



THE MORNING AFTER: What Happens on November 9?

by Kurt Richards

What can CTU members expect if we don't defeat Issue 2, and Senate Bill 5 is not repealed? Here's a scenario of what could happen beginning November 9, 2011, the "morning after," if the referendum fails.

- For starters, the average teacher can expect an annual pay cut of about \$15,000-20,000. Your step and scale raises, contractually-set work hours, working conditions, and seniority rights will be things of the past.
- SB5's 15% mandatory co-pay for health care is **not** the ceiling when it comes to employees' share of health care costs; it's just the **floor**. CTU members could pay as high as 70% or even 100% of the actual cost.
- And under SB5/Issue 2, it will be **illegal** for the CTU to bargain for health care for our members. Whatever health care plan the Board decides to give us is what we will get, period.
- SB5 also includes a "last best offer" provision meaning that in negotiations, if the best offer the Board makes is a 30% across-the-board cut in salaries and 70% co-pay on health care, **that's what we get**.

Do you think this can't begin right away, only after our current contract expires? Think again! Under SB5, all the District has to do is declare that they are in "financial straits" and this can happen **immediately**.

This is serious, CTU brothers and sisters. We will not have another

chance at a citizens' veto of SB5. This is our only chance; no "re-do's."

The CTU and other Ohio Unions

are doing everything they can to fight the millions of dollars poured into the campaign supporting SB5, much of

■ continued on page 2



Repeal SB5 — Vote No on Issue 2

Ohioans made it clear that they oppose Senate Bill 5, the attack on public employees and their collective bargaining rights, when petitions with 1,298,301 signatures were submitted to Secretary of State in Columbus on June 29.

We Are Ohio, the bipartisan group leading the fight to repeal SB5, now known as Issue 2, needed 231,149 valid signatures to place the issue on the November ballot; 915,456 signatures were determined valid.

"This was only part one!" said Michele Pomerantz, CTU Director of Political Action. "Now comes the most important part: working to defeat Issue 2 on November 8."

Initial polls from May 2011 showed Issue 2 losing by a 54%-36% margin, but the gap is closing as supporters of Governor John Kasich and Issue 2 continue their campaign in favor of Issue 2. Support from CTU members and their families and friends will be critical in defeating Issue 2.

Ms. Pomerantz has three requests for all CTU members: 1) attend phone bank sessions or labor walks to spread the truth about Issue 2 to Ohio voters; 2) wear your "No on 2" buttons and talk to someone every day — family, friends, neighbors — about how Issue 2 will hurt you and all Ohioans; and 3) increase your contribution to COPE, the Union's political arm.

"We only have a short time left to defeat Issue 2," she continued. "Don't let someone else do your share of the work on this campaign. Nobody is so busy they can't donate a few hours to this cause. This is your last chance! No looking back . . . no regrets on November 9!"

The CTU phone bank is open on Mondays through Thursdays until 8:00 p.m., Fridays until 6:00 p.m., and Saturdays 10:00 a.m. to 2:00

■ continued on page 2



Kurt Richards, 2nd Vice President, talks to CTU members about their responsibility in the Issue 2 campaign: walk, talk, and/or pay . . . and vote No on Issue 2!

As We Go To Press . . .

CBOE Votes to Approve \$13m Budget Cuts

The Cleveland Board of Education approved budget cuts totaling \$13 million at the October 25 meeting at Lincoln-West High School. The cuts included eliminating regular education preschool classes at the end of the first semester, as well as cutting security officers and cleaners next quarter.

Hundreds of CTU members attended the meeting. President David Quolke addressed the Board members, explaining that they had budgeted last spring for 500 fewer teachers than was actually needed to staff schools at 40:1, meaning the \$23 million surplus touted then didn't really exist.

■ continued on page 2

THE MORNING AFTER:

What Happens If Issue 2 Passes?

■ continued from page 1

the money coming from out-of-state, and to fight the lies and misinformation the “Yes on Issue 2” campaign is spreading. But we don’t have their deep pockets and lack of ethics. What we do have are our Union members, and we need your boots on the ground.

Talk, Walk, or Pay . . .

CTU needs **every member** involved in this attack on our rights as Ohio public employees. This is not a time when you can sit back and let someone else do the work. This is the time to step out of your comfort zone, do some things you never did in past political campaigns, and defeat Issue 2.

■ **Talk** to family, friends, neighbors, acquaintances at family gatherings, stores, meeting places, sporting events, places of worship. Talk to other Ohioans through the CTU phone bank, to educate them about this unfair, unsafe attack on Ohio’s public workers. If you haven’t been to the CTU phone bank, it’s open Mondays-Thursdays until 8:00 p.m., Fridays until 6:00 p.m., and Saturdays 10:00 a.m.-2:00 p.m.

■ **Walk** with other Ohioans on Labor Walks to canvass neighborhoods and remind voters about early voting and Issue 2. Some voters still don’t understand that SB5 is Issue 2 on the ballot. Many are confused by the misleading ads and want to hear from the people it will affect. There are still undecided voters who can be convinced by a few words of explanation about how SB5 will affect the safety of all Ohioans.

■ **Pay.** If you think you really don’t have the time or ability to talk

or walk, at least help support the campaign by increasing your COPE donation (see your Chapter Chair for a blue COPE card), or write a check to CTU COPE or We Are Ohio. But do it today. November 9 is too late. If you don’t think you have the time or the money right now, you will most certainly not have either on November 9 if Issue 2 passes.

... and VOTE!

CTU is asking all members to vote early, either by going to the Board of Elections or by absentee ballot. Some people like to go to the polls and vote on Election Day, as part of their patriotic duty. Do not wait to the last day for this election. This one is too important, too many things can hap-

pen at the last minute, and every vote is critical. Make sure yours counts, and vote early.

Let’s have no regrets on November 9. Make the morning after a day to celebrate the rights of Ohio workers. Do everything you can — and then a little bit more — to defeat Issue 2 and repeal SB5.

CBOE Votes to Approve Budget Cuts

■ continued from page 1

“When CEO Gordon said he ‘did what was right’ recalling 300 teachers, he was actually fixing what was wrong,” said President Quolke. “It was wrong to mislead the public and this Union into believing that there was a surplus when indeed there was not.”

The cuts were divided into three groups depending on when they would take effect. Immediate cuts include: eliminating the textbook fund; not filling budgeted but vacant Central Office positions; reducing all school and departmental budgets by 5%; eliminating non-emergency building maintenance and repairs; using one vendor for purchasing all office supplies.

The cuts to take place second quarter are: reducing meal choices for students; eliminating payments for extra-curricular program advisors; reducing school cleaning to every other day; reducing school-based safety and security.

CTU is waiting for clarification of exactly what extra-curricular programs will be eliminated, when this will happen, and how notification will be done. The reductions in cleaning

and security staffs are reductions in force, and CBOE must approve the layoffs at a future meeting. The next scheduled meeting is in November.

The cuts to take place second semester are: reducing assistant principals and principals; eliminating RTA passes for high school students; eliminating spring sports, except for baseball and softball, which are funded by the Cleveland Indians; eliminating summer school programs; and eliminating the regular education preschool program

The preschool cuts are a reduction in force, and the Board must approve a layoff list at a future Board meeting to reflect these cuts. Under contractual guidelines, this does **not** mean that all preschool teachers will be laid off. Layoffs will be done based on **system seniority**. Thirty working days’ notice is to be given to any teacher who is to be laid off. Paraprofessionals cannot be laid off during the school year; the CBA requires paras to be given notice by May 15 of the previous school year. These cuts could be restored if funding became available.

President Quolke told those in attendance at the meeting that the CTU was ready to help eliminate this budget deficit through current negotiations, but the Board’s negotiating team has not responded to the Union’s offer.

“When the Union became aware of the budget deficit, we

stepped to the plate with a solution,” he said. “By now, all of you should know the CTU has an offer on the table that will help solve the deficit for this school year without cutting **anything** that directly impacts CMSD students.

“Our proposal would eliminate the cuts to preschool, eliminate the cuts to transportation, eliminate the cuts to sports and extra-curricular activities. It would eliminate the need to cut the programs that directly impact our children. **Yet CMSD’s team refuses to even respond to our offer.**”

President Quolke agreed that CTU and CMSD are facing enormous challenges, but they must be dealt with together. “A levy campaign, tax abatement and holding schools harmless in property tax relief, school funding and the bridge formula [Ohio’s new school budget formula that is costing CMSD millions of dollars in state funding], achieving above value-added and moving to continuous improvement, increasing the graduation rate, helping our children become lifelong learners—these are the fights that we must fight. But we must fight them together to be successful.

“Now more than ever, we need to forge a new path in Cleveland, a labor-management partnership centered on improving our schools and boosting student achievement. But such a path can only be forged in a climate of trust and collaboration.”

