



# CRITIQUE



The Official Publication of the Cleveland Teachers Union

SPECIAL CANDIDATE ISSUE

MARCH, 2006

## CLEVELAND TEACHERS UNION

# ELECTION

MARCH 13-17, 2006

GENERAL

**WHO:**  
All CTU  
Members in  
Good Standing

[Fair Share people  
may not vote]

**WHERE:**  
in your Building  
(Chapter) Site  
OR League of  
Women Voters Office

*for President*

**Joanne DeMarco**

CTU Office



When I ran for President in 2004, I guaranteed that I would follow a five-point creed.

1. *Our union must bargain, enforce, and honor the contract.* We have secured a contract extension with quality health care benefits, are working to extend current health benefits even further, and have won several significant arbitrations regarding contract issues.
2. *Our union must represent members through difficult work situations.* I always respond to members' calls, and constantly advocate for their needs. We bargained to strengthen language regarding assaults on members and provided equity to staff in K-8 buildings.
3. *Our union must run properly, efficiently, and honestly.* We streamlined the budget, saving thousands of dollars, reorganized CTU staff and updated technology to provide more direct service to members, and kept "squeaky-clean" financial records.
4. *Our union must play an active role in the political*

■ continued on page 2, col. 1

*for President*

**James McMillan**

East Clark @ M. Spellacy



I promise that all teachers will be protected, paid, have equity, safety, and security at their place of work. The CTU must draw a line to recapture the respect it once received from the CMSD. Teachers are the driving force in each classroom, in each school building, in the commu-

nity, and building administration could not function without the support of the staff. Previous staff can only say McMillan always made sure that they were paid, protected, and had equity. We must gain back what we have lost!

# VOTE!

*for President*

**Meryl Trimble Johnson**

Charles Eliot



The late president of the American Federation of Teachers, Sandra Feldman, often said: "Those of us responsible for public education must never defend or try to perpetuate a school to which we would not send our own children."

That statement represents my vision for the CTU. A healthy environment is paramount for effective teaching and learning. That was always my goal when I negotiated contracts under our past president. That is why I have chosen to run for President of the CTU.

Here are a few concerns I have about our union, and some of my solutions:

- Concern: CTU members feel disconnected from our union.
- Immediate solution: I will divide the schools equally among staff/stipend Executive Board members. Each school will be visited frequently and reports will be given at Executive Board meetings. Also, there will be

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*for President*

**Gene Tracy**

Lincoln-West



Brothers and sisters, we are at war. I have been a teacher in this system for 24 years. I have run for President almost every year since 1982. Why? Because every year, with little or no opposition from the CTU, I have seen the state use financial conditions to undermine the educa-

tion of our children. It is time for us to stand up. We need not go to Columbus to be heard. I firmly believe that our united voice of 7000 plus (it is now below 5000 as I had predicted) is loud enough to echo to every corner of this nation. I will call for a full membership meeting, not only to discuss unity and what sacrifices of time and energy will be needed to win this battle, but to show the enemies of education our united power.

I will ask for your approval to hold a one-hour long full membership demonstration. We will ask that organizations in districts statewide join us at state buildings in their communities. We will arm our members with voter registration packs and initiate a meaningful registration drive. We will say in unison, "If you

■ continued on page 2, col. 1

## Joanne DeMarco *continued*

arena. We have cultivated seeds and developed relationships for a stronger, more politically active union, locally, statewide, and nationally, including important STRS/SERS issues.

5. *Our union must share the responsibility for CMSD's success.* We are partners for achievement and success, and have worked collaboratively to improve teaching and learning. Remember, a teacher's working conditions are the students' learning conditions. We must professionalize teaching while guaranteeing our contractual rights.

Just days after I took office in 2004, CMSD laid off over 1,000 CTU members. I have worked unceasingly to get these members recalled, through the ESP incentive and recent building substitute agreement, and dealt with other unique situations: school closings, building reorganizations, transfers, and funding issues.

I have kept my word. You know my commitment to this Union and the contract is unwavering. In this time of change and uncertainty, I promise strong, steadfast, dependable leadership. I will collaborate, cooperate, but never capitulate.

**Vote for the Winning T.E.A.M.!**

### *for 1st Vice President*

**MaryAnn R. Fredrick**

**Wilbur Wright**



Election time pops up quickly. While you are bombarded with campaign literature I simply ask that you take the time to think

about who will be of best service to you. When you go home at the end of the day, your elected officers and CTU staff members continue to work for your best interests: answering your calls, representing you at hearings, presenting your grievances, negotiating fair and equitable contract agreements, and working with the District to provide quality Professional Development/and curriculum. Union work is service, not self-serving, ego building, or self-promotion.

I will continue to do my best on your behalf. As your First Vice President know that I am reliable, dependable, available to your phone calls, and willing to help you and CTU move forward for the future. I have worked very hard in the past and will continue to do so. Your union officers must be involved, dedicated and hard-working. They need to be informed, attend Delegate Assembly and Executive Board meetings, as well as develop working relationships with District officials.

Your vote will not be wasted if you cast it for me. I am here for you.

**Vote for the winning T.E.A.M. (Together Empowering All Members).**

## Meryl Johnson *continued*

a full membership meeting in May, with small group discussions.

- **Concern:** Special groups, such as substitutes, psychologists, and others feel ignored.
- **Immediate solution:** Meet with and listen to all special group concerns. Appropriate Executive Board members will also attend.

If our children's non-academic needs are not being addressed, we cannot teach them.

