



# New Contract

## CTU, CMSD Agree; Vote Starts This Week



### Contract Vote Set for April 25-May 1

by Michael Kulcsar  
Bargaining Unit Director

At its special meeting held April 16, 2007, the CTU Executive Board recommended ratification of the new contract, and set the contract ratification vote for April 25-May 1, 2007. All CTU members in good standing are eligible to vote in this election; fair share members do not vote.

Voting will take place in the chapter sites/buildings, except for those members who usually vote by mail. All chapter chairpersons, including newly-elected and veteran chairs, received a review of election rules and procedures by Martha Wiley, Chairperson of the Nominations and Elections Committee, and Michael Kulcsar, Bargaining Unit Director, at the Divisional Meeting on April 23. The new contract agreement was discussed in detail, and questions that the chairpersons brought regarding the contract were addressed by members of the CTU and CMSD Negotiating Teams.

Ballots must be returned to the CTU office, and will be counted there on Tuesday evening, May 1.

Members who have any questions or concerns about the voting procedures in their chapter should call Martha Wiley or Michael Kulcsar at the CTU office.

**Left: Flanked by negotiating teams, CEO Eugene Sanders and CTU President Joanne DeMarco announce the tentative agreement. Right: Chief Academic Officer Craig Cotner explains how this contract focuses on teachers, students and families.**

**CTU and CMSD Negotiating Teams reached a tentative agreement April 5, 2007, after ten weeks of intense negotiations, using the Compressed, Interest-Based Bargaining model. The three-year deal includes raises for all CTU members of 3%, 3%, and 3% in each of the contract years.**

**The first raise is guaranteed, and the second two raises are contingent on no decreases in state funding. With Governor Ted Strickland now in office and making education one of his top priorities, both CTU and CMSD leaders felt secure that the funding will remain at least at the same level, thus providing the second two raises.**

"This type of negotiating was different," said CTU's Director of Negotiations Mary Lou Prescott, "but I think it worked better than the traditional bargaining method. It is better to work out the issues and problems together, talking face to face with the other team, to come to a consensus. By working together like this, coming to a mutual agreement and exploring the rationale behind our decisions, I believe we have a better chance of effectively implementing this contract."

### **CTU Members #1 Issue: Health Care**

In a time of steeply rising health care costs across the nation, the Union was able to retain the same level of exemplary health benefits

and premiums currently in effect for the three-year duration of this proposed contract. This was no small feat.

The main change in health coverage is the Working Spouse provision, in which CTU members with spouses who are employed or retired from employment, with a health care plan available through their employer or retirement plan,

must purchase single coverage from their employer or retirement plan as their primary coverage. CMSD health insurance would still provide the primary coverage for the CTU member and dependent children, and would provide secondary coverage for the working spouse (using the Co-ordination of Benefits feature), with no reduction in benefits.

There are exemptions to the Working Spouse rule. Any CTU member with Kaiser health insurance is exempt; Kaiser is a contained HMO system and does not work with other health insurance systems. Employees who select Kaiser for their health care will not be affected by the Working Spouse provision.

Also, if your spouse is unemployed, self-employed or working

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As we go to press . . .

### Small Schools and the New Contract

**At the April 23 Divisional Meeting, Chief Academic Officer Craig Cotner stated that all current AAPs will be null and void as of June 30, 2007. A school's new AAP can either include or write out Small Schools. The new templates will be in the buildings soon.**



# The Contract: Major

## ■ continued from page 1

for an employer who does not offer health insurance, they will be exempt from the Working Spouse provision. And employees with spouses who worked for the CMSD in any capacity for at least ten years will also be exempt.

The rationale offered by CMSD negotiators for Working Spouse was that for years, other employers have not had to pay their “fair share” of health expenses and carry their share of the load for employee insurance in the area, because large employers such as CMSD have provided 100% coverage for spouses and families even when other insurance from these employers was available. By doing this, the District has had to pay a larger share of health expenses over the years, and spent millions of dollars on health care expenses, scarce dollars that could have gone to raises and other benefits, more jobs, and other things to improve and enhance teaching in CMSD.

CTU negotiators stressed that no employee's spouse will be cut off from health care: Kaiser is available, those with no other insurance options are exempt, and as a secondary insurer for the working spouses, CMSD will pay for additional costs not covered by the working spouse's primary health plan. But the District wanted to spread the huge costs of health care more fairly, and include other Cleveland area employers more equally in sharing the burden of these costs.

The vision and dental plans remain the same, and as long as the CTU member selects the family plan for vision and dental, their spouse and dependents will be covered as before on these plans. Working Spouse will not apply to vision and dental coverage.

November 2007 will be an Open Enrollment month with a hard audit, which means employees will need to provide documentation for spouse and dependents. There will be additional documentation related

to the Working Spouse provision in this audit. The new health care provisions will take effect January 1, 2008. However, if CTU members do not receive the 3% raises in the second and third years of the contract, then the Working Spouse provision will be eliminated in 2009 and 2010.

## Working Conditions Support Teaching, Learning

The new contract includes Right of Removal, a popular provision with teachers. It also establishes an in-school suspension room at every site, to be staffed by paraprofessionals. The detention program in the current contract remains in effect.