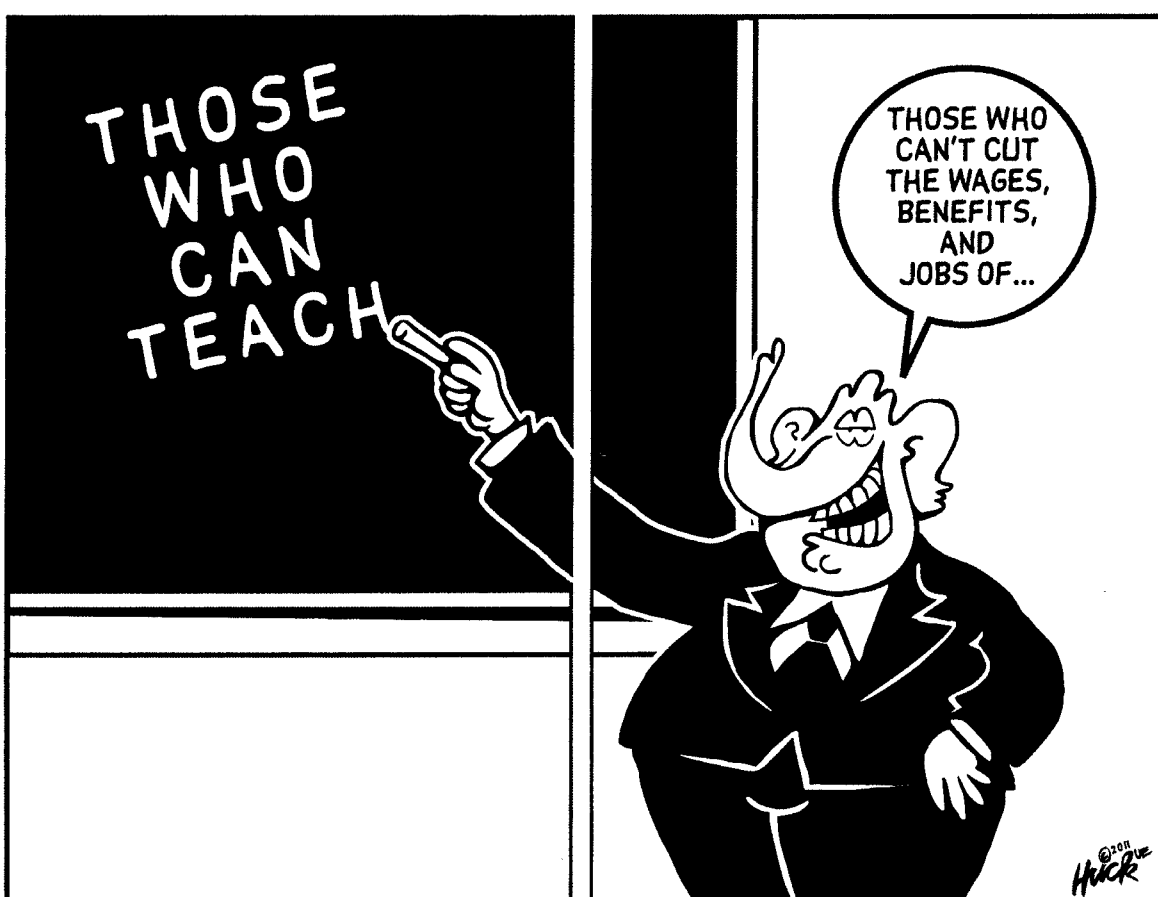
As CTU members once again prepare for layoffs and cuts that directly affect students, the CTU Negotiating Team continues trying to reach a settlement with the Board that is good for students and fair to teachers.

Repeal SB5 — Vote No on Issue 2

■ continued from page 1

p.m. at the CTU Office in the Halle Building. Volunteers who park at the Halle Garage will have their parking tickets validated. Dinner or lunch is provided to volunteers.

CTU Chapter Chairs have been asked to coordinate dates for their chapter members to come for phone banking, but members are welcome to come any days they are available. Call the CTU office or check with your Chapter Chairperson for more information.



THUMBS UP, THUMBS DOWN



THUMBS UP to **Nicole Gentile**, Chapter Chair and 3rd grade teacher at Marion Sterling, who sat with First Lady Michelle Obama at President Barack Obama's jobs speech to Congress in September. Nicole was laid off last spring, rehired, laid off again this fall, and is in the group of teachers whose layoffs were rescinded . . . so far. She also spoke out eloquently for educators, in various TV appearances after attending the jobs speech. Thanks for representing CTU and CMSD with poise and professionalism!

active in this historic citizens' veto that will be remembered in the chapters of labor history, don't stop now! And if you haven't been active yet, what are you waiting for? Call the CTU office for information on GOTV activities. Be a part of labor history, and protect the future of Ohio.



THUMBS DOWN twice to the *Plain Dealer* editorial board, first for its short-sighted endorsement of Issue 2, which is unfair and unsafe and will hurt Ohioans, and again for its blanket belief in the veracity of every informational morsel CMSD management feeds it. Whatever happened to investigative reporting? Two sides to a story? As President Quolke commented about the PD, "Never let the truth get in the way of a good story."



THUMBS UP to **Michele Pomerantz, Director of Political Action/COPE; the CTU Member Mobilization Team; CTU's Team Awesome of Hazel Hicks, Pam Hummer, Danny Kelly, Tom Luvison and Pat Zawadzki; CTU members; other Union members;**

and their families and friends who have made CTU's phone bank the most successful in the state. At press time, the CTU phone bank was respon-

sible for over 300,000 calls — and counting. Over a third of all calls made in Ohio on behalf of the No-on-Issue 2 effort were made by the CTU phone bank. Congratulations on this unbelievable effort, and THANK YOU to everyone who participated. We ring the bell in your honor!



THUMBS DOWN to the forces supporting Issue 2, who have yet to disclose the sources of the huge amounts of funds pouring into Ohio. While We Are Ohio and its backers are disclosing their campaign finances, Building a Better Ohio, the group heading the pro-Issue 2 campaign and running Yes-on-2 ads across Ohio, set up a non-profit corporation to raise funds but avoid revealing its contributors and finances. The Republican Governors Association and some out-of-state groups are also supporting Issue 2 without disclosure. To read the full report about where the Yes-on-2 dollars are coming from, go to <http://www.truth-out.org/special-report-out-state-corporate-money-floods-ohio/1319551500>.



THUMBS UP to **CTU members, their families and friends** who have stepped out of their comfort zone at phone banks, labor walks, campaign rallies, and other events day after day, to do whatever they can — and then a little more — to defeat Issue 2. While the other side may have more dollars, our campaign to repeal Senate Bill 5 has passion, heart, sweat and toil that can't be bought. The hours of time and effort will pay off on November 8. This citizens' veto is truly democracy in action, working together to take our state back. No on Issue 2! No regrets on November 9!



THUMBS DOWN to CBOE members who voted October 25 to cut crucial programs, such as regular ed preschool, extracurricular activities and summer programs. All while CTU has a proposal on the negotiating table that would address the budget deficit. Unconscionable.



THUMBS DOWN to **CMSD leaders and negotiators** who so far have been unwilling to work collaboratively with the CTU negotiating team to reach a fair agreement, and ensure educational stability and uninterrupted progress toward genuine educational reform. We continue to ask CEO Gordon, his negotiating team, attorney Nick Jackson and Mayor Frank Jackson, Interim CFO Dennis Kubick, and Board members to be honest and up front with financial information, and work cooperatively with CTU to reach a settlement. The CTU knows the crisis is real and the CMSD budget deficit is legitimate, even though actual numbers from CMSD are ever-changing. Let's work together for real solutions, beginning with a contract that is good for kids and fair for teachers.



THUMBS UP to our **CTU members who have worked and continue to work every day to repeal SB 5.** CTU members Michele Pomerantz, Marcella Hall, Dorothy Fair, and volunteer extraordinaire Annette Chase from Louis Agassiz (see photo at right) had the honor and pleasure of helping to unload the 48-foot-long semi-truck filled with 1502 boxes of signed petitions and deliver them to the Ohio Secretary of State. This effort began with calls to Ohio legislators last winter and spring amid political shenanigans and maneuvering by Governor Kasich to ram SB5 through the legislature, then an unprecedented petition drive in which over 10,000 volunteers gathered 1.3 million signatures, and now the ongoing No-on-Issue 2 campaign to educate Ohio voters and Get Out The Vote. If you have been



What's An 'Unfair Labor Practice'?

by Michael McNamee

Near the end of July, the CMSD filed a charge of unfair labor practice against the CTU, alleging that CTU President David Quolke revealed information about ongoing negotiations to the media. While this charge was recently dismissed by the State Employment Relations Board for lack of probable cause, it might be time to define what constitutes an unfair labor practice.