- **Concern:** Our reputation in the community is sliding downhill fast.
- **Immediate solution:** CTU will embark on an ongoing, professional public relations campaign. Also, I will meet regularly with stakeholders.

At a time of leadership transition in the Cleveland schools and in the Cleveland city government, we need a President whose background, attitude and history can bring out all of our commitments to students and parents.

The CTU must defend the contract. However, focusing solely on the contract will lead to the gradual but legal dismantling of our protection and our profession.

**Time to be one again —  
one vision, one goal,  
ONE UNION!**

### *for 1st Vice President*

**Stephanie Henderson**

**East Clark @ M. Spellacy**



Stephanie Henderson is a teacher at East Clark Elementary School where she has taught Kindergarten for the

past 20 years.

During this period she has served as an active member of the Union Conference Committee, as well as holding the position of the Building Chairperson.

Stephanie has participated and served on the following CTU Committees: Member of COPE; UCC, Building Chairperson; CTU Leadership Conference; CTU Legislative Committee and CTU Phone Bank. She was also appointed as one of the delegates to attend the 1996/97 AFT Women's Rights Conference in Chicago. She was also elected AFT Delegate in 2002 to the AFT National Convention in Las Vegas.

She is a dedicated, hard working union member who would like you to vote for her as Member-at-Large, Elementary. If elected, you better believe Stephanie Henderson will stand up for your rights.

Vote for Stephanie, the "original mint-to-be."

**Remember: "Take Five."**

## Gene Tracy *continued*

do not support public education, you will not be in office after the next election."

I have many other thoughts, far too numerous to be detailed in this article. I reviewed my past campaign literature and one thing is clear, not much has changed. We, as well as our students, are still being abused. It is time we ended this pattern of abuse. So let me end with the closing from my 1992 flyer.

"If you vote for one of the other candidates, I will be back in 2 years. You will have the same complaints and I will have the same platform, for it is a platform that truly addresses the problems confronting our union. If you vote for me, then there will be a change, a change that comes with a price, your involvement."

Thank you for your time, your support and your vote.

### *for 1st Vice President*

**Natalee Prioli-Castor**

**East High**



I am running for the position of First Vice President of the CTU and am respectfully requesting your support. I believe the mem-

bership of the CTU is comprised of dedicated, motivated and intelligent professionals. When elected, I will make it my mission to perpetuate that belief throughout the district and community.

Public education has taken some heavy hits over the past few years and I believe that it is up to us, those who are in the trenches each day, to set the record straight. I have been a classroom teacher for the past 14 years with the district. I have taught in the Elementary, Middle, K-8, and currently Small School settings. My experience in each of these teaching settings gives me the insights to my fellow peers' concerns. I am passionate about having each member feel connected, valued and heard by their elected leadership. I believe when we communicate openly and honestly with each other, we all win.

I have been active in the CTU in many ways: CTU elected Treasurer, CDHR Chairperson, Publications Assistant Chairperson, Membership Committee, JSEC Committee, Middle School Transition Committee, K-8 Committee, Constitutional Revisions Committee, Project Elan, AFT/OFT Delegate, UCC Assistant Chair, UCC Member.

With your support, I will be your voice and make your concerns heard and addressed.

**TIME TO BE ONE AGAIN —  
One Vision, One Goal,  
ONE UNION**

## *for 2nd Vice President*

**Xanthe Phillips**

**Margaret Ireland**



My name is Xanthe Phillips and I want to be your next Second Vice President of the CTU. I am able to write this be-

cause I have asked myself all of the important questions regarding this position.

Why do I want this when my life is already so busy and most days I am so stressed out from teaching that I need a nap? I want this because I love my job. I love teaching, my colleagues who push me higher than I thought I could ever go and my class who makes me smile.

But saying all that, I realize that more of my colleagues and students need to smile. We need to feel united. I want to be the person you think of at the union who is on your side, fighting for you, supporting you and giving you the confidence to know that I along with others are there for you. I have the passion and desire to fight for the rights, needs and wants of the entire CTU membership. I will be a fresh voice for all of us.

**TIME TO BE ONE AGAIN —  
One Vision, One Goal,  
ONE UNION!**

## *for 2nd Vice President*

**David J. Quolke**

**Lincoln-West**



During the past two years, the CTU has continued to move forward at a time when facing a \$100+ million deficit, massive

layoffs, and failed levies. School systems across the country, and Ohio in particular, have come under increasingly hostile attacks from elected officials. WE need strong, proven leadership to counter the ongoing attacks on our pension systems and health care, merit pay and to fix the many problems of "No Child Left Behind."

I have served our union as 2nd Vice President, Director of Political Action, building chairperson and delegate, OFT Executive Council member, COPE Chairperson, Joint Special Education Committee Chairperson, and Negotiations Team member. I currently coordinate our CTU email alert system on state and federal legislation, chair our COPE committee, and, as part of the LPDC, collaboratively work with the district to help resolve the many problems and concerns with teacher certification and licensure.

With the recent election of a new mayor and soon-to-be-appointed CEO, the CTU will continue to face new challenges. We need the continued STRONG, PROVEN LEAD-

ERSHIP that has kept the CTU moving forward.

**VOTE FOR THE WINNING TEAM!**

**for 3rd Vice Pres., Senior/Special**

**Mary Lou Prescott**

**Lincoln-West**



During the past seven years, I have learned that being the 3rd Vice President of Senior High/Special Schools is far

more encompassing than just being part of the Grievance Team.

