



CRITIQUE



The Official Publication of the Cleveland Teachers Union

VOL. XL, NUMBER SEVEN

DECEMBER 2007

WHAT'S INSIDE the Critique

POLITICAL NEWS

Presidential Vetoes 3

PHOTO STORIES

Leadership Retreat 4-5

Holiday Party 6

PRESIDENT'S REPORT

Students & Cellphones 8

REACHING YOUR TEACHING 'PEAC'

BONUS!

CMSD, CTU Implement Teacher Incentive Grant

Would every staff member in your school like to receive a \$600-\$1000 bonus this year? It's now possible, through the PEAC-B program.

PEAC, Professional Educator Advancement in Cleveland, is funded through a Teacher Incentive Fund (TIF) grant from the US Department of Education. In Ohio, the grant was awarded to Cleveland, Cincinnati, Columbus and Toledo. The grant will sustain PEAC through its initial years, after which CMSD must sustain it on its own.

The overriding goal of PEAC is to promote teacher quality while improving the academic performance of students. This will be achieved through integrated, focused objectives including: ongoing professional development; targeting student academic and school improvement needs; retaining the most accomplished teachers by rewarding excellence; and maximizing recognized teachers by assigning additional responsibilities and leadership roles.

PEAC is governed by the PEAC

Governance Body consisting of five CTU and four CMSD representatives. These members are appointed by the CTU President and the CMSD CEO, respectively, each of whom may veto an appointment.

Dealing with Anti-Social Behavior and Classroom Management Skills, are part of PEAC-A. Mandatory professional development in PEAC-A must be agreed on by both the CTU President and the CMSD CEO.

Approximately \$400,000 in grant funds will be allocated for this purpose in 2007-8.

Voluntary Transfers Still in Effect

CTU members who placed their names on the Voluntary Transfer List last spring have until January 21, 2008, to apply for any open positions available in the District.

According to contract language, necessary transfers take precedence over all other transfers, and the triage process and subsequent necessary transfers this fall superceded voluntary transfers.

However, there are still some open positions, although most are in high-needs areas. If your name is on the Voluntary Transfer List, and there is an open position for which you are certified, you can contact the principal of that school, and request an interview with the school's Personnel Selection Committee. The deadline for voluntary transfers is the first day of the second semester, January 21, 2008.

The overriding goal of PEAC is to promote teacher quality while improving the academic performance of students.

In Cleveland, PEAC will consist of three primary components.

PEAC-A: Professional Development

Under PEAC-A guidelines, Cleveland will develop and implement "district-wide, department-wide and subject-wide high quality professional development activities that increase teacher subject matter knowledge and skills, leading to improved instructional practices and increased student achievement in a rigorous and challenging curriculum."

The district-wide professional development opportunities, such as the ER&D training for all staffs in

PEAC-B: School Performance

According to the grant guidelines, the school performance portion must be modeled after, support and enhance CMSD's continuous improvement process. Targeted goals are established for each school annually. Staff members of schools that meet these goals will be paid a yearly incentive bonus from grant funds.

The three 2007-8 school goals are: meet state student attendance rate standard of 93%; meet AYP in math and reading for all subgroups; and make a minimum gain of nine points on the Building Performance Index.

■ continued on page 3



HAPPY HOLIDAYS!

Health Care Changes, Audit Finalized

November 30 was the last day to make changes to your benefits via the Open Enrollment process, and complete the mandatory Dependent Audit. Employees should have received a confirmation letter to sign and return to the District with the summary of their 2008 benefits package.

If you made any changes in your dependents or other status changes, you may have been asked to send copies of proof of dependency, such as marriage license, birth or adoption certificates, court orders, etc.

Be sure to provide the necessary requested documentation in a timely manner, so your benefits will not be interrupted after the changes take effect on January 1, 2008. If you have specific questions, call the CMSD Benefits Department at 574-8252 or 574-8298.

THUMBS UP, THUMBS DOWN



THUMBS UP to the new Collective Bargaining Agreement, a truly child-centered contract that focuses on improving education, while protecting basic labor issues such as wages and health care benefits. The elimination of the achievement gap, K-3 class size limits, expansion of preschool, increasing safety and security measures, and focused professional development are just a sample of some of the creative, progressive articles included by the negotiators in this new agreement.



THUMBS UP to both Negotiating Teams, and CTU members for ratifying the CBA.