The term is an umbrella-type phrase, with its definition encompassing many phases of labor relations. Defined within the National Labor Relations Act, an unfair labor practice is "conduct prohibited by federal law regulating relations between employers, employees, and labor organizations."

Sounds complicated, right? It's better explained with some examples:

- If an employer refuses to bargain with an organization that represents its employees, that is unfair labor practice.
- If an employer discriminates against an employee for engaging in union activity, that is unfair labor practice.
- If a union requires excessive dues, that is unfair labor practice.
- Bargaining in bad faith — or not by generally accepted practices — is unfair labor practice.

The last example listed was the basis of the district's charge against the CTU. An unfair labor practice in Ohio is heard and determined by the State Employee Relations Board, which consists of a three-member panel, appointed to different six-year terms by the governor, and only two may be members of the same political party.

If unfair labor practice is sustained, then a notice would appear in every worksite where members work every

day. You may recall that, during the negotiations in 2010, the CTU filed a similar claim of negotiating in public against the CMSD, and this claim was sustained. Notices of this finding were posted in every worksite, which may not seem so harsh. But the real reason for posting such a finding may be even more punitive than someone paying a fine or serving jail time.

The reason that notices are posted

is to use leverage against the employer or workers' agency, which in theory should compel that employer or workers' agency to act according to laws and regulations of fair employment. A notice of unfair labor practice is easily recognized proof that one side or the other has engaged in behavior that is contrary to laws or regulations, and was forced to admit it. Especially in the arena of public employment, where workers and management are both accountable to the voting, taxpaying public, a finding of unfair labor practice will cause stress on already-adversarial relations, or create an atmosphere of mistrust in a situation where relations were previously amicable.

Also, revealing negotiating propos-

als — by either side — can inflame either the membership or the public, or both. This creates a level of pressure that is counterproductive to negotiations.

Ironically, the basis of the charge against the CTU involved little more than office gossip: someone affiliated with the district administration reported what information had been disseminated at a delegate meeting, and others proclaimed that to be "negotiating in public," which would be in bad faith. Unmentioned in the complaint is that all of the information had at least been mentioned publicly by the district to the media, if not discussed in detail.

ULP Charge Against CTU Dismissed by SERB

The State Employment Relations Board (SERB) dismissed a charge of unfair labor practice on October 13, for lack of probable cause. The charge was filed by CMSD against the CTU, alleging that CTU failed to bargain in good faith and violated the bargaining process ground rules.

SERB agreed with CTU that the Union had engaged in "hard bargaining," not surface bargaining as alleged by CMSD. SERB found that President Quolke's letter to CTU members, as well as a related newspaper article, did not contain specific bargaining proposals.

Last year, the CTU filed — and won — its similar ULP charge against former CEO Eugene Sanders for bargaining in public. This recent award concludes that the CTU did not violate the rules.

At this time, CTU and CTU negotiating teams continue to meet, are working with the assistance of a federal mediator, and recently requested a fact-finding panel.

Layoffs, Recalls, Special Transfers & PAR

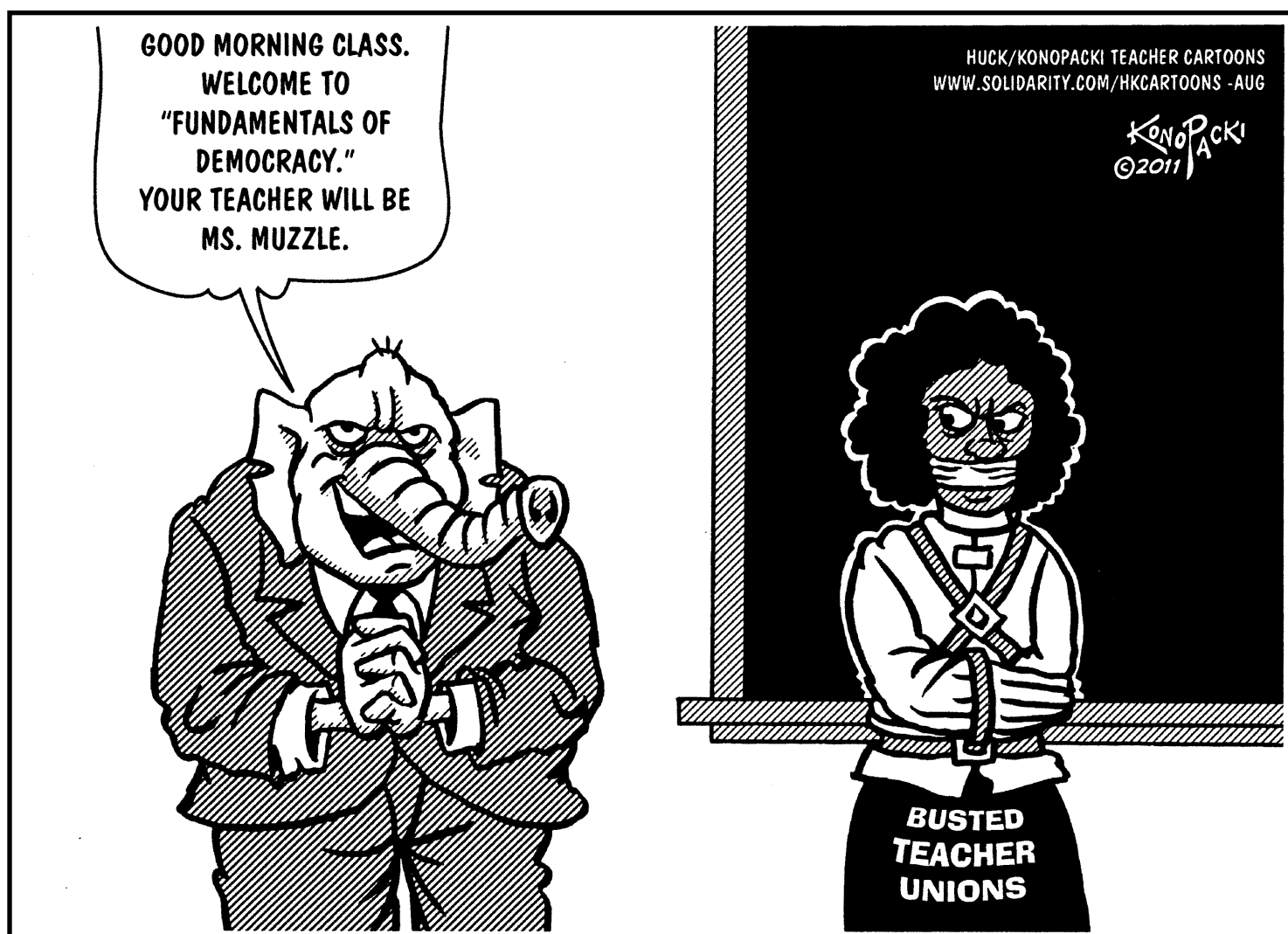
The extensive layoffs and recalls of CTU members in the past several years means many teachers are now teaching grade levels and subjects for which they are certified, but have little or no actual experience.

"These situations create enormous pressure for teachers, some who have been placed in unfamiliar situations, based on their experience and expertise," said CTU 3rd Vice-President Sandra Green. As they struggle in new assignments, some teachers have asked about the special transfer process. The problem, according to Ms. Green, is there are no other positions available at this time.

"There is nowhere else for them to go right now," she said. "But there is help through PAR. Remember, PAR is **not** a four-letter word!"

For teachers struggling with new grade levels and subjects, the Voluntary PAR program can provide experienced mentors who do not evaluate, but only assist these teachers. Teachers are encouraged to use this valuable resource that is available through the Peer Assistance and Review Program. Contact Susan Myers, PAR Director, through CMSD email for more information or to request a mentor.

Some innovative schools still have openings due to layoffs. Teachers who are interested can apply online for an interview at these schools. The CTU has filed a grievance to fill these openings by recalls from the layoff list, but in the meantime, teachers in other positions can apply to interview at these schools.



FAQs: Evaluation

by Jillian Ahrens

CMSD has three evaluation systems in effect right now: the currently-negotiated traditional system as outlined in the CBA; the Teacher Development and Evaluation System (TDES) Phase-In system; and the Peer Assistance and Review (PAR) system for specified teachers.

Principals cannot pick and choose various aspects of each system when they evaluate staff. They must follow the rules and guidelines for whatever system is in effect for their school and specific teachers.

For TDES schools, walk-throughs should already be done, and announced observations should be completed by the third Friday in November. Monthly professional development is provided for the TDES teams at each of the 23 buildings involved in the phase-in. Teachers who are new to a building in the TDES Phase-In are a part of the phase-in. The TDES team at the building will bring them up to speed on the guidelines.

Non-TDES schools must follow the

traditional negotiated evaluation guidelines in the CBA (see pages 25-27 and 233-240). For non-reappointment, teachers must be evaluated once each in October, November, and February through the first two weeks of March.