I value my role as a teacher and as building chairperson. Yet I am also committed to my position on the Executive Board and the responsibilities it involves.

At times, I act as a mediator between union representatives and administrators to promote good labor-management relations.

But most importantly, my position involves nurturing more personal relationships, such as working one-to-one with members with problems, with members with questions, and with members who simply need to vent. It means being there whenever any member asks for assistance.

I firmly believe that we all must work together, in union as a union, to resolve problems and to handle change while still upholding our contract.

As 3rd Vice President Senior High/Special Schools, I can assure you that I will do my part.

**Vote for the Winning TEAM:  
Together Empowering All Members**

**for 3rd Vice Pres., Middle**

**Walter Gibson**

**A. B. Hart**



My name is Walter Gibson and I am asking for your vote in the upcoming election. I am seeking the position of 3rd Vice

President, Middle School in order to implement the changes needed in the schools for today and tomorrow.

I have been an active member of the CTU for seven years. For the past four years I have served as Chapter Chair at A. B. Hart. I have also served as assistant chairperson to the Legal Issue Committee (two years), a member on the N & E Committee (one year) and a member of the Membership Committee (two years).

In the schools, I face the same problems as do you. The need for timely resolutions to our problems is imperative. It is also crucial that someone is willing to stand and defend the teachers and the teach-

ing profession to the District and the public. I promise to make the district accountable. I guarantee that I will be the voice you need to represent you with the CTU and with the District. A proactive Union prevents problems while a reactive Union cleans up messes.

**for 3rd Vice-Pres., Middle**

**Kurt Richards**

**Carl & Louis Stokes**



Over the past two years, I have gained valuable experience as 3rd Vice President of Middle Schools of the Cleveland

Teachers Union. My experiences during this time include processing grievances, representing members during various disciplinary and other hearings, and being an active member of both the grievance and negotiating teams.

As a member of the negotiating teams I was able to protect middle school language as well as middle grade language in non-K-8 schools. If the district ever brings back middle schools, our contract language remains unchanged. I assisted in bringing equity to all teachers in K-8 schools with an equal distribution of team planning times. As a result of this contract language, special subject teachers (art, music, P.E., etc.) now have team time. I believe it is only fair that all teachers have the same working conditions as evidenced by a 10-minute reduction in the work day for teachers in grades 6-8. Being a leader requires someone who can make the tough decisions.

I will continue to make tough decisions and represent all teachers equitably.

**Vote for the winning T.E.A.M.**

**or 3rd Vice Pres., Elementary**

**Sandra E. Green**

**Harvey Rice @ J. Owens**



I am running for another term as 3rd Vice President Elementary because I believe in the teachers and paraprofessionals who

work with elementary children.

We have many issues: academics, discipline and general day-to-day activities. Children come to school with much "baggage" we have to deal with, it and make sure they get the best quality of instruction possible. You work hard every day. Elementary teachers have made some gains over the years and hopefully will gain more in the K-8 structure.

The K-8 structure is new to many of us and old hat to some. This has been a year of transition as some teachers are adjusting to teaching grades never taught before. Those

building that were previously K-5 or 6-8 had a big transition this year. In some situations, closed buildings, staffs sent to swing sites, staffs being split up and transferred all over the district, were traumatizing for the teachers, paraprofessionals and students. The 2005-06 school year has been a series of roller coaster rides. We will survive because we have in the past. I want to work towards helping you survive this and other challenges that come before you in the future. I ask you for your support.

**Remember "Take Five"**

**for 3rd Vice Pres., Elementary**

**Christian Osterland**

**Denison**



I am asking for your support in the election for 3rd Vice President, Elementary. As the past chairperson of

the Educational Issues Committee, I planned workshops for CTU members. If you were at the End-of-the-Year Party or the Children's Christmas Party, you've seen me working in my capacity as a member of the Social Committee. As a member of the Leadership Committee, I have set up retreats for building representatives. In addition, I believe that my 12 years of experience as an elementary teacher and my prior experience as a building representative have given me the experience and training to best serve you. I ask that you vote for me, Christian Osterland, to serve you as the 3rd Vice President, Elementary.

**Vote for the winning TEAM:  
Together Empowering All Members**

**for Secretary**

**Janice Capezzuto**

**Office of Transition Services**



Currently a Work Study Coordinator assigned to Glenville and Kennedy High Schools, I previously taught at

Luis Muñoz Marin Middle School for 11 years.

I have served in the following capacities: Special Education Teacher, 11 years; Special Education Liaison, 3 years; Conflict Resolution Coordinator, 6 years; Grant Reader/Writer, 7 years; Leadership Institute Advisor, 7 years; Union Conference Committee Member, 7 years; CTU Delegate, 6 years; Assistant Building Representative, 4 years; CTU Community Relations Committee, 3 years.

Representation, communication, mediation, innovation, dedication and persistence . . . These are the qualities that will enable me to represent YOU as Secretary of the CTU.

My vision for the CTU: better representation; improved communication; increased membership participation; shared decision-making; streamlined grievance process; consistent contract enforcement; improved community relations; increased political action

As SECRETARY of the CTU, I will work tirelessly to represent YOU and to move this UNION forward. Please support me in this effort.