THUMBS UP to a growing atmosphere of partnership, starting with the CEO and CTU President, that we are in this process together, we need each other, and we must work together to successfully educate Cleveland's children. OK, on some levels, this cooperation is still a work in progress, but it is a goal both labor and management are aiming for. We hope.

Note: In the spirit of the season, we are including a 2007 all-Thumbs Up version this issue. Don't worry, our Thumbs Down will return next issue.



THUMBS UP to some of the new downtown administrators who have demonstrated an open, honest, play-fair attitude with Union officers and building leaders. We appreciate those who have come to Delegate Assembly to address our concerns, who stay late to answer questions, who return phone calls promptly (and even answer their own phone!), who provide quick and accurate answers to questions, who correct mistakes honestly and handle problems efficiently.



THUMBS UP to principals who also embrace this attitude of cooperation, who work with CTU leaders in their building, who are truly supportive of their staffs, and who actually work at following the contract instead of ignoring it, or worse, flagrantly breaking the agreement as they see fit.



THUMBS UP to the CTU Grievance Team, who works tirelessly and way too hard, thanks to administrators who are not part of a cooperative, play-fair attitude. Here's hoping the Grievance Team workload is much lighter in 2008.



THUMBS UP to everyone in the District who believes President DeMarco's mantra, that the teachers' working conditions are the children's learning conditions, and understands that good working conditions include things like safe, secure schools, good compensation and benefits, adequate supplies, quality professional development, reasonable class sizes, fair distribution of duties, and respect for professionals.



THUMBS UP and a pat on the back to the entire CMSD community for silencing the nay-sayers last year, and achieving the ranking of Continuous Improvement. Our wish for 2008? May the improvement be just that, continuous and lasting. Here's hoping for a successful year in 2008!

National Test Results Show CMSD 8th Graders Exceed National Average Gains in Reading, Math

The results of the 2007 National Assessment of Educational Progress (NAEP) in reading and mathematics indicate that Cleveland students showed scaled score improvements in 3 of 4 areas tested from the 2005 assessment.

Testing was conducted in the spring of 2007. Cleveland, along with 10 other large urban districts, participates in the NAEP Trial Urban District program (TUDA). This program allows the reporting of the results of each of the urban districts, which is separate from the results of their home states.

Cleveland's participation in this program began in 2003; therefore, trend comparisons are available in both reading and mathematics to both the 2003 and 2005 assessments.

The following is a brief outline of the results of the Cleveland Metropolitan School District in the 2007 reading and mathematics assessment in comparison to the prior reading and mathematics assessments:

- Cleveland students showed scaled score improvements in 3 of 4 areas tested from the 2005 assessment. In 4th grade mathematics, scores dropped to the level observed in 2003.
- Changes in NAEP scores are consistent with changes observed on the Ohio Achievement and Proficiency tests over the same

time period.

- Cleveland has shown significant gains, greater than those observed at the State level and at the national level, in both Reading and Mathematics at the 8th grade level.

- Cleveland's performance, relative to the other large urban districts, has remained unchanged for all but 4th grade mathematics.
- When Cleveland's students are compared to similar students (in terms of poverty), Cleveland matches or outperforms 8 out of 10 of the other urban districts in 8th grade reading.

Educator Tax Deduction

Teachers, instructors, counselors and other educators can deduct up to \$250 worth of books, supplies, software, and other qualifying expenses. To be eligible for the deduction, a qualifying taxpayer must work at least 900 hours during a school year as a teacher, instructor, counselor, principal or aide in a public or private elementary or secondary school. The deduction is set to expire at the end of 2007, unless Congress extends it. (Source: www.wipfli.com)

Handy Holiday Ideas from the Community Relations Committee

by Beverly Smith, chairperson

Uses for Rubbing Alcohol

Shine. Use alcohol-soaked cotton balls to keep chrome faucets gleaming and sanitized.

Ink stains. Permanent marker on a laminate countertop? Use a cotton swab dipped in alcohol and the spot will come right out.

Disk skips. A dampened soft cotton cloth with 50/50 solution of water and alcohol will help. Wipe the disk in straight lines from center to edge.

Price tags. A stubborn tag with an alcohol soaked cotton ball covering it will simply wipe away.

Hiding Places Burglars Never Look!