Action Team coaches are support for the Principal, but not evaluators. They can discuss things they have observed with the principal, but these discussions cannot be used by the principal in a teacher's evaluation nor composite. No other checklists or forms are allowed either. If it's not in the CBA, it's not to be used by the principal for evaluations. All evaluation forms, deadlines, and procedures are in the CBA.

Teachers in the Intervention PAR program are evaluated by their Peer Advisor. A teacher can be recommended for Intervention PAR the year after receiving two unsatisfactory evaluations, and if the PAR recommendation box is checked. Specifics of the PAR Program are in the CBA (see pages 244-247).

Several people recommended for Intervention PAR were not placed in the program because principals did not

follow the procedure correctly. Also, a few teachers recommended by their principals for PAR were evaluated by the Peer Advisors, who decided they did not need to be in the program and overrode the principals' recommendations.

Teachers who are in the Voluntary PAR program are not evaluated by their Peer Advisors, who serve only as mentors. These teachers are evaluated either by the traditional method or the TDES pilot, depending on their school site's current evaluation method.

If you are having problems in your school with evaluations, talk to your CTU Chapter Chair or call the CTU office.

Overage Issues? Save Your Documentation!

by Sandra Green

The CTU Grievance Team is still dealing with some issues regarding class size overage compensation from 2010-11.

Overages are reported and calculated eight times per school year: at the end of each of the four interim progress report periods, and the end of each of the four marking periods. These dates are in your CTU calendar books.

Teachers are urged to make copies of their grade reports for all of these eight reporting periods, and save this documentation until they receive the correct compensation. Since payments are not made until summer, take the documentation home with you. If you have questions when the payments are made, you will have the necessary documentation at home and easily available. This will make it easier to correct errors in a more timely fashion.

The CBA lists class size limits in Article 10 (see pages 32-37, and 47-50). If you have additional questions about class size compensation, contact the CTU office.

STAY AWAY FROM THE NEWS

Trust, Collaboration Key to Improving Schools

The attacks on Cleveland teachers could easily lead one to question the motives of the district, the mayor, business leaders and legislative leaders. Whether it's vouchers or mayoral control, our district is too often the unwilling recipient of someone else's grand reform plan.

It would be easy for us to walk away from the bargaining table, pull out of the state's Race to the Top grant, or otherwise engage in the divisive, adversarial tactics Clevelanders have grown accustomed to seeing. We in the Cleveland Teachers Union are convinced that would be the wrong approach — wrong for us, wrong for our city and wrong for the children whom we teach.

If education reform were quick or easy, it would have been done 20 years ago. Education reform is work — hard work. There is no overnight fix or magic formula.

Now, more than ever, we need to forge a new path in Cleveland: a labor-management partnership centered on improving our schools and boosting student achievement. But such a path can only be forged in a climate of trust and collaboration.

Here's the good news: Trust and collaboration work, and they don't cost a dime. In school districts across the United States and around the globe, unions and administrators are doing right by kids by doing things with teachers instead of against teachers. And here's another piece of good news: Cleveland already has a strong foundation for such a partnership.

This summer, I attended the American Federation of Teachers' TEACH conference in Washington, D.C., a three-day event that focused on professional issues. I spoke with presidents of AFT affiliates from across the nation and found that

they are facing the same challenges we face. All are trying to move meaningful education reform agendas during tough economic times and unprecedented attacks on teachers and their unions.

One example that stood out to me was Pittsburgh, where Pittsburgh Federation of Teachers President John Tarka and former Superintendent Mark Roosevelt transformed an adversarial labor-management relationship into one of trust and cooperation. The fruit of their effort was a groundbreaking contract that improved schools for children; transformed the way teachers are recruited, trained,

supported and paid; and attracted millions of dollars in foundation funding.

We have the foundation to build that type of partnership in Cleveland. At the TEACH conference I attended, the Cleveland Teachers Union was involved in five separate presentations on successful school-reform initiatives that are happening in our district.

Eric Gordon, Cleveland's new schools CEO, and Mark Baumgartner, our union's director of professional issues, led a session on the collaboration we in the district are doing around the Common Core standards. This session was

a highlight of the conference and was streamed live on the Internet.

Not only do we have the foundation to build upon, but Cleveland is seeing the results of the hard work teachers and educators do on a daily basis. On this year's state report card, the district reached "continuous improvement" status. We were "above expected" on the state's value-added and performance indexes, both signs that our students are learning at an accelerated pace.

Reading and math scores in key grades have been steadily increasing, and seven of the 10 schools we targeted for turnaround have shown significant improvement.

It all adds up to further proof that Cleveland teachers, paraprofessionals and school-related personnel are a part of the solution to our challenges, not part of the problem. No matter what district, state, country you look to, successful reform is done with educators, not to educators.

In June, after a lengthy nationwide CEO search, the mayor and the Cleveland Board of Education realized that the individual best suited to lead our school district was currently leading our academic office; they selected Eric Gordon to lead Cleveland's schools. Eric and I share the common goal of wanting to give Cleveland's children the great education they deserve.

It is now time for everyone — the mayor, the board, business leaders and politicians — to get out of the way and let our new CEO do his job. We who work the closest to our city's children in the schools each and every day stand ready and able to continue to move this district forward.

by DAVID QUOLKE
CTU President

from *The Plain Dealer*, July 31, 2011



LABOR PARADE



CTU members prepare to march in the annual North Shore AFL-CIO Labor Parade September 3 in Parma Hts.



"We Make A Difference Every Day" was the CTU theme, proudly displayed on blue shirts.

LABOR WALKS



Police and firefighters join teachers and other public employees to canvass neighborhoods in Cuyahoga County to spread the word about Issue 2.



CTU's Member Mobilization Team prepares to hit the streets to talk to voters.

PHONE BANKING



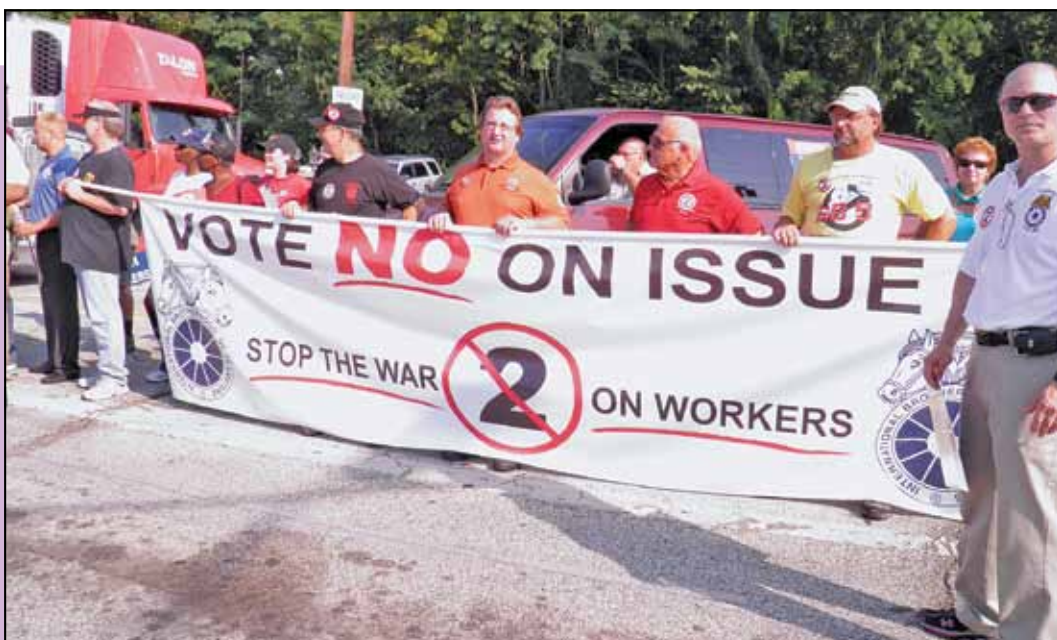
Everyone in the CTU office takes time to make calls to voters.



The predictive dialer system makes the calls — and keeps those calls coming — for CTU members who generously volunteered their evenings at the phone bank.



At press time, the CTU phone bank had logged thanks to CTU members who regularly fill the phone bank every night.



Other union brothers and sisters joined public employees in the fight against SB 5: "We are One Against Issue 2!"



Collinwood High School cheerleaders and drum line joined the CTU marchers in the parade.



The rain doesn't deter these CTU members from their labor walk mission!



ged over 300,000 calls, the seats and make the calls



Tom Schmida, President of the Cleveland Hts.-University Hts. Teachers Union, is one of many CH-UH Local #795 members who volunteered at the CTU.



Team Awesome members Pat Zawadzki and Hazel Hicks welcome U.S. Congressman Tim Ryan.