**TIME TO BE ONE AGAIN —  
One Vision, One Goal,  
ONE UNION**

**for Secretary**

**Michelle Rzucidlo-Rupright**

**Anton Grdina**



Over the past several years, I have spent many hours representing CTU members. I take phone calls on a daily basis and

have spoken to many of you personally. This personal contact, my role as a classroom teacher and my experience as a chapter chairperson have given me an extensive understanding of the CTU membership and their concerns.

During the past four years I have gained valuable experience as Secretary of the Cleveland Teachers Union. During this time I have also been a member of the Negotiating Team, an OFT Executive Council Delegate, and the Director of Strategic Plan Implementation & Leadership Development

In addition to my duties as a kindergarten classroom teacher, I have continued to develop my skills in communication, organization and teamwork. These skills have proven to be valuable in seeking solutions to the challenges we face as a union and as educators. With your vote, I pledge to work to represent and ensure the interests of the CTU membership.

**Vote for the winning TEAM:  
Together Empowering All Members**

**for Treasurer**

**Lovie D. Jones**

**Nathan Hale**



Lovie D. Jones is presently Treasurer of the Ohio Federation of Teachers. She has held this state office since 1990. Her experience on the CTU Executive Board includes Middle School Trustee (1988-1992), and Middle School Third Vice President (1992-2004). Additionally, Lovie has experience as a Building Chairperson and has served on many CTU/CMSD committees throughout her teaching career.

Lovie believes her many years of



experience and dedicated service to the Union and its members will be a welcomed asset to the CTU Executive Board. Lovie has an interpretive sense of monetary matters in regards to union organizations' budgets. Lovie has extensive knowledge of budgeting procedures on the local level, as well as the state level because of her prior experience as a CTU Trustee, and present position as OFT Treasurer.

Lovie is currently a teacher at Nathan Hale School, where she also serves as a CTU Delegate. If elected as Treasurer of the CTU, Lovie promises prudence in the disbursement of all CTU Union dues and maintenance of all fiscal matters. Lovie D. Jones asks for your support in the 2006 CTU General Election.

**TIME TO BE ONE AGAIN —  
One Vision, One Goal,  
ONE UNION**

*for Treasurer*

**Michael Kulcsar**

**East Tech**



I have been the Treasurer for the past two years. During that time I have also served as the Bargaining Unit Director. With

your continued support I would like to be re-elected.

First and foremost, I have saved this Union money. By changing the location of the Delegate Assembly, I saved the CTU almost \$15,000 a year. The 2005 Leadership Conference saved over \$5,000 from the previous year. During my tenure as Treasurer, I have maintained and overseen the CTU accounts and I have co-signed all CTU checks. The untimely death of our auditor was overcome with quick actions and the hiring of a new accounting firm, which clarified that our financial records were in order.

As Bargaining Unit Director, I have been in charge of the Leader-

ship Committee and Conference, all chapter elections, the calendar book, Delegate Assembly, and the training of all newly elected chapter chairs. I am at the CTU office every day to take phone calls (extension 224) and answer your questions and concerns.

I believe I have proven my leadership abilities and am asking for your support and vote. I have the integrity, experience and the knowledge to continue being your CTU Treasurer.

**And please, vote for the winning T.E.A.M.**

*for Sergeant-at-Arms*

**Mark Baumgartner**

**Luis Muñoz Marin**



My name is Mark Baumgartner and I am running for the position of Sergeant-at-Arms for the CTU. I am the

building chairperson at Luis Muñoz Marin School and I am the Local Site Coordinator for the CTU for the AFT's Educational Research & Dissemination program (ER&D). I have served the Union in a number of ways over the years including AAP member, Delegate, Building Chair, working at Policy Matters Ohio on behalf of the CTU, and training and coordinating the Union's ER&D program that is ongoing right now. I have attended ER&D training sessions in Baltimore and Washington, and attended the Great Lakes Union Leadership Institute for advanced arbitration training.

All the experience I have gained over the years will help me help the membership in the position of Sergeant-at-Arms. It is a critical time for teachers in Ohio and especially in Cleveland. This election is important for all of us.

**Vote the winning T.E.A.M. in the March general election.**

*for Sergeant-at-Arms*

**Kimberly V. Smith**

**Forest Hill Parkway**



Kimberly V. Smith currently serves as CTU Sergeant-At-Arms. She has been actively involved in the CTU since her

employment began.

Kim worked on the Principal Report Card and helped plan one-day trips which were successful Educational Issues Committee activities. She also served on the online Report Card Committee. Kim critiqued Young Authors Books too!

Additionally, Kimberly has been a member of the Salary and Benefits Committee, and helps obtain community representatives for the Healthy, Wealthy and Wise Fairs and the Stress Release Workshops held yearly.

Kim represented her school at many CTU Leadership Conferences and has been an OFT Delegate. She is currently on the OFT Executive Council, a member of the Librarians Union Conference Committee and the Union Chairperson for her building.

Determination and dedication are qualities Kim possesses. Kim has experience, knows what to do and how to do it!

Keep voting smart: Kimberly Varese Smith.

**Remember: "Take Five."**

*for Sergeant-At-Arms*

**Maria Vanadia**

**A. B. Hart**



I would be honored and privileged to serve you, the dedicated, talented, and hard-working CTU members,

as your Sergeant-at-Arms. I am

committed to working diligently to improve the working conditions for all union members. I promise to return all phone calls within one school day!

I have been a CTU member since I began my teaching career at Douglas MacArthur in 2001. I served as the UCC Alternate for two years and Building Chairperson for two years. I thoroughly enjoyed representing our union members as I collaborated with Administration to successfully resolve important issues. In addition, I was on the AAP Committee, and served as Chairperson of the Guidance, Tutoring, Gardening, and Drug & Safety Committees.