In a commitment to improving academic success beginning at the early grades, there will be an academically-rigorous preschool class in every K-8 building, to be phased in depending on available space. Classes in grades K-3 will be limited to a 20:1 student-teacher ratio. K-3 teachers will not be paid for oversize classes; when a teacher has 21 students, the District has 20 days to hire another teacher. If not, the Union can go to expedited arbitration, and this language is very clear: class size will not exceed 20. These are major commitments to providing a strong academic foundation for CMSD children, leading to students who are performing at grade level in later years.

The 20:1 K-3 class size guarantee is an enormous investment in eliminating academic disparity between CMSD students and other Ohio students, as stated in the new contract. Eliminating this disparity, based on reading and math scores on the Ohio Achievement Tests, is the goal by the end of this contract (2010). The lower class size in grades K-3 will allow for increased instructional focus and necessary differentiated instruction. There will also be research-based, continuing professional development for these teachers. Other options to ensure success

will be explored by CTU and CMSD. By achieving this goal in the primary grades, CMSD students will have the critical foundation for academic success in elementary and secondary grades, and beyond.

In grades 4-12, the current oversize class compensation rate remains in effect (\$5 per student per day over 25 in grades 4-5, and \$1 per student per day over 170 for grades 6-12). There is one exception to this: sixth, seventh and eighth grade teachers in self-contained classrooms will be compensated at \$5 per student per day over 25.

## October 1 Transfer Deadline

The date for necessary transfers has been changed. In the old contract, these moves (based on changes in student enrollment at particular schools) were usually done after ADM-1 week, and had to be completed by the first day of the second marking period. By that time, teachers and students had built relationships and established routines, and the changes were usually difficult. The new administration wants to complete these moves earlier. The new contract says these transfers will be done by October 1.

## 10-Minute Report Time

A 10-minute report time has been added in K-8 schools, but this time cannot be assigned. However, K-8 teachers will have an additional 50-minute unassigned time; the five unassigned times and two team times per week have been changed to six unassigned and one team time per week.

## ESP Offerings

The District will make adjustments to ensure that every K-8 student has art, music, media and physical education class as part of the ESP offerings. There will also be expanded opportunities in high school for band, orchestra and choral programs.

## Grade Integrity

Another problem in recent years has been changing student grades without approval of the teacher. The new contract will prohibit any grade change without written consent of the teacher.

## Copiers and Paper

The District recently signed a new contract with Ohio Business Machines, to bring new copy machines to every school. There is already language in the contract regarding access to copiers. The new contract would also make access to paper (which became an issue in some schools once access to the copier was guaranteed in a previous agreement) a contractual item, to be decided by the principal and UCC.

## AAPs

The AAP concept will remain in the contract, but both the District and Union realized many of them were not being fully implemented. A new concise template will be used for future AAPs, hopefully making them more usable and relevant to actual school organization. The AAP Core Team will be smaller, funds will be provided to compensate the team, and each school will get a budgeted amount to help implement their AAP plan. There will no longer be opt-outs; under the new contract, no contractual provisions may be waived in the AAP.

## High School Schedules

In high schools, the scheduling will be modified traditional with block scheduling, to prevent some of the problems that were occurring when students transferred from one school to another. Depending on the type of scheduling and when classes were offered, students could find it difficult or impossible to meet core requirements due to the differences in scheduling from school to school.

## CMSD Health Clinics

Some CMSD families with limited health care options have been using the school nurse as their primary health care source. Both the District and Union recognized the relationship between access to basic health services and students' academic success. To better meet the need, health clinics will be established in K-8 schools, on a regional basis. CTU nurses will operate and manage the clinics, even though they may be sponsored by area hospitals.

## Substitutes

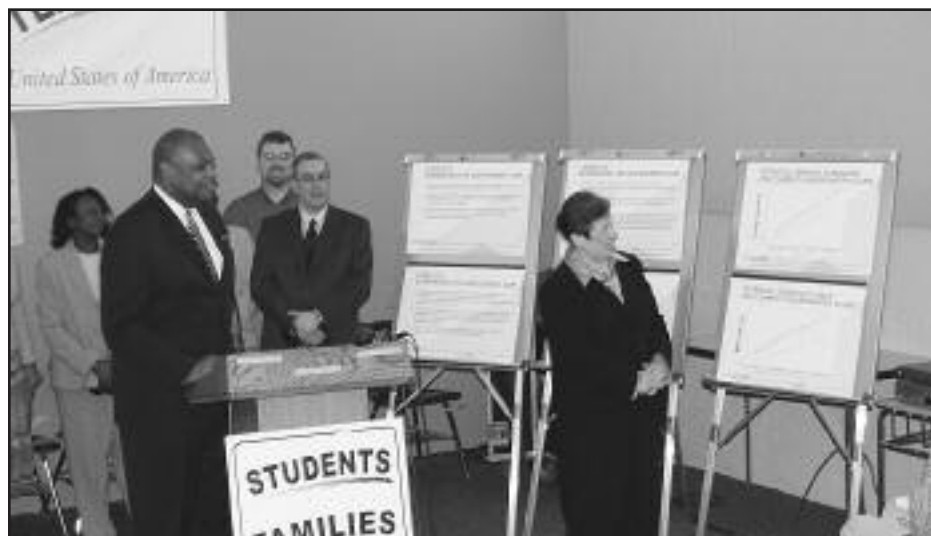
Another concern was due process rights for substitutes, who could be let go at the principal's discretion, with no notification about why they were released from an assignment. Substitutes will have improved due process rights under the new contract.