And no, this wasn't just a photo op! The Congressman, assisted by Meg Ryan of the CTU office staff, really made calls to voters, asking them to vote no on Issue 2.

Race to the Top: Year One Recap

by Mark Baumgartner

Last year the State of Ohio was awarded \$400 million in a four-year Race to the Top (RttT) grant. CMSD applied for and received over \$30 million of these funds. The grant required the collaborative district/union team to include an equal number of members from each side. Eric Gordon and I were selected by our respective leaders as the Co-Chairs of the RttT team.

There are five Application Areas of the grant. Our strategy was to place a district representative and union representative as co-leaders of each application area. The other members of the CTU team are Jillian Ahrens, David Buttram, L'Taundra Everhart, Nicole Gentile, and Deborah Paden.



Mark Baumgartner

As we enter the second year of the four-year grant, it is important to reflect on what was accomplished during the first year. Under Application Area B, Standards and Assessments, CMSD and CTU collaboratively held four Common Core Symposia to introduce our teaching staff to the language of the new Common Core State Standards. We asked teachers in these symposia to help determine how the district is ready or not ready with regards to Common Core and resources, professional development, etc.

The information gathered was used to inform the training of our K-2 teachers this past spring. This training was for all CMSD teachers in grades Kindergarten through second grade. Each teacher went two different times. The focus of the first training was around resource alignment with the Common Core, and the second dealt with formative assessment. Another initiative accomplished in Application Area B was the rewriting of the Scope & Sequence for grades K-2 using the Common Core standards.

In Application Area C, Information Systems, a system-wide audit was

accomplished to determine the usefulness of classroom computers. Over the summer, additional computers were ordered with the goal of having each classroom in the district have a teacher computer station. This Application Area is also charged with SchoolNet improvements so that teachers have real-time data and additional resources for the students they teach.

The major focus of Application Area D, Great Teachers and Leaders, is the new Teacher Development and Evaluation System. This past school year the TDES Steering Committee, co-chaired by CTU's MaryAnn Fredrick, developed the first phase of the new system with the help of national consultants. During the 2011-12 school year, 24 schools will be using this new evaluation system called Phase I. These schools will help determine what the final TDES will look like. To be a part of Phase I, a school had to agree to be

in the Phase-In stage by a 75% vote of the faculty, or be a SIG school using the Transformation Model.

Application Area E, Supporting Low-Performing Schools, has two main areas of focus: implementing the federal School Improvement Grant (SIG) and implementing former-Governor Ted Strickland's Closing the Achievement Gap (CTAG) initiative.

Finally, Application Area A, Effective Communication, included developing more effective communication tools for all stakeholders, both internally and externally.

Monthly meetings were held with each Application Area co-leader and the RttT Co-Chairs. Also, a monthly meeting was held with the entire CMSD/CTU team. Cleveland developed a monitoring tool for each initiative that the State is now using as their monitoring tool.

Union Leadership: Who's Who

by Michael McNamee

Michael Kulcsar is the current Treasurer of the CTU. As the treasurer, he stands for election every two years, and then is sworn to protect the assets of the CTU. The treasurer signs receipts for all funds remitted to the CTU, which are mainly dues monies and fair share fees. The treasurer

also makes a monthly report to the membership, at the Delegate Assembly, which gives details about the union's income and expenditures.

Michele Rzcudlo-Rupright is the current Secretary of the CTU. Also biennially elected, her responsibilities include recording and maintaining minutes of union meetings, especially executive board and delegate assembly meetings, where decisions that have an impact on the entire membership are made. The secretary is also responsible for keeping up with correspondence from outside people or agencies that have business with the CTU.

Both Michele and Michael are planners of the CTU Leadership Conference, an annual planning and advisory retreat. This conference, which must be attended by at least one member from each chapter (usually the chapter chairperson), outlines new and important information for members, and reinforces current procedures and policies for chapter chairpersons.

This year's Leadership Retreat was convened at the Sheraton Airport Hotel, at Cleveland Hopkins Airport. Leadership retreats are always convened at union hotels, and the Sheraton Airport is a hotel staffed by union workers. The conference this year included workshops on improving services to union members, providing quality advisory services, and visiting guests with topical issues to discuss.

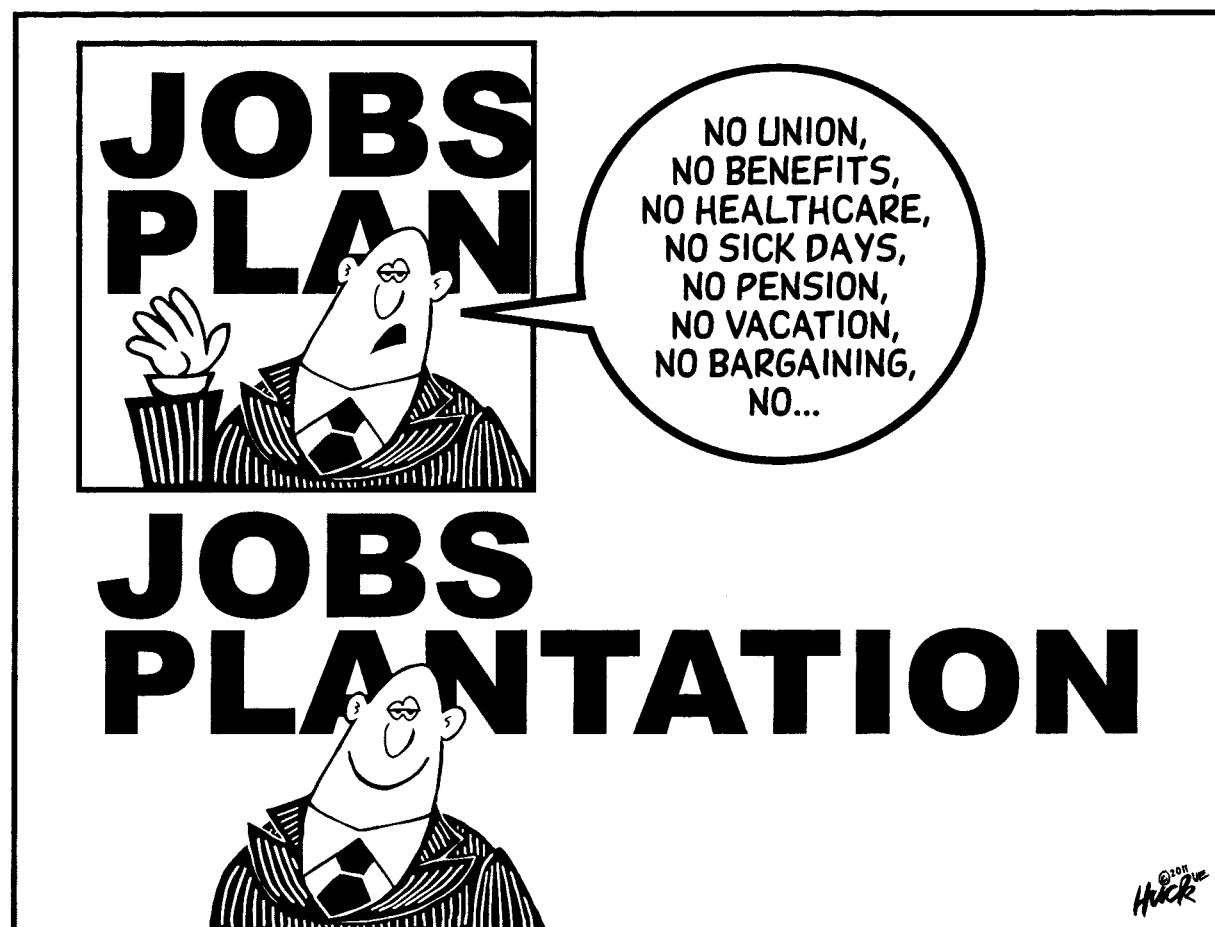
Your chapter chairperson will be coming back from the Leadership Conference armed with new and pertinent information; be sure to request that they post and share important facts and information with your chapter's members.



Michael Kulcsar



Michelle Rzcudlo-Rupright



CTU Chapter Chairs are busy phone banking at the Leadership Retreat October 20. After the Divisional Meetings, they used their own cell phones to call thousands of AFT households in Cuyahoga County, reminding voters to repeal SB 5 by voting No on Issue 2.



Months of Talks Yield No Contract

by MaryAnn Fredrick, Director of Negotiations

Although the 2011-12 school year began without a settlement in place, the one thing I can assure you is that despite this, CTU maintains our mantra of “good for kids and fair to teachers.”

The Board of Education laid off over 770 CTU members in April. In May, the same group presented and passed a balanced budget that listed a \$23,000,000 surplus. Semi-lucid people would and did assume that this all seemed a little murky.



MaryAnn Fredrick

Over 300 teachers were then recalled, and laid off again. These layoffs were rescinded, but CMSD is still struggling to make cuts that will close a \$13 million deficit.