Before changing careers, I worked as a Manager in Engineering and Contract Administration at ATT/SBC. In this capacity, I had the opportunity to improve my leadership skills and gain valuable experience while developing and negotiating complex Contracts/Agreements. I have a BS in Engineering and a Masters in Education. I am confident that with my work experience, background, and skills, I could do an excellent job for you. **Please vote for me, and together, we can make a difference!**

*for Trustee, Senior/Special*

**Lewis Camp**

**East High**



- Graduate of Cleveland Public Schools
- East High Union Rep.
- 8th year as a Cleveland Teacher

- Graduate of Central State University (Business Administration), Kent State University (Master of Education)
- Founder of Boys 2 Men mentoring program

Show me the Money!

It is now time for CTU members to have answers to the questions they ask concerning union spending. More and more unnecessary spending of union member dues is hurting

# Cleveland Teachers Union • Constitution

## ARTICLE 7 NOMINATIONS AND ELECTIONS

**Sec. 1** Nominations for election of officers of the Local shall be made by a NOMINATIONS and ELECTIONS Committee within the framework provided by the CTU Constitution. The NOMINATIONS and ELECTIONS Committee shall report directly to the CTU Executive Board. The rulings of the NOMINATIONS and ELECTIONS Committee shall be kept in written form for two (2) years and shall be made available to CTU members upon request.

**Sec. 2** The NOMINATIONS and ELECTIONS Committee shall be chosen bi-annually during even numbered years by a majority vote at the November meeting of the Delegate Assembly. It shall consist of two members-at-large and one each from the Senior High, Intermediate and Elementary school divisions with each division voting separately for their representatives. This committee shall then select one of their members as chairperson. Any vacancies on the NOMINATIONS and ELECTIONS Committee shall be filled at the next scheduled Delegate Assembly with the requirement that the position be announced on the agenda of that meeting.

**Sec. 3** The NOMINATIONS and ELECTIONS Committee shall select one or more candidates for each office. No one shall be a candidate for any office who has within the period of one year resigned or been removed from any office in

the organization. However, if two-thirds of the Executive Board agree that an individual has resigned for just cause, he/she may be a candidate. The Chairperson of the NOMINATIONS and ELECTIONS Committee shall notify each candidate by the Friday of the first school week in January and require his/her response in writing indicating his/her willingness to serve. The NOMINATIONS and ELECTIONS Committee shall also ascertain that each candidate is a dues paying member in good standing and under no ineligibility restrictions. The NOMINATIONS and ELECTIONS Committee shall then issue a special bulletin by January 20th containing the names of all nominees. A member if the NOMINATIONS and ELECTIONS Committee may not be a candidate unless he/she first resigns from the NOMINATIONS and ELECTIONS Committee.

**Sec. 4** Nominations made by the NOMINATIONS and ELECTIONS Committee may be supplemented by candidates presenting petitions containing no less than 25 signatures of members in good standing from at least two chapters. Eligibility restrictions shall be the same as for NOMINATIONS and ELECTIONS Committee nominees. Candidates petitioning to run in this way shall file such petitions with the Chairperson of the NOMINATIONS and ELECTIONS Committee or his/her designee by 5:30 p.m. on the first Friday in February and receive a written receipt thereto. Every candidate for election and every signer of a nominating petition must be a member of the Union in good standing and

our great union.

- Travel is at an all time high.
- Attorney fees are skyrocketing to a new level while the executive board utilizes the services of our attorney at executive board meetings.
- Increased union spending/Poor accountability.

All this at a time when the job market is very unstable and hundreds of union members are still without their jobs!

What I Believe:

The CTU needs stronger accountability concerning how union dues are being distributed. No more unnecessary spending without union approval.

- We must save money to fight off attacks on our school district from outside sources such as charter schools.
- We must utilize our funds for creative measures to recall our still laid-off union members.
- We must decrease and monitor our spending concerning attorney fees.
- We must eliminate high travel expenses.

**TIME TO BE ONE AGAIN —  
One Vision, One Goal,  
ONE UNION**

### **for Trustee, Senior/Special**

**Janice Maund**

**Newton D. Baker**



- Currently serving as Trustee, Senior High/Special, protecting your dues by cutting the 05-06

budget by 30% while maintaining member services, and on Joint Special Education Committee

- Co-created the new CTU website (ctu-279.org) to improve communication
- Certificated in Labor Law (CSU)
- Trained by the AFT in grievances/



negotiations

- Licensed Mild to Moderate Intervention Specialist (CSU) and Speech/Language Pathologist (CWRU)

You elected me two years ago to watch over your dues and the finances of the CTU. I have done so honorably. I have been steadfast in my duties of protecting your dues and serving the membership. Making tough decisions in planning the 05-06 budget, cutting spending by 30%, maintaining critical member services are just some of what I have been able to accomplish over the past two years. Being part of the strategic plan for CTU, I have been trained and had the opportunity to be co-creator of the new CTU website (ctu-279.org). It's a work in progress that I hope to continue with your support. I believe that CTU is also a work in progress. It is only as good as its membership. I believe the membership is smart, dedicated, hard-working and deserving of good officers who believe in them. I am one of those officers. You can believe in me. I am asking for your support and vote.