Another issue for subs was job assignments; they accept one job, but when they get to the building, they find that the principal has assigned them to a different job. The new contract prevents principals from changing the sub's accepted job assignment, without the sub's consent.

With the 3% raises, CMSD subs will remain among the highest-paid substitutes in the state.

## Special Education

The new contract reflects the new state standards in Special Education, and lists by Assigned Disability Category, the maximum numbers of students to be served and the maximum age ranges. Instead of the 25% per class maximum for mainstreaming, the definition now uses set numbers: 3 stu-



**Dr. Sanders and President DeMarco address the goal of closing the achievement gap for CMSD students in the next three years.**



# Issues From A to Z



Cleveland's future is dependent on our children's success. This contract will help build the foundation for success.

dents in K-8, and 4 in 9-12. This was done to eliminate the misinterpretation and misunderstanding of the 25% rule. It does not apply to full inclusion situations.

The Joint Special Education Committee is being revitalized, with pertinent sub-committees, to address ongoing issues and concerns regarding special education.

### Peer Assistance & Review to Return

The Peer Assistance and Review Program, a successful program in the early 1990s that was a casualty of budget cuts, will return. In the new format, it will not be used for new teachers, since new teachers have many other assistance opportunities. The new program will focus on struggling teachers. Most teachers do not have problems with pedagogy or content, but with classroom management and student behavior issues. This program will

provide these teachers with practical assistance to improve their skills.

### Teacher Evaluations

The evaluation schedule remains the same, with scheduled pre- and post-conferences. To promote uniformity, the terms on the evaluation form have been defined in the new contract. The "Health and Vigor" category was removed from the new evaluation form.

### K-8 Language

The K-8 contract language that was previously approved by CTU members is still in effect and will be included in the new contract. The only exceptions are specific K-8 changes in the new contract, such as 20:1 class size in K-3, and over-size class compensation change for self-contained sixth, seventh and eighth grade teachers.

There was some confusion about

K-8 media specialists because the current K-8 language was not recopied into the draft copy of the new contract; however, this K-8 language, unless specifically changed in the new contract, remains in effect since it was already ratified in a previous vote. Therefore, K-8 media specialists retain their days at the beginning and end of the school year, and their five weekly management periods, which are considered assignments (not unassigned time). The contract states that they are to have the same number of weekly assignments (classes + management periods) as other teachers. In addition, they receive the six unassigned periods per week that other K-8 teachers do.

### Professional Development

The three Voluntary Professional Days remain in the contract, with one at the beginning of the school year and two days (12 hours) scheduled by individual buildings. Beginning in 2007-8, the VPD time for those days must be directly related to the five following topics: reading, writing, mathematics, alternate assessment, and managing anti-social behavior.

### A Contract of Choices

This contract includes a variety of items of choice for members. Besides the obvious choice of health care, there are other choices involving working conditions. One of these is lunchroom duty. Teachers are not mandated to work in the lunchroom, but this contract offers that choice for teachers who like that assignment.

The three-preps-per-day rule remains in effect for secondary

teachers. However, if a teacher wants to take an assignment that would require another preparation, they can make that choice.

The CTU and CMSD will continue to work collaboratively through a joint committee to develop their own option schools, providing students, parents and educators with additional choices.

### 'Teachers Want What Students Need'

In looking at working conditions, both sides in negotiations wanted an agreement that supported teaching and learning.

"Teachers want what students need," said CTU President Joanne DeMarco. Learning situations that are good for educators are good for students, even though some opponents of teacher unions try to portray these two sides as only opposing or adversarial in a contract negotiation.

A contract that respects educators and learning, provides necessary support and resources when needed, and creates situations that enhance learning opportunities is a contract for both educators and students. "The teacher's working conditions are the students' learning conditions."

### Ratification Vote Set

CTU Executive members voted to recommend the contract at a special Executive Board Meeting April 16, by a vote of 18 yes, 0 no, 1 abstention. The ratification vote was set for April 25-May 1 in the buildings. All CTU members are eligible to vote.

### Thanks to CTU, CMSD Teams

The members of the CTU Negotiating Team were: Mary Lou Prescott, Director of Negotiations and 3rd Vice President, Senior High and Special Schools; Joanne DeMarco, President; MaryAnn Fredrick, 1st Vice President; David Quolke, 2nd Vice President; Sandra Green, 3rd Vice President, Elementary; Kurt Richards, 3rd Vice President, Middle Schools; Michelle Rzucidlo-Rupright, Secretary; Beverly Smith, Elementary Member-at-Large; Cherylane Jones-Williams, Paraprofessional Chapter Chair; and Susannah Muskovitz, CTU's attorney.

The members of the CMSD Negotiating Team were: Craig Cotner, Chief Academic Officer; Cindy Kline, Deputy Chief of State, Federal, Foundation and Special Education Programming; Gayle Stephens, Supervisor of Literacy, Secondary Education; and James Larson-Schidler, Deputy Chief Financial Officer.