Stuffed animals. Perfect for larger flexible items such as passports or other important papers. Cut a slit among the seams of a stuffed toy. Fold papers, slide them inside, and re-stitch. Place on a high shelf so child is unable to play with it.

Curtain Rods. Unscrew ends to curtain rods. You now have a long hollow place to store your valuables. Re-hang the curtain rod.

Electrical Outlets. Invest in a fake electrical outlet. Screw into your wall and it will be totally hidden from thieves because it will look like all other outlets. Put small objects inside.

Oatmeal containers. Stash all your valuables in dry goods in a zip lock bag. Then store box on an upper back shelf.

THERE HE GOES AGAIN!

Once Again, Bush Stands Against Children's Healthcare, Funds for Education and Labor Programs

For the second time in three months, President Bush has vetoed a bipartisan bill to expand a popular children's health insurance program. The bill to increase funding for SCHIP (the State Children's Health Insurance Program) by \$35 billion over five years would have extended coverage to some 4 million additional children from families who earn too much to qualify for Medicaid but can't afford private insurance. The joint federal-state program currently provides benefits to roughly six million people.

Bush first vetoed the bill in October, but supporters in Congress were unable to garner enough votes to override the veto. House speaker Nancy Pelosi (D-Calif.) said after the December 12 veto that "Democrats will not rest until ten million children in America have access to healthcare, and it is paid for. Let it be clear that we will persist with this effort."

In the short term, SCHIP supporters might now push for passage of legislation to provide funding for the program through September 2008.

Previously on November 13, Bush vetoed the spending bill passed by Congress for education, labor and health programs for fiscal year 2008, and asked that Congress support his fiscal year spending request. The President failed to point out that his original spending proposal would cut education funding by \$1.2 billion.

Thanks to the efforts of AFT leaders and activist members, congressional supporters of public edu-



cation passed a spending bill that provided a needed first installment toward adequate education funding. Now the AFT needs members and their families to send letters to Congress, urging them to stand up to President Bush and reject his veto.

The spending bill approved by

Congress and vetoed by the President provides a much-needed \$3.2 billion increase in funding for education programs over current funding levels. It includes the following increases: \$1.8 billion in funding for Title I grants for disadvantaged students; \$150 million for Head Start

programs; \$500 million for IDEA state grants; and a \$125 increase in the maximum Pell Grant.

To find out how your representatives in Washington voted and send them e-messages, go to the oft website at www.oft-aft.org and click on the Political Action link.

PEAC: CMSD, CTU Implement Teacher Incentive Grant

■ continued from page 1

Staff members who meet all three goals will receive a \$1000 incentive bonus for all certificated staff (including administration) and \$600 for all classified staff. Part-time staff will receive pro-rated incentive bonuses.

Approximately \$800,000 in grant monies will be allocated to PEAC-B.

PEAC-C: Teacher Performance

PEAC-C rewards individual teachers who demonstrate exceptional classroom performance. In Cleveland, there will be three tiers to PEAC-C.

In PEAC-C-1, teachers will remain in their fulltime classroom

assignment. They will individually select one area of student accountability (such as, raising student achievement in writing), identify and implement strategies that will help achieve this goal, identify and administer a valid, appropriate assessment measure, and report results annually to the PEAC governing body.

In PEAC-C-2, teachers also remain in their fulltime classroom assignment. Based on District needs and teacher expertise, the PEAC Governing Body will assign each PEAC-C-2 teacher one or more additional duties. Some of these duties may include participation in curriculum and instruction development, production of curriculum and

assessment materials, and mentoring teachers. Teachers will be paid a stipend for these additional duties from grant funds.

In PEAC-C-3, teachers must accept teaching assignments in schools identified as high needs, or other difficult-to-fill teaching assignments. They must annually demonstrate their students are growing academically. These assignments will be for not less than three years, and teachers will receive a stipend for these assignments.

PEAC-C-1 and PEAC-C-2 will not be implemented until the 2008-9 school year, after the first cohort of teachers successfully complete PEAC-A.

Participation is Voluntary!

Participation in PEAC-B and PEAC-C is voluntary. However, President DeMarco urged all schools to sign up for PEAC-B this year. There are no penalties for not achieving the goals, only the financial incentives if you do. The CTU chairperson and building administrator must sign off on the school's participation form.