**And please, vote for the winning T.E.A.M.**

### **for Trustee, Middle**

**Gwen Broestl**

**Luis Muñoz Marin**



Gwen Broestl has had the opportunity to serve the members of the CTU in varying capacities such as: 18 years in the buildings as Building Representative, Delegate, and UCC; member of

the Committees of Membership, Constitution Revision, Joint Middle School Transition, and Leadership; Chairperson of the Publications Committee and had the distinction of the most awards and distributed issues, and hosted various well attended professional development workshops for members; and won an Unfair Labor Practice against the administration of her building.

She feels disheartened by the layoffs, transfers, resignations, and retirements of friends and colleagues especially since, in the past, she has had the pleasure and honor of assisting many members in identifying and protecting their rights. She feels that fiscal prudence is imperative and will work tirelessly towards this goal. Gwen has the knowledge that can be of great importance in helping return our Union to an active part in the members' interest.

Gwen has the endorsement of Beverly Sater, the current Middle School Trustee.

**VOTE GWEN BROESTL,  
MIDDLE SCHOOL TRUSTEE**

**IT IS  
TIME TO BE ONE AGAIN —  
One Vision, One Goal,  
ONE UNION**

### **for Trustee, Middle**

**Cheryl Neylon**

**Charles A. Mooney**



I believe I have the experience and ability to be the Middle School Trustee. Trustees are responsible for overseeing the investments/expenditures of our union. As the Membership Committee Chairperson for the past four years, I have prepared and maintained the committee budget. I have always allocated union dollars responsibly. The experience of managing a budget has given me an operational knowledge of working within controlled spending guidelines. As Trustee, I pledge to help

move the Cleveland Teacher's Union forward and continually encourage frugal and responsible spending of union dollars.

Each year I have become more involved in union work. My experience includes: Chapter Chairperson at Charles Mooney for 8 years, CTU Executive Board member for 4 years, AFL-CIO Delegate, OFT Publicity & Services Committee Chairperson, OFT Executive Council Delegate, AFT Convention Delegate, workshop organizer and presenter.

I was fortunate to grow up in Cleveland and graduate from the Cleveland Public Schools. I am committed to serving the membership of the Cleveland Teachers Union and request your vote.

**Vote for the winning T.E.A.M.  
Together Empowering All  
Members**

### **for Trustee, Elementary**

**Fred Bickerstaff**

**Captain A. Roth**



As an experienced, veteran elementary teacher, I believe I am best qualified to be your Elementary Trustee Representative.

I have been a Chapter Chairperson, an Executive Board Member, an OFT Convention Delegate, an OFT Human Rights Committee Member and a Labor Management Council Member. These positions have molded my union activism and service.

I am enthusiastic and actively involved, as I attend Delegate Assemblies and Executive Board Meetings on your behalf. Your vote for me is a vote cast for your representation. For I am an elementary educator who knows, understands and represents your issues and concerns.

**Vote for the Winning T.E.A.M.  
Together Empowering All  
Members.**

who is paying dues according to the rate established by Article 14.

**Sec. 5** The NOMINATIONS and ELECTIONS Committee shall prepare the ballot. It shall contain the names of the candidates arranged in order determined by lot under the title of the office to which they have been nominated. The Committee in preparing the ballots shall provide a means whereby only members from the appropriate division shall be permitted to vote for divisional candidates for Trustee, Third Vice President and Member-At-Large to the Executive Board.

**Sec. 6** Those standing for election in the EVEN NUMBERED YEARS and serving two-year terms shall be the (1) President, (2) First Vice President, (3) Second Vice President, (4) Third Vice President for Elementary Schools, (5) Third Vice President for Middle Schools, (6) Third Vice President for Senior High/Special Schools, (7) Secretary, (8) Treasurer, (9) Sergeant-At-Arms, (10) Elementary School Trustee, (11) Middle School Trustee, (12) Senior High Schools Trustee, (13 & 14) Two At-Large Members from the Elementary Schools, (15) Member-At-Large from the Middle Schools and (16) Member-At-Large from the Senior High/Special Schools.

Those standing for election in the ODD NUMBERED YEARS and serving two-year terms shall be two Trustees elected At-Large. OFT Executive Council delegates will also be elected at this time.

Regular officer elections shall be conducted during the third week of March in the appropriate year.

**Soc. 7** Elected members of the Executive Board will be delegates to the AFT

Convention. The Executive Board will set the number of delegates to attend the AFT Convention. If the number of delegates to be eligible exceeds the number of elected Executive Board members, then the NOMINATIONS and ELECTIONS Committee shall set up a petition and election process for all members to have the opportunity to run to be a delegate. This election will be held in the first week of May.

The number of delegates and the delegates themselves to the OFT Convention will be determined by the Executive Board. Elected members of the Executive Board and OFT Executive Council Delegates will be delegates to the OFT Convention.

**Sec. 8** GENERAL ELECTIONS — The NOMINATIONS and ELECTIONS Committee, with the approval of the Executive Board, shall contract with an outside agency by February to conduct a fair and impartial general election. This agency and its personnel shall have no personal or vested interest in the outcome. Said agency shall then be responsible for the ballot tabulation and for the simultaneous announcement of the results to the NOMINATIONS and ELECTIONS Committee, Executive Board and the candidates. The NOMINATIONS and ELECTIONS Committee will then be responsible for sending the detailed factual results to the buildings for posting, including a building-by-building tally.