## CONTRACT THUMBS UP, THUMBS DOWN

- THUMBS UP** to the 3% increase of base salary for 2007-8.
- THUMBS UP** to two additional 3% raises in 2008-9 and 2009-10, as long as state funding does not decrease from current level.
- THUMBS DOWN** to no guaranteed salary increase in 2008-9 and 2009-10.
- THUMBS UP** to the level of health benefits and premiums staying the same for the duration of the contract.
- THUMBS DOWN** to Working Spouse provision in health care.
- THUMBS UP** to Working Spouse provision in 2009 and 2010 being contingent on additional 3% pay increases.
- THUMBS UP** to retaining Right of Removal.
- THUMBS UP** to 50 additional minutes of unassigned time in K-8.
- THUMBS DOWN** to 10-minute report time in K-8.

- THUMBS UP** to reduced class size (20:1) in grades K-3.
- THUMBS UP** to an in-school suspension room in every school.
- THUMBS UP** to academic preschool in all K-8 and elementary buildings.
- THUMBS UP** to art, music, physical education and media for every K-8 student.
- THUMBS UP** to expanded high school band, orchestra and choral programs.
- THUMBS UP** to reinstated Peer Assistance and Review Program.
- THUMBS UP** to guaranteed class size in special education programs.
- THUMBS UP** to due process for substitutes.
- THUMBS DOWN** to no retirement incentive.
- THUMBS UP** to no changing grades without teacher consent.





**SOMETHING  
FOR EVERYONE:**

# Community & Women's Awareness Fair

**March 15, John Adams High School**



Metlife gives advice.



Community vendors gave lots of good advice.

**Sponsored by**

**Community Relations Committee**  
**Beverly Smith, Chairperson**

**and**

**Civil, Democratic and Human Rights Committee**  
**Barbara Bradley Blamo, Chairperson**



Good food was enjoyed by all.



So many things to choose from.



The Credit Union was present.



We came, we were informed, we want more.



County Recorder Office offered information.



Need to know about nail care?  
Ask Tasha Kelly.



Gary Coleman and associates can assist you with annuities and retirement plans.



Kim Leslie, assistant chair of Community Relations, helps with prize drawings.



Dr. Jeffrey Dunnigan is your neighborhood chiropractor.



"I am here to serve you," says a community vendor.



# Let's Fix School Funding IT'S TIME!



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No longer will we be required to rely upon regularly passing levies to solve our funding problem. An amendment to the state of Ohio's constitution has been written. It needs 450,000

parent group in Ohio, including Ohio Federation of Teachers, Ohio Education Association, and Ohio Parent Teacher Association. This amendment will make education the number one priority in the state of Ohio.

The Education Amendment is supported by every state education and parent group in Ohio, including Ohio Federation of Teachers, Ohio Education Association, and Ohio Parent Teacher Association.

signatures by August in order for this important ballot initiative to be on the November ballot. This is where you come in. We can help Ohio fix the unconstitutional school funding formula by circulating these petitions.

The Education Amendment is supported by every state education and

Teachers in poor districts like Cleveland have been teaching far too long without the necessary resources. Why should the children of Cleveland have inferior and inadequate equipment and supplies just because the voters in the poorest city in America cannot afford to pass another school levy?

Teachers regularly voice concerns at our Delegate Assemblies about lack of teaching tools, books, desks, computers, even paper. Now it is time to use our voices and work together to ensure our children have a fully-funded, high-quality public education.

Ohioans have waited more than ten years for Ohio's legislature to act. Even four rulings by the Ohio Supreme Court haven't shamed these elected officials to comply. We are tired of waiting.

The time is now to fix school funding, but we need your help. Please circulate a petition (they are available at the CTU office) and check out the website for the campaign: [www.rightforohio.org](http://www.rightforohio.org). You, the teachers of Cleveland have made changes in Ohio before, and we can do it again. If you need a petition and directions, please contact the CTU office at 861-7676 ext. 265.

## A Chance to GET IT RIGHT FOR OHIO'S FUTURE

"If you don't know where you're heading, then any direction will do."

—ALICE IN WONDERLAND

## Education Amendment Will Fix School Funding

by Meryl Johnson

In a movie entitled "Children in America's Schools," the disparities between Ohio school districts were made blatantly clear. In some districts, such as Cleveland, students have to wait their turn to use a classroom computer, because the computer numbers are so low. In Beachwood, the ratio is two students to one computer. In some of our rural districts, students have to go to another building to use the bathroom. Yet, in a suburb of Columbus, students enjoy state of the art facilities, including an Olympic-size swimming pool.

Ohio has 1.8 million children,

but Ohio school funding is failing our future workforce and taxpayers. In 1991, hundreds of districts challenged the system in court. In response, on **four** separate occasions, the Ohio Supreme Court ruled that the way Ohio funds its schools is unconstitutional. The quality of education should not be determined by where a child lives. But unfortunately, we have a state legislature that is not willing to overhaul the funding system, as they were ordered to do.

The good news is, we now have a solution, and that solution has been placed in the hands of Ohio's voters. A statewide coalition of

community, education and business groups developed a proposal for a constitutional amendment that will finally give Ohio's children the type of school funding system they deserve. The Education Amendment will:

- Guarantee accountability with public reports;
- Identify the cost of quality education, and require the state to pay a higher portion of the bill;
- Reduce the number of new local property tax levies;
- Cut property taxes for senior and disabled homeowners;
- Protect state funding for school

facilities, local safety and services, and colleges and universities.

In other words, with the Education Amendment, Ohio will prepare its future workforce better and rely on property taxes less.