Participation in PEAC-C is up to each individual teacher, and is totally voluntary. Interested teachers will have to apply and pass a qualification process. PEAC-C applications and progress will be reviewed annually.



Presidents Sue Taylor (OFT) and Joanne DeMarco (CTU) discussed the importance of the reps' leadership roles in the Union.



Experts offered financial information about CMSD's approved annuity companies.



A workshop on Political Mobilization was presented by Darrold Johnson and Sarah Hamilton from the OFT.



CTU's MaryAnn Fredrick and Mary Lou Prescott presented the PEAC grant and PAR (Peer Assistance & Review) workshop.



Leadership Co-Chairs Michael Kulscar and Michelle Rzucidlo-Rupright welcomed building chairs to the retreat.



2007 LEADERS

*The Lodge at Gen
November 1-*

Reps from CMSD health care carriers distributed information about their plans and answered questions.

Rob Weil from the AFT gave an update on NCLB at lunch.



Reps received a wealth of important information at the workshops.



President DeMarco's workshop covered—what else?—parts of the new contract.



Liz Arnett, National Organization of Victim Assistance, presented the timely Crisis Intervention workshop.

AFT's Rob Weil explained the popular Value-Added concept in his workshop.



AFT's C Johnson important information Employment Choice workshop.



Social Committee Chair Shari Obrenski teaches reps a new "jello" skill at the hospitality suite.

K-8 reps had lots of questions at the Divisional Meeting.





Everyone loves a free give-away--like the Aetna bags!



Building chairs enjoy the camaraderie at the hospitality suite.



Tyronne "Cowboy" Williams kept people on schedule at the workshops.



SHIP RETREAT

Geneva-on-the-Lake
2, 2007



"Roll up your sleeves — it won't hurt a bit!" promised CTU nurses as they gave free flu shots.

CMSD's Pat Symonette and Edwin Skinner, pictured with CTU's Shirley Reeder (center), spoke to CTU reps about Workers Compensation.



Michael Kulscar and Michelle Rzucidlo-Rupright prepare for one of the retreat highlights: the door prize drawings!

CMSD's Eric Gordon gave heartfelt and entertaining introductory remarks as the new Chief Academic Officer.



David Quolke addressed Senior High and Special School reps.



Tom Schmida, President of the Cleveland Heights Teachers Union, draws the first winner.



CTU officers Kurt Richards, Tracy Radich and Sandra Green led the K-8 Divisional Meeting.



CTU's Pam Hummer and Michelle Rzucidlo-Rupright gave reps an explanation of CMSD's expanding preschool programs.



The Lodge at Geneva-on-the-Lake offered a beautiful fall setting for the retreat.

Charles had important information about the new Free Act in his top.



Some of the lucky winners show off their prizes. No one went home empty handed, as everyone received a gift from the Leadership Committee for participation.





Several hundred CTU members kicked off the **holiday season** on Tuesday, November 20th at Cyrus.

Members enjoyed **good food**, beverages, and **friendship**. Social Committee Chairperson Shari Obrenski and Assistant Chairperson Helen Boru would like to thank all who attended.



Books for the Holidays: Shanker Bio and State of the Unions

Looking for a few good books to give to your union friends during the holiday season?

Check out Philip M. Dine's *State of the Unions: How Labor Can Strengthen the Middle Class, Improve Our Economy, and Regain Political Influence* (McGraw-Hill). The book chronicles the decline of American labor unions, explores how their troubles have had a powerful effect on our way of life and on our political landscape, and suggests how labor could revitalize itself.

For details and reviews of Dine's book, go to <http://www.philipdine.com/>. The book is available in most bookstores and online through the AFT+ Member Benefits partner, Powells.com.

Also still available are discounted copies of Richard Kahlenberg's biography of the late AFT president Albert Shanker, *Tough Liberal* (Columbia University Press). Kahlenberg "has captured the political essence of Albert Shanker as a democracy advocate, unionist, and teacher — a rare combination, making for a unique voice," says AFT president Edward J. McElroy. *Tough Liberal* is available at a special price, while supplies last. Click on the AFT Store link at www.aft.org.

Critique, CTU Win AFT Journalism Awards

The CTU took home five awards in the 2007 AFTCA (AFT Communicators Network) Journalism Contest.

