**World Peace Prize "Roving Ambassador for Peace," Iris Peace Foundation, 2019**

**AFL-CIO Eyes on the Prize Award, Reclaim Our Dream Award for Labor 2018**

**2017 Anne McAfee Quartet of Stars, Travis County Democratic Party**

**Women's Hall of Fame Award Austin City Council 2016, 2016**

**American Graduate Champion Recognition, KLRU**

**Texas AFT Super Advocate Award, December 2011**

**2007 Teacher of the Year, Lucy Read Pre-Kindergarten Center, Austin ISD**

## LANGUAGES

Fluent in reading, speaking and writing Spanish and English

## **Education Austin, Austin, TX — Vice President for Certified Employees**

June 2012 - September 2017

- Represented over 3,000 union members, affiliated with Education Austin, a merged local with the National Education Association and the American Federation of Teachers, in the Austin Independent School District at different levels with school administrators and with Human Resources.
- Supervised successfully 6 staff members and negotiated two staff-union contracts with the staff bargaining union.
- Effectively partnered with the UCLA Dream Summer Program and supervised and mentored 4 interns.
- Planned, strategized, and won 14% salary increase negotiation for all AISD employees during the consultation process between Education Austin and the Austin Independent School District.
- Drove development and implementation of Deferred Action for Childhood Arrivals (DACA) Clinics and Educational Forums for undocumented youth in Austin.
- Represented Education Austin at the 2016 International Summit on the Teaching Profession in Berlin, Germany with a group of US educators and union members from the NEA and AFT.
- Drove campaign development and implementation of Citizenship Clinics to assist eligible permanent residents to apply to become US Citizens.
- Developed and maintained relationships with key partners such as non-profit organizations, immigration lawyers and volunteers for the immigration clinics, implementing effective collaboration and trainings.
- Successfully received over \$70,000 in grants from the National Education Association (NEA) and American Federation of Teachers (AFT) to organize immigration clinics and forums in Austin ISD.
- Led multiple Stewards trainings, know your rights and political trainings for union members in Austin ISD.
- Participated at the Confederación de Trabajadores de la Educación de la República Argentina National Conference in 2015 representing the American Federation of Teachers.
- Managed successful FirstBook Book Drive of over 40,000 books for educators and students.
- Planned, organized and implemented the ADELANTE Conference, a bilingual educators conference for teachers by teachers for 4 years with over 400 bilingual educators.

## **Austin Independent School District (AISD), Austin, TX — Pre-K Bilingual Teacher**

December 2002 - May 2012

- Taught bilingual pre-k for 8 years in AISD.
- Developed and disseminated workshops on dual language, early childhood, technology, language arts, science and professional development in AISD.
- Developed and presented multiple workshops at the National Association for the Education of Young Children, National Association for Bilingual Educators, and the

## Science Teachers Association

- Participated with the University of Texas, BLOCKS program as a science teacher researcher.
- Successfully received grants to promote literacy and science in AISD.
- Identified, recruited, and coordinated with as Steward Representative for Education Austin.
- Awarded scholarship to attend the Complutense University of Madrid, Spain and successfully completed a children's literature course.

## EDUCATION

### **University of Texas, Austin, TX — *Master in Bilingual Education***

July 2011 - August 2013

### **University of Texas, Austin, TX — *Bachelor of Arts, Spanish Language Teaching***

January 2004 - December 2004

### **University of Texas, Austin, TX — *Bachelor of Science, Applied Learning and Development***

January 2001 - December 2003

## CERTIFICATIONS/LICENSES

**National Labor Leadership Initiative, Graduate 2019**

**Public Education Leadership Project, Harvard Business School, 2014**

**National Board-Certified Teacher, 2010- Present**

**Texas Readiness Certified Teacher, 2007 - 2018**

## LEADERSHIP ROLES

**KUT, Austin, TX - *Community Advisory Board Member 2017 to Present***

**American Gateways, Austin, TX - *Board Member and Finance Committee Member 2017 to Present***

**City of Austin Immigrant Affairs Commission, Austin, TX - *Member 2017 to Present***

**National Board for Professional Teaching Standards, *Board member 2016 to 2019***

**AVANCE, *Board member 2015 to 2016***

**Latino Center for Leadership Development, *Member 2015 to 2016***

**Seedling Foundation, Austin, TX - *Mentor 2012 to present***

**League of United Latin American Citizens, Austin, TX - *Member 2005 to Present***

## PROJECTS/INITIATIVES

- [Texas Labor Citizenship Campaign](#), 2018
- [Toolkit to Organizing Deferred Action for Childhood Arrivals \(DACA\)](#), 2014

## PUBLICATIONS

- [Working with Immigrant Families in Times of Crisis, Educational Leadership Magazine, ASCD](#) December 2019

## MEDIA

- [Hope for Justice and Power: Broad-based Community Organizing in the Texas, Chapter 6](#), January 2020
- [120 educators attend training session on immigrant rights](#), Austin American Statesman, February 2017
- [Column: Supreme Court decision turns immigrant's heartbreak, desire into fire for next election](#), Austin American Statesman, October 2016
- [American Classrooms: An Unlikely Immigration Battleground, The TakeAway](#), WNYC Studios, September 2015
- [Closing a Fear Gap So Children Can Achieve](#), The New York Times, December 2013
- [Member Spotlight](#), Texas State Teachers Association, January 2012