**Sec. 9** Special elections, vacancy elections, strike votes and contract approval elections — shall be conducted by the NOMINATIONS and ELECTIONS Committee as directed by the Executive Board. The Executive Board shall also

**Martha Harris**

**Buhrer**



I teach Special Education at Buhrer Elementary School. I am currently serving our Union as Trustee, Elementary

and the Chairperson of the Trustee Board. Under my leadership, we have invested your money wisely and have a portfolio with McDonald Investment Company. Even during these difficult times with the market, our portfolio has continued to increase in value. Yes, we are the fiduciary watchdogs of your union dues. The audit reports since I have been Trustee Chairperson support the fact that we have been good stewards of your dues money.

I have also served (2002-2005) as co-chairperson for the Joint Special Education Committee (JSEC), and Director of Special Education for the CTU (2004-2005). I am currently the president for the Council of Exceptional Children-Ohio.

When called upon to speak to the issues relevant to the membership, I have been there for you. I am asking for your support once again so that I can continue to work for you.

**Remember: "Take Five."**

**for Member-at-Large, Senior/Special**

**Barbara J. Harris**

**Cleveland Ext. High**



I am very familiar with the many issues we face at the building level because I have served many years as a high school

classroom teacher, and as a guidance counselor at West Tech until it closed. During that time I worked with many groups, vocational programs, and specialists. These are trying times and I know there are many issues that need to be resolved. I want to help resolve them for you. You need effective representation to insure that you have the support to do your job most effectively!

I have been actively involved with the CTU and served as building chair, Delegate, and UCC member; served on several CTU committees: Social, Membership, and Community Relations; worked on several projects such as Project Elan; conducted Home Team Learning Workshops for Cherylane Williams; trained as a Teacher Research Linker in the AFT ER&D Program; and elected as an alternate delegate to the AFT each term since 2000 and also as an OFT delegate.

I'm eager for more responsibility. I am seeking your support for Member-at-Large for Senior High and Specials. I have the qualifications to be a most effective representative for you. I am totally committed to doing the best job possible to protect you, senior high school members and specials. Don't you think it's about time someone looked after your interests and concerns?

**for Member-at-Large, Senior/Special**

**Shari L. Obrenski**

**Jane Addams Business**



Our union is facing many challenges. From the wider issues of school funding and testing mandates to the everyday issues

of large class sizes and security, the CTU must tackle each one. We need union leadership that is committed to represent the needs of the membership. First, I began serving CTU members on the Jane Addams UCC, then as Assistant Chapter Chairperson, and finally as Chapter Chairperson. In the last year I have been appointed to the Executive Board as Publications Chairperson.

As your Senior High/Special Member-At-Large, I will continue to serve all teachers, support personnel, and paraprofessionals. I will work to answer your questions and resolve your issues. I will be your advocate for Senior High and Special School issues and concerns during grievances, negotiations, and day-to-day decisions. As a classroom teacher, I understand and face the same challenges you face. I will keep those challenges in the forefront and will work to make our workplace better. With your vote I

will work tirelessly for all members of the CTU. I have the experience and energy to serve you today and tomorrow.

**Please support the winning T.E.A.M.**

**for Member-at-Large, Senior/Special**

**Sherdina H. Williams**

**Carl & Louis Stokes**



The CTU members are the greatest asset and the best chance for success for the Cleveland Municipal School

System. Our Union is currently under attack due to misinformation and a lack of awareness in the community at large.

We all want job security, better working conditions and of course improved test scores. To achieve these goals, we need the support of the community. We NEED a better working relationship with the community.

We need to inform, educate and participate with the community. Today, it is not enough to be a great teacher; we must also be great communicators. We must educate not only our students, but we must also educate the community so that they will appreciate the contributions of the CTU.

The CTU needs experienced leadership with a willingness to serve. Sherdina Williams is a trained Union leader with actual on-the-job Experience: AFT Leadership Training; AFT Negotiation Training and a National AFT Trained Nurse Leader. Sherdina Williams has a track record of serving her Union Members: CTU Executive Board Member, OFT Delegate, AFL-CIO

Delegate, CTU Nurse Chapter Chair and Coordinator of An Evening of Literacy.

We need experienced leadership. Vote for Sherdina Williams, Member-At-Large/Senior Special.

**for Member-At-Large, Middle**

**Patrick Buckner**

**Whitney Young**



Like many of you, I have recently experienced being laid off. I too, have to make sacrifices for the never ending require-

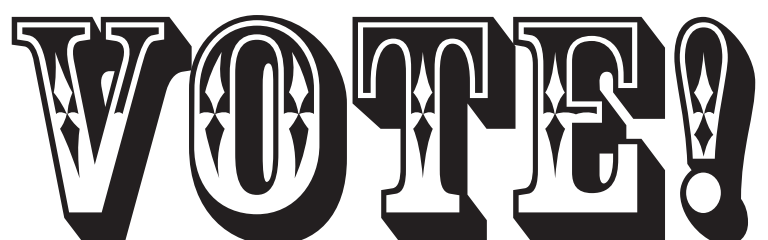
ment to be "highly qualified." I know the frustration of being sent from one administrative office after another only to find that no one really has the information I need. I share your feelings of being left out of the process only to be expected to make the process work. As your Middle School Member-at-Large, I promise you accurate, clear and timely communication.

I believe in public education. I was raised in this city, educated in this district and chose to study at Cleveland State (undergrad) and Notre Dame (grad). Today, I live and teach special education in the city that I love.

To be successful, educators need a strong voice backed by action. Patrick Buckner is the strong voice for CTU Middle School Member-at-Large and is ready for action.