The *Critique* won three awards, for Best News Story, Best Column, and Best Layout/Graphics. The CTU took first place in the Best News Story category for the December 2006 article "Sneak Attack," about Ohio legislators trying to tack the mandatory school employees' health care plan onto a bill in the lame-duck legislature.

The President's Column won a third place award for the column by Joanne DeMarco called "The Myth of Teacher Transfers and the Union Contract," in the February 2007 issue.

Thanks to *Critique* photographer Fred Bickerstaff, and graphic artist Joseph Buchwald Gelles (Heights Desktop, Cleveland Heights) the *Critique* won another third place award for Best Layout/Graphics. The February 2007 issue page one layout, including the photo and articles focusing on the opening of negotiations, was the award-winning page.

The Cleveland City Council Reach-Out Program, sponsored by Michele Pomerantz, Chairperson of the CTU Legislative Committee, and David Quolke, CTU's Director of Political Action, won second place for the best Public Relations Program.

The CTU TV commercial sponsored by Beverly Smith and the Community Relations Committee, developed in January 2007, won second place in the Electronic Media category.

The *Critique* is produced by editor Pamela Hummer and Publications Chair Fred Bickerstaff.



EDITORIAL

Be an Angel This Holiday Season: Look for the Union Label When You Shop

As you finish your holiday shopping, remember before you buy to look for the Union label. It's getting more difficult to find USA- and Union-made items, but the way to keep more good-paying jobs in America is to buy Union-made American goods. Please support your Union brothers and sisters when you shop.

Your support for unions doesn't have to be extraordinary or difficult. It can begin with the everyday purchases you make for yourself and your family. There are hundreds of consumer products made by workers who are unionized, and proud of it. Many services — from cell phone networks to cable television — are provided by companies who have a good record of working with organized labor. These companies and products are too numerous to list completely, but links to more detailed information can be found at www.UnionLabel.org and www.UNIONHOUSE.com. Or try www.UnionPlus.org, for Union-made items and services with special discounts for Union members.

www.FreeRice.com

Free Rice Website: Build Vocabulary and Feed the Hungry!

A new website, www.FreeRice.com, promises a dual role: to increase your vocabulary and feed the hungry. It is a fast-paced vocabulary game with 50 levels, testing your knowledge of words like extrapolation (inference), nascent (emerging), and augur (foretell). And for every word you get right, the site donates 20 grains of rice to the UN World Food Programme.

According to the site, "The rice is paid for by the advertisers whose names you see at the bottom of your vocabulary screen. This is regular advertising for these companies, but it is also something more. Through their advertising at FreeRice, these companies support both learning (free vocabulary for every-

one) and reducing hunger (free rice for the hungry)."

FreeRice began on October 7, 2007. As of this printing, almost 9,000,000,000 grains of rice have been earned by participants on the website (and the number is growing minute by minute!). The rice goes to impoverished people in the third world, helping to ameliorate the damage hunger does, killing 25,000 people daily worldwide.

The site automatically adjusts to your optimum learning level (1-50) after several correct or incorrect responses. It is great for students and adults. Check it out during vacation. Increase your vocabulary and help earn rice for the hungry.

Students & Cellphones in School

■ continued from page 8

usage in schools and classrooms. Most schools require cellphones to be turned off during class times. Some schools confiscate them if students use them during class, and some repeat offenders must pay fines to retrieve the phone. Some districts (New York City is one) ban them outright in schools. Parents sued last year, but the ban was upheld by a state court.

The problem is, many parents want their children to have cellphones for emergency use, and educators understand this. Finding the right balance, a policy that allows emergency use but prevents disruptions and other inappropriate uses in school, is difficult.

Mr. Strom, the AFT lawyer, recommends that Unions start bargaining for protections from this

type of student cellphone and video usage in their negotiated contracts. Some teachers recommend that "districts include specific guidelines in their student discipline codes forbidding their use to photograph teachers." If it is part of the discipline code, then the district could take action against offenders.

John Wright, President of the Arizona NEA, warned that as classrooms and students go more high-tech, a need exists to start a conversation between parents, who want children to have cellphones for emergencies, and teachers and administrators, on students' photographing of teachers on the sly. "It is something that needs to happen at the community level. The pros and cons of new [communication] technology in classrooms need to be thoroughly discussed to find a solution to the problem."

As you know, CMSD recently amended its policy regarding student possession of cellphones. The new policy allows students to possess cellphones, paging devices, and other electronic communication devices in school buildings, provided the devices are **not used, seen or heard** except for a clear emergency purpose.