Long before spring break of 2011, CTU consistently reminded the district that a settlement prior to the end of the school year would best serve the CMSD's kids, families, community and staff. A smooth school opening and labor peace would set the stage for a successful 2011-2012 school year. Apparently the urgency was not felt, was ignored, or got lost by the District.

By the time July rolled around, CTU was still making information requests. We did and continue to separate fact from fiction, and “creative” financial accounting practices from the real numbers. As the thermometer rises and falls measuring Cleveland's weather, so does the temperature gauge at the negotiations table.

This whole negotiations process is leading to fact-finding. When the two sides reach impasse, the fact-finding process takes place, and each team presents its side to the fact-finder. A neutral party, the fact-finder, issues a report that outlines a potential settlement. The fact-finder's report would be presented to the Board of Education as well as the CTU membership. Each side will have the opportunity to vote to accept or reject the fact-finder's report. Should either side reject the report, we would then be forced back to the negotiating table, probably with the assistance of a Federal Mediator.

In the meantime, all concessions made for the 2010-2011 school year have expired, and the prior wages and benefits have been reinstated. All Voluntary Professional Days with daily rate payment and step increases are in effect and should be reflected in your contract. Use page 162 in your yellow contract book, 2008 Salary

Schedule, to determine if your contract is accurate. If you can't find your book, the CTU website, www.ctu-279.org, has the entire contract and last year's agreement available on line. All mandatory professional days that were cut to half a day also return as full days. Remember, none of this can be changed until we reach a tentative agreement that must be accepted by you, the membership, with your vote!

We can handle the District, the games, the tactics, and the fiction. What I wish I could change (if granted a couple of wishes) is to have a better-informed membership. The contract you received from CMSD denotes your annual base salary. In addition, the District pays your benefits package which includes health insurance premiums, STRS/SERS contributions, life insurance, optical, dental, etc. Those costs add 38% more to a school district's costs over and above your base salary. For instance, if your contract reflects a salary of \$65,860, multiply that by 1.38, and your total cost to the District is actually \$90,866.80. We often view dollars and cents only as they relate to the amount directly deposited into our accounts. Everything has a price tag associated with it — the

larger the District, the more commas and zeros on the final price tag.

Negotiating a contract isn't merely giving in, or simply giving up things to satisfy what the District perceives its needs to be. It also isn't stomping your feet, crossing your arms and demanding the District see it your way; that would be easy! It takes finesse in going beyond the background noise to get to the root of problems and find out what is really going on; it's seeking the truth. It is tedious, time-consuming, maddening, and stressful. Regardless, we persevere and remain strong and focused in our efforts.

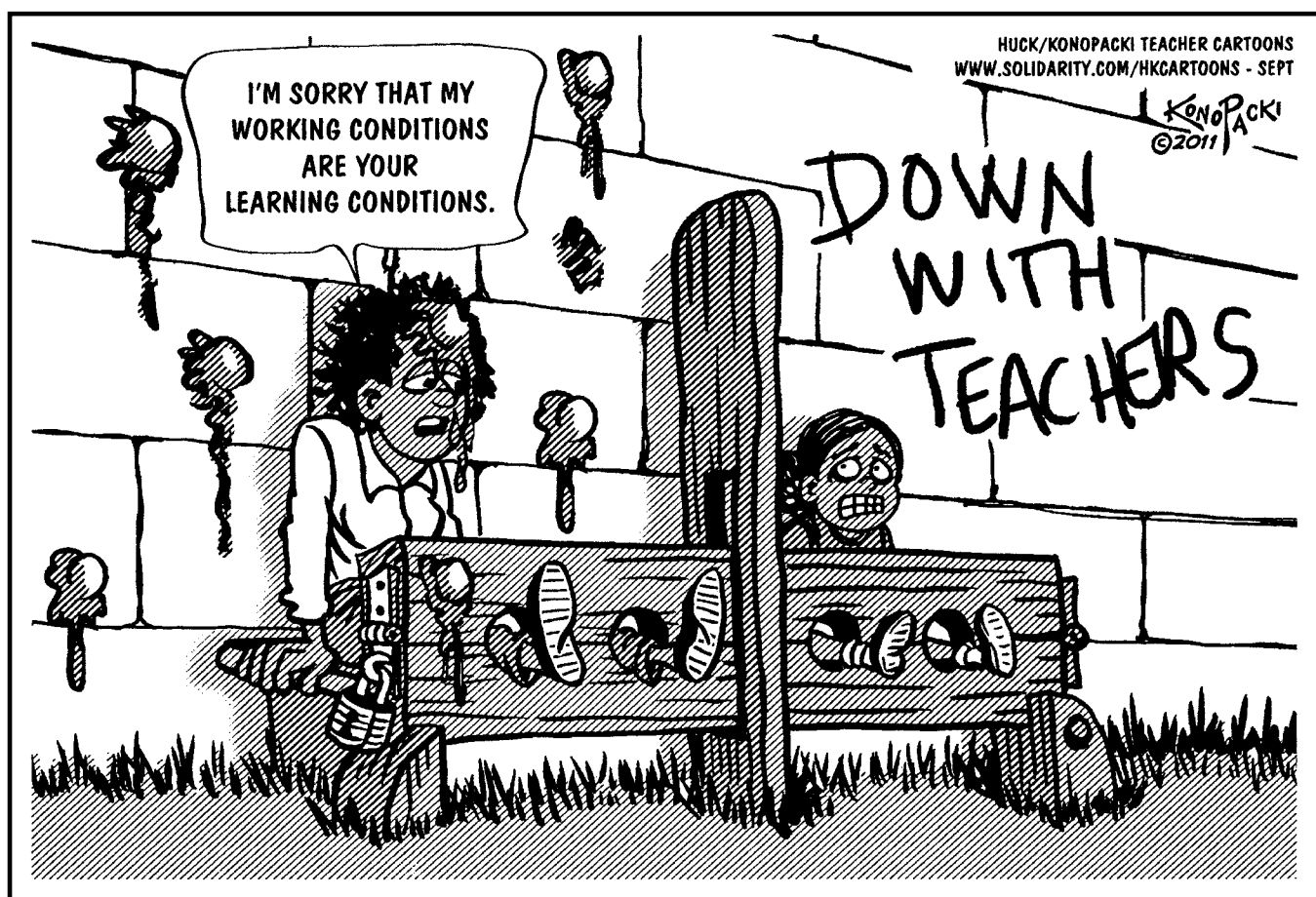
Additionally, Governor Kasich's budget bill has severe ramifications for CMSD. The bill did away with the “Guarantee,” the \$397,000,000+ that was guaranteed to Cleveland (an urban district) and other urban districts regardless of their enrollment numbers. The amount CMSD can expect to receive will be based solely on Average Daily Membership (ADM) numbers from October. If enrollment drops significantly, the financial effect on CMSD will be devastating.

It is very easy to criticize what we don't completely understand. As humans, we are all flawed in thinking about things only as they directly impact us. CTU leadership does not think “personally” about negotiations; we can't — we have thousands

of people whom we represent and who count on us to do a good job on their behalf. We think globally . . . membership-wide. Criticism sometimes hints that we negotiate something because it doesn't affect “us” personally, and that we are selfishly motivated. Nothing could be farther from the truth. We always keep the greater good for the greater number at the forefront, and we think about the long-range repercussions of every decision.

We will not hurry for the sake of “getting it done.” When and if we come to a tentative settlement, it will be what we believe as a whole to be the best possible settlement we can get. Otherwise, it is we who will have wasted countless hours, efforts, gray matter, and a substantial portion of our summers (now two years in a row). I am not looking for your sympathy, I am simply stating the facts. The negotiating team and your CTU leadership are thankful to all of those who continue to support our efforts. We are all in this together and need to stand united as one.

We will do our very best to keep you informed, but you have to commit to keep reading what the CTU writes officially and nudge your colleagues to do the same. Negotiating in public is something we cannot do, but we can communicate with our constituents, and that is you.



A Letter to the Editor — from the Editor



As a recent CMSD retiree with 35 years in Cleveland schools, I thought I had seen everything when it came to attacks on labor, public employees, middle class workers, and especially public educators. But nothing prepared me for the depth and breadth of vicious, punitive attacks on these workers — that's US, and our Unions — in various states this past year, including Ohio.

Being a veteran of several strikes, payless paydays, layoffs, mayoral takeovers and other political actions, it's hard for anti-Union, anti-worker, anti-middle class politics to surprise me. But Issue 2, aka SB5, took my breath away. It is one of the most extreme attacks on public workers and labor in recent history. It takes away the Union's voice when it comes to negotiating and even **discussing** not only wages and benefits, but working condition issues regarding safety for police, firefighters, first responders and educators. And in doing that, it silences **your** voice as an American worker.