Petitions are now being circulated throughout the state of Ohio. By August, approximately 450,000 signatures of registered voters must be turned in to the Secretary of State. If you would like to help, contact [www.rightforohio.org](http://www.rightforohio.org). **You may pick up petitions and instructions at the CTU office.** Let's all pitch in to protect Ohio's students, educate our workforce, and create good jobs.

"There is no greater return to an economy or society than an educational system second to none."

—JOHN F. KENNEDY



# What To Do If You're Assaulted

by Kurt Richards

Safety and security issues were major topics in negotiations, and remain critical issues in our schools.

The CTU and CMSD have a current settlement agreement covering incidents of serious assault or battery of CTU members by students. The definition of "serious assault" includes an **actual threat**, or any **deliberate inappropriate touching** by a student or an object under control of a student, or **reckless conduct** that causes **serious physical, psychological, or emotional harm**.

What should you do in cases of assault?

1. Immediately contact your principal and building chairperson.
2. The principal will call Safety & Security (S&S).
3. Seek medical attention if needed, and have pictures taken of visible injuries.
4. The building chairperson will insure that witness statements have been taken.
5. Complete the "Report on Pupil-Teacher Incidents" (CTU Staff Assault Form) and the "Incident Report Form" from the school office.
6. S&S will notify the proper agencies, including the police, and investigate. **You have the right to call the police yourself.** In the new contract, principals may also call police.
7. Keep copies of all records and subsequent proceedings.
8. The CTU will accompany you through the formal legal process.
9. Do not discuss the incident with counsel for

the defendant or anyone else involved.

10. If necessary, the member **must** complete the "Request for Assault Leave" form.

11. Keep the CTU, your building chair, and principal apprised of all developments.

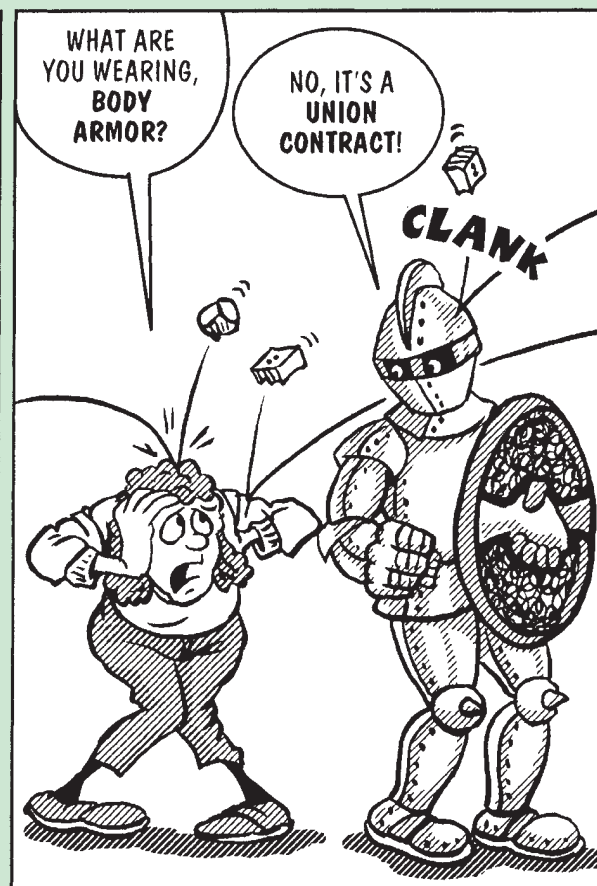
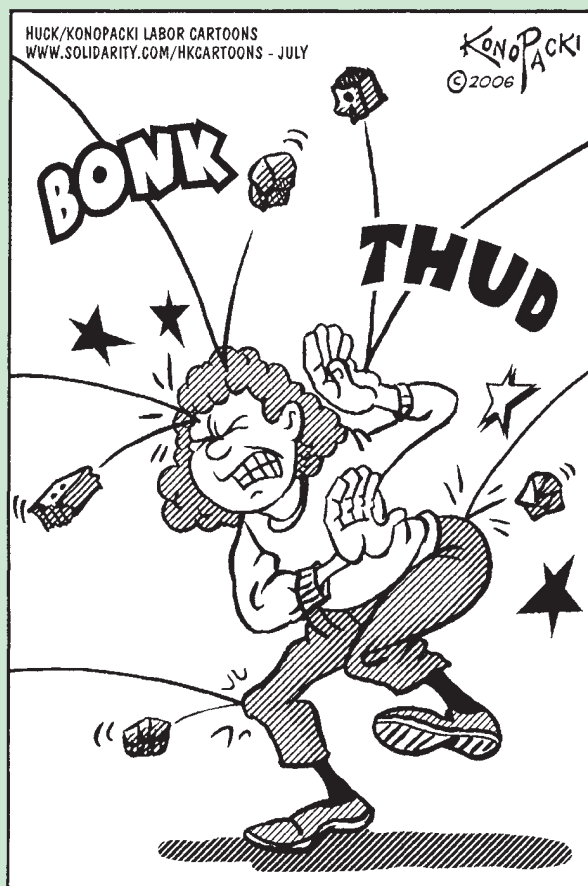
Remember, the principal is **required** to provide a copy of his/her findings to the CTU member, including redacted copies of the referral to Pupil Personnel, the Incident Report form, all

witness statements, any reports from S&S, and the principal's determination.

If the principal determines serious assault did not occur and you disagree, you can appeal to the Regional Superintendent, and then file a grievance.