We recognize the need for students to carry cellphones for emergency use, and we understand and support parents' efforts to keep their children safe. But we need to continue the discussion about the use of these devices in schools and classrooms. Besides the potential legal issues involved, district policies must protect the integrity of the classroom and the educational process, as well as protecting educators from unfair professional and emotional consequences.

THE PRESIDENT'S REPORT

BY JOANNE DEMARCO

Can You Hear Me Now?

Students & Cellphones in School



I read an interesting but disconcerting article in the November 7, 2007 issue of *Education Week*, by Vaishali Honawar, about students and cellphones in classrooms.

The article described how some teachers have been secretly taped and photographed by students, and these images placed on popular websites like MySpace and YouTube for everyone to see. Some of the videos have been elaborately edited with sound and special effects added, in not very flattering ways.

Teacher advocates are worried about the negative effect that teach-

ers' and students' concern over this type of cellphone use may have on classroom discussions and activities.

David Strom, AFT's general counsel, said, "It is disturbing to the educational process," because fear of being taped could change how students and teachers interact, and deter classroom participation by students "who wouldn't want to speak up for fear of being mocked, if they felt their answers would be put up on the Internet." And needless to say, fear of being secretly photographed and finding yourself on the Internet is a new source of

stress for teachers.

"Everyone makes mistakes," said a Chicago high school teacher. "Anyone can take a clip of anyone at the wrong time and make it look really bad."

The problem is not unique to the United States. The article says teacher videos can be found online from Canada to South Korea. And teachers in other countries have also voiced their protests on this issue.

What can teachers and districts legally do about this? Legal experts

in the United States say school districts here "tend to ignore videos that are simply embarrassing to a teacher, but do act when they find that the taping is a threat to the school or teacher or is disruptive to learning."

Mr. Strom said teachers could potentially sue for defamation if someone selectively used recordings to cast them in a libelous light. Some states have laws that prohibit recording a person without his/her knowledge.

Unfortunately complicating the issue, Honawar explains, are court precedents that can be interpreted to mean that teachers do not have privacy rights when they are in a classroom.

Thomas E. Wheeler III is an Indianapolis-based lawyer on the Board of Directors of the NSBA's Council of School Attorneys. He said that schools could potentially act "in cases where they found that the students used school equipment to put videos online, or if a video proved substantially disruptive to the school or learning process.

"[But] if a kid has a photo and posts it on YouTube, modified or unmodified, it is hard for the school to show disruption because of it. That's First Amendment speech."

What are schools and educators to do?

At this time, most districts have some rules and regulations limiting



CLEVELAND METROPOLITAN SCHOOL DISTRICT PRESENTS

STEP UP TO VICTORY PARENT ROUND-UP

Free Raffles for 25 NEW Bicycles!

Saturday, January 12, 2008
East Technical High School - 2439 East 55th Street - 9:00am - 3:00pm
(Breakfast and Registration at 8:00am)

A District-Wide information fair to help students and families step up to success

- ★ Tips for parents and students on passing the Ohio Achievement Test (OAT) and the Ohio Graduation Test (OGT)
- ★ Free educational supplies for CMSD students and parents
- ★ Bilingual interpreters will be available for all workshops
- ★ Information on transportation assistance available upon request

Supervised children's literacy activities for ages 4 - 12 (must be at least 4 years old)

1380 EAST SIXTH STREET • CLEVELAND, OH 44114 • 216-574-8000 • WWW.CMSDNET.NET

☆ Cleveland Metropolitan School District

For more information call: 216-858-1244

The primary goal of the Cleveland Metropolitan School District is to become a premier school district in the United States of America.

continued on page 7

THE CRITIQUE

CLEVELAND TEACHERS UNION
AFT, OFT Local 279
1370 West Sixth Street
Cleveland, Ohio 44113
216/861-7676

President Joanne DeMarco
Editor Pamela Hummer
Graphic Design . . . Joe Buchwald Gelles
Publications Chair Fred Bickerstaff




CLEVELAND TEACHERS UNION, Local 279
American Federation of Teachers — AFL-CIO
1370 West Sixth Street
Cleveland, Ohio 44113

First-Class Mail
U.S. POSTAGE
PAID
Cleveland, Ohio
Permit No. 4322