I know many of you are not comfortable when it comes to political action. Many teachers don't even like to talk politics with their family, friends and neighbors. But if there was ever a time when every Ohio public employee — yes, that means **you** — must take a step or two out of their comfort zone and act, **that time is now.**

November 8, Election Day 2011, will be here soon. What happens at the polls that day, and in the weeks before with early voting, will have a huge impact on your professional, financial and personal lives beginning

November 9. Then it will be too late to talk to your circle of family, friends, neighbors and acquaintances about

the importance of defeating Issue 2. It will be too late to volunteer for an hour or two at the phone bank to educate Ohioans about the negative effects Issue 2 will have on their safety forces and their schools. It will be too late to make a contribution to the campaign to defeat SB5/Issue 2.

If you think you don't have time now, just wait till the provisions of SB5/Issue 2 take effect.

It's not too late yet. Take that step or two outside of your comfort zone. Talk to people. Volunteer at the phone bank. Increase your contribution to COPE. November 9 is too late. Let's have no regrets.

Pamela Hummer

(Mrs. Hummer retired in July after 35 years as a CMSD teacher. She was a Chapter Chair for over 30 years, and Critique editor since 1988. She currently works at the CTU Phone Bank, where she and the other members of Team Awesome — Michele Pomerantz, Hazel Hicks, Danny Kelly, Tom Luwison, and Pat Zawadzki — welcome all volunteers for this important cause.)



Will Ohio Follow in Wisconsin's Footsteps?

Collective bargaining for Wisconsin teachers and other public employees was drastically changed when their new anti-Union law took effect June 29, 2011. How did this affect teachers? Below are some of the changes that were unilaterally implemented.

More time and less pay

Workday hours increased 60 minutes a day for elementary staff and 30 minutes for high school staff, without increased compensation. Staff must be available to students 30 minutes before and after the school day.

There is no class coverage paid for missed planning periods, and the prin-

icipal can assign staff as substitutes as needed. The 2012-2013 school year was extended, August 15-June 15, with no increase in pay. Staff members are required to attend professional development outside the school day without pay.

Pay will be based on student achievement as well as teacher evaluations. Teachers are responsible to take

the Praxis Test if their students fail the achievement tests. If they fail the Praxis, they can be terminated.

The sick day bank will be discontinued after this year. Each educator receives four sick days at the start of the school year, and earns one per month if good attendance is maintained.

Punitive New Rules

The new dress code requires skirts below the knee, no sweatshirts, no jeans, no logo shirts. Teachers can be dismissed if they have students as friends on social media sites such as Facebook.

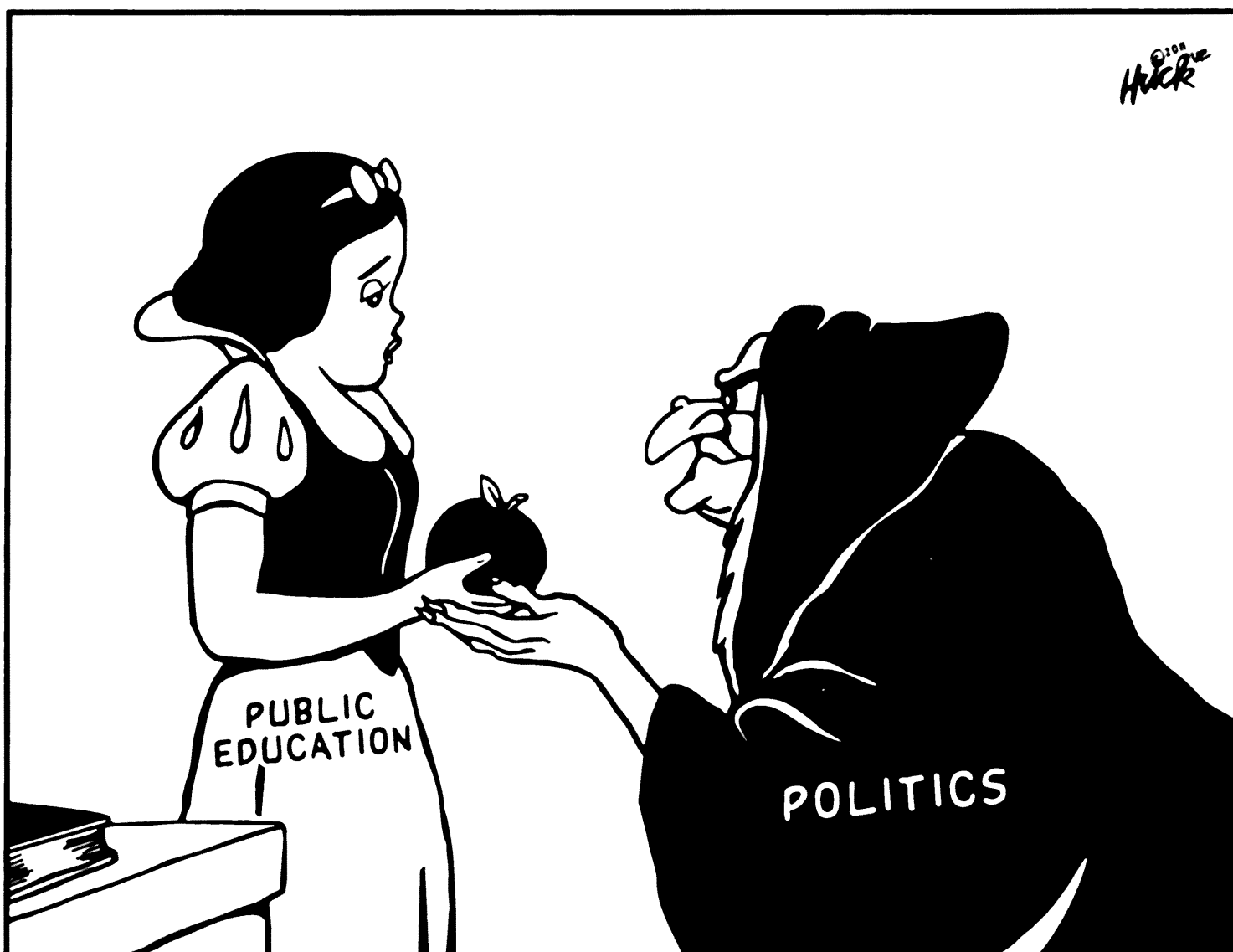
There is no grievance procedure unless it is for termination or workplace safety issues. Evaluations are done twice yearly but with no prior notice.

Employees must report all tickets or traffic violations to the District within three days or face dismissal, even if it occurs during the summer or your time off from school.

Coming Soon to a School Near You?

These are just a few things that Wisconsin teachers are facing. Will this happen in Ohio? Under the Wisconsin state constitution, there is no provision for voters to repeal this law. Luckily in Ohio, our state constitution provides a "citizen's veto" which was begun with the petition process.

Help repeal Senate Bill 5 by voting no on Issue 2. Get involved with the campaign; come to phone bank; talk to family, friends and neighbors. Don't let Ohio follow in Wisconsin's anti-worker footsteps!



CTU Nurses Question Layoffs in Letter to CEO, CBOE, Mayor

AS REGISTERED PROFESSIONAL NURSES, licensed in the state of Ohio, it is our duty and responsibility to alert our employer when unsafe conditions exist that place our students at risk.

While we understand that financial considerations may have prompted this decision, the fact remains that it will increase the District's liability and leave them open to charges of negligence. It also potentially places the lives of the citizens of Cleveland in jeopardy when EMS is called to schools for minor emergencies.

Due to the critical shortage of nursing staff for the 2011-12 academic year, the role of the school nurse in CMSD as we know it has changed. The needs of our students are vast. They have chronic illnesses like diabetes, asthma, seizures, allergies, and various developmental disabilities. In some situations, these conditions can be life-threatening. While the students' needs have not changed, the District's staffing pattern has. However, we must now create a new paradigm to attempt to meet some of these needs.

After approximately 53% of CMSD nurses were laid off, we now have 28 left; 15 are in full-time buildings and five are in parochial schools. That leaves eight nurses to service the 88 schools that make up the four regions. There are two nurses per region to service approximately 12,536 students.

Please permit me to mention a few nursing responsibilities performed by us before now. They included, but were not limited to:

- Periodic and incidental health assessment of students with chronic illnesses
- Immunization assessment and state-mandated reporting of non-compliance



CMSD school nurses were hit hard by recent layoffs, with 31 nurses getting layoff notices last spring. That left 29 nurses; 7 work in parochial schools, 17 work in full-time assignments, and 5 nurses work to care for students in 85 CMSD schools. Several nurses sent a letter to CEO Eric Gordon, Mayor Frank Jackson, and CBOE Chair Denise Link questioning this budget decision. At this time, only the CEO has responded. Their letter and his reply are printed here.