A student who commits a serious assault **cannot** remain in that building unless the principal, assaulted staff member, CTU chairperson, and receiving teacher (if applicable) **all** agree in writing.

Any questions regarding assaults should be sent to Kurt Richards (x222) at the CTU office.



## Paraprofessional Report

### More Paras Reach HQ Status

by Cherylane Jones-Williams  
Para Chapter Chair  
and Sandra Bennett  
Assistant Chapter Chair

Another session of the Para Pro Assessment was held March 14, 2007 at the Barbara Byrd-Bennett Professional Development Center from 2:00-5:00 p.m. Four paras passed the test at this session, and are now highly qualified. Six paras passed the test at the February 15

test session.

Paraprofessionals without HQ status who were terminated will have to be rehired as new employees once they pass the test and become highly qualified. This process includes being fingerprinted and having a background check. The \$40 test fee paid each time the test is taken will no longer be reimbursed by the District once the para passes the test. Also, at this time,

the only jobs available for these paras are substitute positions.

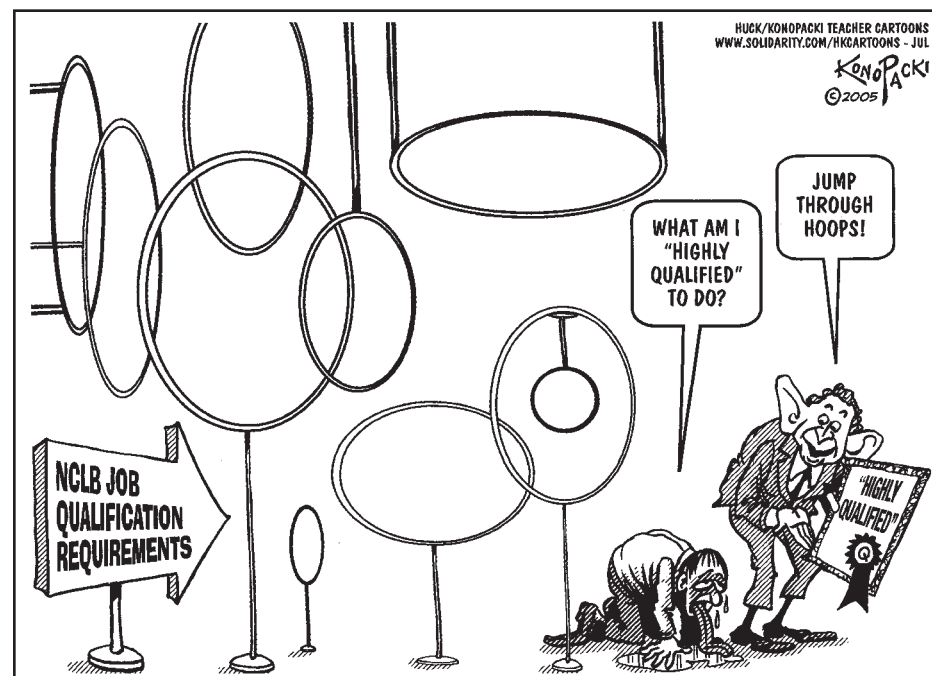
At the end of this school year, CMSD plans to stop all HQ testing for paras. Those paras who still want to take the test after that time will have to find other test locations.

For information about future test dates, contact Cherylane Jones-Williams at 216-861-7676 (x 241) or Sandra Bennett (x 239). Please leave a number where you can be reached after school hours.

#### Tentative Agreement Includes Raises, Opportunities for New Para Jobs

The tentative agreement reached earlier this month by CTU and CMSD includes a guaranteed 3% raise July 1, 2007, and additional conditional raises of 3% in the following two years, contingent on no decrease in state funding.

It also creates an In-School Suspension Room in every building, to be staffed by a paraprofessional. Paras already employed can apply for these positions by requesting an interview. This will create many new jobs for paras, both in the In-School Suspension Rooms or replacing paras in other jobs who have moved to the In-School positions.



## Grievance Report

by Sandra Green  
Director of Grievances

CTU and CMSD resolved the grievance regarding Subject Area Specialists from 2006-7, who were not paid for work done before K-8 contract language was approved.

Any K-8 SAS in 2006-7 who attended at least one SAS meeting in October, November or December of 2006, as evidenced by the meeting sign-in sheets, will be paid the differential. The K-8 SAS who did not attend any of these three monthly meetings will not be paid.

Another class action grievance has been filed regarding the alternate assessment process used in CMSD this spring. As this grievance is answered and most likely appealed, you will be informed of the results. Special education teachers had numerous concerns about this issue, and we are looking for clarification about use of alternate assessments.

We have seen many grievances lately on payroll issues. When in doubt, members are advised to go ahead and file the grievance; it can always be pulled if the issue gets resolved. There is a 60-day time limit past the date of the violation, or the date the violation was discovered by the member.



# UNION NEWS

## Trustees, OFT Delegates, Building Chairs, Chapter Officers Elected in March Balloting

March was election month in the CTU. Building chairs, delegates, Union Conference Committee members, and chapter officers were elected by each building/chapter.