- Mandated vision, heights, weights, BMIs
- Development of individualized health care plans and emergency action plans for students
- Training and monitoring of secretaries to give medications accord-

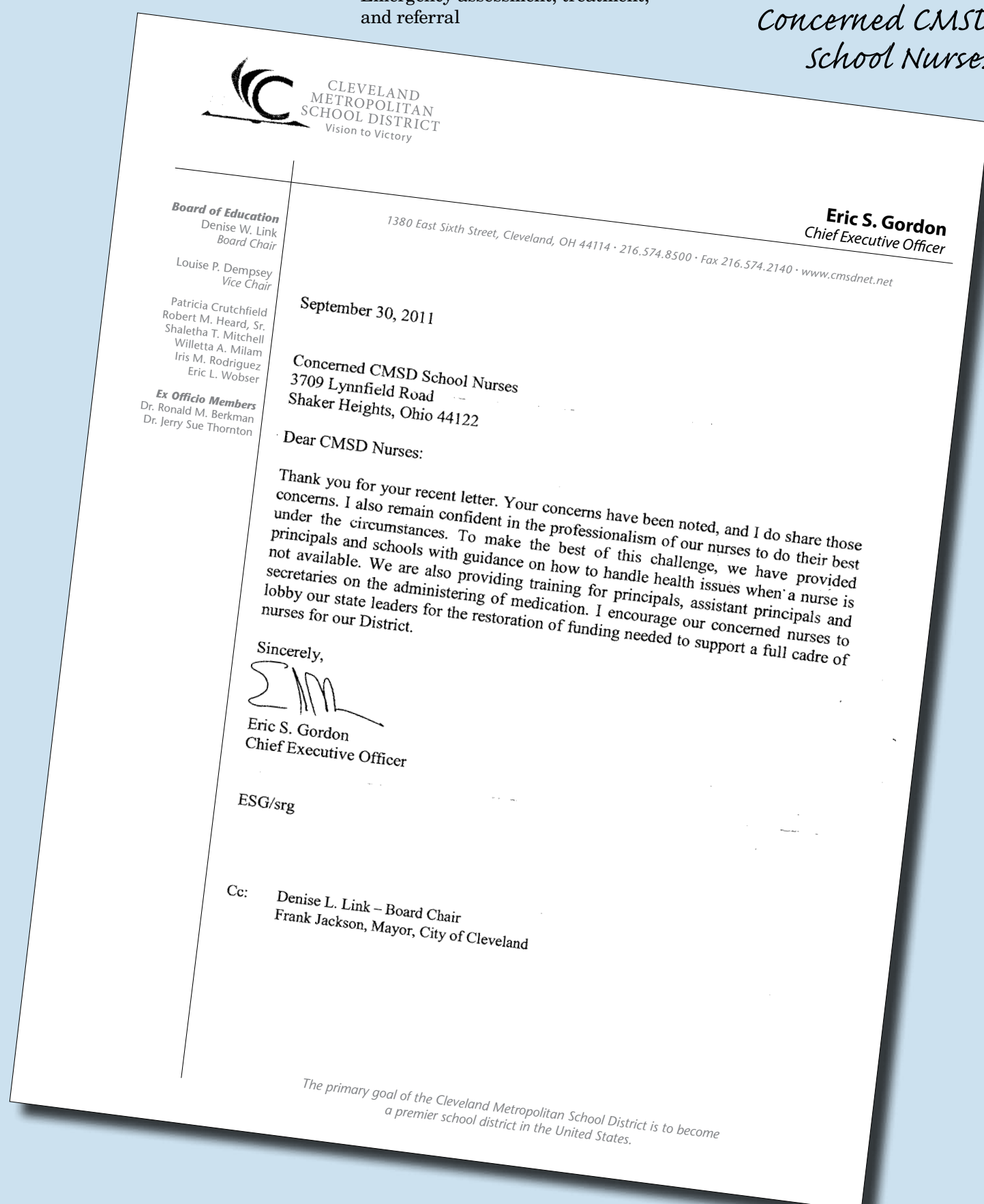
ing to the ORC

- Collaboration with community health providers for positive health outcomes for students
- Partnering with organizations to provide eyeglasses and dental care for students
- Emergency assessment, treatment, and referral

In essence, the care we provide helps to control infectious diseases, prevents unnecessary exclusions and absences from school due to chronic illness, and saves lives. With the new nurse-to-student ratio, it will be impossible to provide students with the level of care needed to achieve our goal of adequately supporting the educational process. The National Association of School Nurses recommends one nurse for every 750 students, and our ratio is now more than eight times that number.

While it is clear that many health needs of students will go unmet under these conditions, we are making a concerted effort to minimize the negative effects of the current situation.

Concerned CMSD School Nurses



THE PRESIDENT'S REPORT

BY DAVID J. QUOLKE

We Make a Difference Every Day!

Earlier this month I had the honor of attending President Barack Obama's Ohio Jobs speech at Fort Hayes Art and Academic High School in Columbus. It was clear that the President understands how important educators are in moving Ohio forward. He understood the value of public education three years ago when he supported a stimulus package that prevented devastating teacher layoffs. He recommitted to our public schools last year when he signed the Education Jobs bill that gave CMSD a much-needed \$17 million boost. He understands that "We make a difference every day!"

At recent CBOE meetings, I looked around the room at hundreds of CTU members in attendance. They were there to speak up for their students, and for the things CMSD kids need to be successful. Across our nation, the tide has turned against educators. It has become acceptable to demonize teachers and claim that educators are overpaid and underworked. Yet teachers did not go into the profession to get rich; if that's what they wanted, they would have chosen another career than public education! And everyone acknowledges the extra hours they log outside the school day, doing school work.

The finger pointing must stop. To show the CBOE leadership how hard CTU members work and how they make a difference in the lives of Cleveland's children, I recently publicly invited each CBOE member to spend a day with a CTU educator.

Spend a day with a classroom teacher, to see how they balance curriculum and instructional duties with the diverse needs and abilities of a large classroom of children.

Spend a day with a school nurse who now has 20 schools for which she is responsible, and how she works to provide health services, even with the outrageous number of students she serves.

Spend a day with a family liaison-

— even though they are all laid off
— who is still in contact with parents, still trying to assist them and explain

same pen to write to the Governor to ask for relief from this bridge formula? Or do they save their letters to Governor Kasich only for attacks on the people who work in CBOE schools, the same people who make a difference to CMSD kids every day?

I implore the Board members and CEO to stop believing the rhetoric and anti-teacher sentiment that is pervading our nation. John F. Kennedy once said, "Modern cynics and skeptics see no harm in paying those to whom they entrust the minds of their children a



kids and educators in this District. When it comes to the future of Cleveland children, let us do our jobs; allow us to teach, to aid, to tutor, to heal, to counsel, to inspire, to touch the future.

VOTE NO ON ISSUE 2

Even though we are in the middle of contentious and prolonged negotiations, and facing critical CMSD budget decisions, CTU members cannot rest in the fight to repeal Senate Bill 5 by defeating Issue 2.

This unfair, unsafe attack will drastically change our professional lives for the worse, weaken our state's middle class, and devastate Ohio.

We can't wait. We can't let others pull our share. Contact your Chapter Chair or Michele Pomerantz at the CTU today, now, to find out how you can help with Get Out The Vote efforts in the last days of this crucial campaign.

Make a difference, while there's still time.

— David J. Quolke

the void left in school communities by their absence.

Spend a day with a social worker who provides valuable services to students and families in desperate, crisis situations.

Every CTU member provides a valuable service — and makes a difference every day in the lives of Cleveland students and their families.

In May, the CBOE passed a budget with a \$23 million surplus. Recently, the Interim Chief Financial Officer explained how much the "bridge formula" in the new state budget that was passed in June will have a dramatic negative impact in Cleveland, causing a deficit instead of the surplus. Earlier in June, at the urging of the Greater Cleveland Partnership, CEO Eric Gordon and CBOE President Denise Link, along with Mayor Frank Jackson, signed a letter to Governor John Kasich, Senate President Tom Niehaus, and Speaker of the House William Batchelder. This letter urged the legislature to include the draconian, teacher-bashing provisions that were already in Senate Bill 5 in Ohio's budget bill. This letter had a profound impact on the provisions in the final budget, the same budget that included the devastating "bridge formula." This same formula may continually gut CMSD's state funding every year.

I asked a question of the CEO and CBOE President at a Board meeting: Have they thought of raising that

smaller wage than is paid to those to whom they entrust the care of their plumbing?"

I hope CBOE leaders have the courage and vision to do what is right for

It's the opportunity President Obama and his Jobs Bill is striving to provide, and what CTU members do best: the opportunity to make a difference every day.



CTU President Quolke welcomes U.S. Congressman Tim Ryan (D-17) to the CTU Phone Bank.

THE CRITIQUE

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