Mark Baumgartner and Meryl Johnson, both incumbents, were re-elected to two-year terms on the CTU Executive Board as Trustees-

at-Large. Fourteen Delegates to the Ohio Federation of Teachers Executive Council were also elected in the city-wide election March 19-23. They are: David Quolke, Sandra Green, Meryl Johnson, Mary Lou Prescott, Michael Kulcsar, Mark Baumgartner, Michelle Rzucidlo-Rupright, Fred Bickerstaff, Kurt Richards, Beverly Smith, Cheryl Neylon, MaryAnn Fredrick, Tracy Radich and Cherylane Jones-Williams.

In the Para Chapter election March 12-16, the following officers were elected: Cherylane Jones-Williams, Chairperson; Sandra Bennett, Assistant Chairperson; Norma Gray, Secretary; UCC members Joanne Qunnie,

Donna Thomas and LaTreacha Rice.

Twenty-five para delegates were also elected: Melvin Archie, Kenneth Armstrong, Sr., Sandra Bennett, Vanessa Briggs, Laverne Butler, Alonzo Jay Clark, Linda Cook-Boyer, Dorothy Dessau, Shirley Eaddy, Louise Frazier, Clinton Gibson, Norma J. Gray, Myras Holmes, Paulette Jenkins-Parker, Princess Lane, Nancey Merritt, Jannie Page, Joanne Qunnie, Randy Reed, LaTreacha Rice, Ida Riley-Wells, Donna J. Thomas, Erika Thompson-Edwards, Tyrone Williams and Patricia Woods.

All newly-elected officers, chairpersons, and delegates were sworn in at the April 19 Delegate Assembly.

### ***Congratulations and Best Wishes!***

## ESP Retirees Can Sub Next Year

by MaryAnn R. Fredrick  
First Vice President

This June we will see the second cohort of those who opted for the Early Separation Plan (ESP) leave CMSD and enter a new phase of their lives. We are happy for them and envious at the same time. All CTU members who retire this year have served Cleveland's children well. It is with a sad heart we wave our good-byes, but with grateful spirit we realize the contributions they made over the years to CMSD. Best wishes for a healthy, happy next phase of life (wherever it takes you)!

For those who wish to keep their hand in education, and continue to work with children in a new capacity, those who took the ESP will be eligible to apply as substitutes for CMSD for the the 2007-8 school year. There was a little glitch this school year but the issue has been resolved in negotiations.

So, if you still find you have a soft-spot for the "little darlings" or "trying teens," you are more than welcome to apply for a position as a substitute for CMSD.

### Sites to Surf



### Books to Browse

by Kimberly V. Smith  
Sergeant-at-Arms  
and Library Media Specialist

#### Growing Good Character Traits in Spring!

#### Character Education – Free Resources, Materials, Lesson Plans

Free character education resources for K-12 teachers, coaches, and youth group leaders, including discussion questions and writing assignments.

[www.goodcharacter.com](http://www.goodcharacter.com)

#### Legacy Character Education Resources

Character Education and Life Skills Lessons, with a unique, school-wide character education focus, and customized lessons on request.

[www.character-education.info](http://www.character-education.info)

#### Character Education Theme Lesson Plans and Thematic Units

Lesson plans and units to help teachers fit character education into their lessons.

[www.atozteacherstuff.com/themes/charactereducation.shtml](http://www.atozteacherstuff.com/themes/charactereducation.shtml)

#### Books to Browse (to Keep Teachers Young at Heart)

##### ***Teacher, Here's My Heart***

by Jane Gibson

This book is full of beautiful illustrations and poetry written from the perspective of the parent to the teacher. It is truly touching and inspirational.

##### ***To a Very Special Teacher***

by Pam Brown & Juliette Clark

This is a wonderful little book that is meant to be given to a teacher from a student. However, it is much more than that. This book can make an educator feel like they are having a positive effect on the world around them.

**From those of us in the education community, our hearts, thoughts and prayers go out to the Virginia Tech victims, their families, and the community at large. Academic campuses — from preschool to higher education — must be havens for peaceful learning. Today, we see the painful evidence that this is not always so.**

— Edward J. McElroy, President  
American Federation of Teachers  
April 16, 2007

## Community Tips to Clip

### Never be late again!

- 1. Imagine trouble.** People who are late are optimists who predict no obstacles; pessimists arrive early because they imagine stalled cars and slow trains crossing their paths. You should plan for things to go wrong along the way to your destination, and allow for extra time.
- 2. Bring a book.** Running late has to do with a fear of downtime, an anxiety associated with waiting. Overcome the anxiety by doing something while you wait, like reading.
- 3. Have a mantra.** Repeat phrases that motivate you to stay on track and on time. When you want to stay in bed ten minutes longer, just tell yourself it won't get any easier to get up in ten more minutes. When you want to do one more thing before leaving, ask yourself, does it have to be done right now?
- 4. Make a time diary.** Most people underestimate how long it takes to do something. Plot out what you do each day and how

long it takes. Include everything: eating, driving, watching TV, etc. It will help you see what you do and do not have time for.

### Want to improve a bad memory?

- 1. Can't remember a name?** Play the name association game. Think of someone you know in that person's social circle, and by association, it will be easier to remember the new person's name.
- 2. Can't find your car keys?** When you're upset, your memory gets worse. Calm yourself and retrace your steps.
- 3. Can't find your car?** Retrace the mental choices you made as you parked, not your actual physical movements.
- 4. The word's on the tip of your tongue?** Go through the alphabet; the word can be triggered by the first letter. If you're really stuck, focus on something else, and the answer might just pop into your head.

**Community Relations Committee**  
**Beverly Smith** Chairperson  
**Kimberly Leslie** Assistant

### Ways to Use Your Dryer Sheets

- 1. Fly away hair?** Eliminate static by running an old dryer sheet over your hair.
- 2. Pets on furniture?** Rub a dryer sheet over upholstery to remove hair.
- 3. Greasy, rusty metal?** No more scrubbing! Add a few used dryer sheets to hot water. Soak overnight and the gunk will wash away.
- 4. Want fresher linens?** Throw a dryer sheet in the drawer instead of buying a scented drawer liner.
- 5. Need to clean your blinds?** Dryer sheets are perfect for cleaning roller shades and blinds. The sheets act as dust magnets.





# THE PRESIDENT'S REPORT

BY JOANNE DEMARCO

## A Contract for Teaching and Learning

*Although the new agreement has dominated talk at the CTU, my first thoughts this week are for the Virginia Tech shooting victims, their families and friends, and the entire VT community. As their sisters and brothers in the education field, we extend our deepest sympathies and prayers. This unimaginable tragedy makes us pause once again, hold our own loved ones a little tighter, and appreciate the frailty of this precious life.*

**CTU members gave the Negotiating Team a mandate earlier this school year in the surveys: health care, salary increase, safe and secure schools. We had another mandate from Cleveland students and families: student success. In ten weeks of intense negotiations, we believe we achieved those goals.**

Our exemplary health care remains at the same levels and premiums for the next three years. In an age of skyrocketing costs, this is a coup. Working Spouse provision was added to help share the costs of health care with other Cleveland area employers. But it was added in a way that will not leave any CTU family without options for health care.

Three 3% raises will keep CMSD's salary schedule competitive, and keep paras and subs at or near the highest-paid in the state.

The second two raises are tied to Working Spouse: no raise, no WS provision in health care those years.

We kept Right of Removal (the principals' #1 item to eliminate) intact and added an in-school suspension room in every school.

But this contract is more than these meat-and-potato items, which I believe are very important to our members. This contract focuses on teaching and learning, what we are all about. Some Union enemies would have you believe that what's good for Union members can't be good for students. I disagree wholeheartedly.

Small K-3 class sizes and academic preschool are a

huge investment in early education, and building blocks to future success. Other items, including Peer Assistance and Review, targeted professional development, class size limits in special education, enhanced ESP opportunities, expanded fine arts program, and option schools, among others, will improve teaching and learning.

**Teachers want what students need.** We all want success for our students; I believe this contract will help us reach that goal.

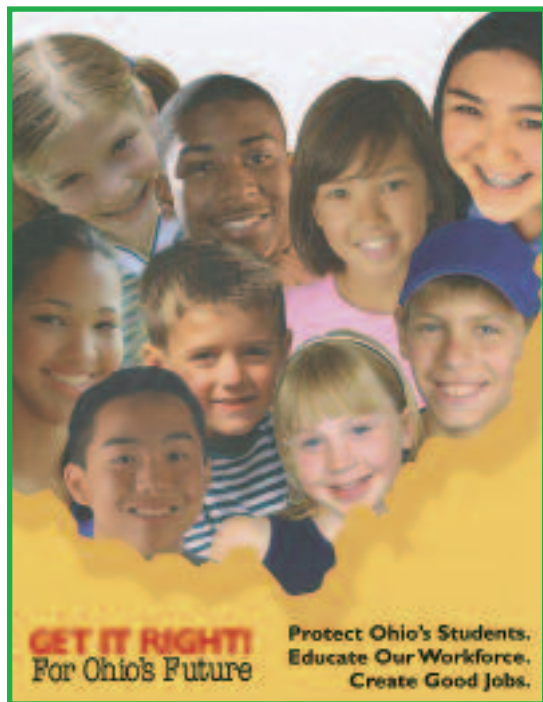
Not every group was satisfied with every part of the new agreement. That too is part of the negotiating process; it's a give and take. There are limited resources, and

when making decisions for the whole district, we look at "the greatest good for the greatest number." It's not always an easy decision, but it guides good negotiations.

Before you vote, I hope you will take the time to read through your copy of the agreement, read the explanations offered, ask questions, and make a decision based on the facts. Along with the CTU Executive Board, I recommend passage of the agreement. I believe it is a fair compensation and benefits offer, it will enhance our professional lives as CMSD educators, and it will help build a solid base for ongoing academic improvement and success for Cleveland children.



**AFTER THE CONTRACT:** CEO Eugene Sanders and CTU President Joanne DeMarco (third and second from right) at a press conference with CMSD students.



## Let's Fix School Funding IT'S TIME!

**by Michele Pomerantz** *Legislative Committee Chair*  
**and David Quolke** *Director of Political Action*

You, the educators of Cleveland schools, told legislators to keep their hands off our healthcare, and they listened.

You wanted an education governor, someone who would support public schools and say no to charter schools. You went to the polls, lobbied your friends and neighbors, and now with Ted Strickland,

Ohioans have just that.

But our work is not over, folks; the largest barrier to Cleveland and Ohio childrens' success remains, and that is the school funding fiasco. The time has come to fix that too. With your support and your voice, we can and will change the way schools are funded in Ohio. It's time to make our state a state that fully funds a high-quality education for ALL children regardless of their school district.

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### THE CRITIQUE

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