I am you. That's what makes me, Patrick Buckner, the best choice for CTU Middle School Member-at-Large.

**Time To Be One Again!  
One Vision, One Goal,  
ONE UNION**



appoint a committee of tellers to tabulate the votes in these elections. No teller shall be a candidate for office. The NOMINATIONS and ELECTIONS Committee shall be responsible for the distribution of ballots to the Chapter Chairpersons. The Chapter Chairperson in turn shall distribute ballots to chapter members and oversee the election at that building or other designated areas. The Building Chairperson must announce at least two days before voting and before the tally when and where at the building the voting and the tally will take place. Any CTU member may observe chapter voting and tallying provided such observation shall not interfere with procedures established by the chapter's election committee nor with the secret ballot nor with the restriction on campaigning in a balloting area. After the election the Chapter Chairperson and at least two other members will tally and post the results at their building, seal the envelope containing the ballots, stubs, registration sheets, tally sheets, voided and unused ballots and sign their names across the seal. The sealed ballots must be delivered to a location identified by the Executive Board by 5:30 p.m. on the day designated as the last day of voting.

Nurse and Paraprofessional chapter members shall vote in city-wide elections at their assigned buildings. The nurses of the Local shall vote separately

for their own chapter officers. The Paraprofessionals of the Local shall vote separately for their own chapter officers. The teachers of the Local in each chapter shall vote for their own chapter officers.

**Sec. 10** The Executive Board may require votes on contract approval only, when conducted during a strike, to be completed in one day and counted immediately provided twenty-four hour notice is given and all other provisions of Article 10, Sec. 5 shall apply. Such votes cannot be taken on school board property except by the authorization of the CTU Executive Board.

**Sec. 11** When a vote is required on a fact finder's report during negotiations or on an emergency resolution, the Executive Board may by a two-thirds vote deviate from Article 16 provisions to conduct a referendum vote. Voting will take place in the school buildings or other work sites on school days or at designated locations on days when schools are not open. Voting must be completed in a period of not less than two days nor more than five days as determined by the Executive Board.

**Sec. 12** ELECTION CAMPAIGNS — The Executive Board shall take steps to ensure impartiality and equality of opportunity during an election campaign. Specifically, these steps must be instituted:

**for Member-At-Large, Middle**

**Tracy Radich**

**Joseph Gallagher**



Two years ago I asked you to vote for me for Middle School Member-at-Large so I could learn. And learn I did. I have

served on the Grievance Team, the Lay-off Support Committee, the Recall Committee, the IPDP Committee, and as the Chairperson of the Educational Issues Committee. I work full-time teaching mathematics and social studies at Joseph M. Gallagher. I have taught at Joseph M. Gallagher for 12 years. My future, like your future, is in Cleveland. I am committed to the needs and rights of all members, the future of the Cleveland Teachers Union, and the future of the District. Although the title is Middle School Member-at-Large, I do represent all members who work in grades K-8. I will continue to return phone calls and to assist with the concerns of all members. I hope you will re-elect Tracy Radich for Middle School Member-at-Large and

**Vote for the Winning T.E.A.M.**

**for Member-at-Large, Elementary**

**Jillian Ahrens**

**Miles**



As your Elementary Member-At-Large, these are my goals:

- Create K-8 action teams to visit schools, identify problems and implement solutions.
- Effectively voice the needs of elementary teachers to the Executive Board.
- Empower all members to honor the contract.

- Maintain professionalism and integrity.
- Provide effective leadership.

As the chapter chairperson at Miles School from 2002-2006, I have experienced the value of teamwork to accomplish goals. Teachers in K-8 buildings are facing unprecedented working conditions and security issues. CTU leadership needs to provide strategic support to help our members feel safe in their schools.

I have worked on several CTU committees, including the CDHR (00-02), Publications (03-06), and Leadership (05-06). Through training at the ULI Institute (02) and the Buckeye Labor Management Conference (04), I have gained insights on handling grievances, creating powerful UCCs, and effective negotiating. It is important that as a union, we protect and honor our contract language and work to improve working conditions for safe, secure, and successful schools. I am committed and determined to improve our schools by addressing and resolving member concerns. On the executive board, I will work to develop action plans to drive the CTU's vision into reality.

**Vote for the winning T.E.A.M.**

**for Member-at-Large, Elementary**

**Barbara Bradley Blamo**

**A. J. Rickoff**



As I continue to serve as a dedicated CTU member representing OFT/AFT, I come to you, the general membership, once again

for support as I run for Member-at-Large, Elementary.

I have had experience in a number of areas that will serve me well as a member of the elementary division. I have been an elementary teacher in the Cleveland system for many years, teaching from lower to upper elementary. I have served the

CTU in the following capacities:

- Chairperson of the Educational Issues Committee
- Chairperson of the CDHR Committee
- Chairperson of the Social Committee
- Women's Rights Delegate
- CTU Membership Committee
- CTU Leadership Committee
- OFT Civil Rights Committee (alternate)
- Cleveland AFL-CIO Federation of Labor Delegate
- Coalition of Labor Union Women
- Up-to-date informed member of this union

Please consider me again for the Member-at-Large, Elementary position.

**TIME TO BE ONE AGAIN —  
One Vision, One Goal,  
ONE UNION**

**for Member-at-Large, Elementary**

**John Chesney**

**Clark**



Hard working committed teacher for 27 years. Working to make CTU more united than ever. One group, one voice committed

to helping keep public education the best. Keep CTU strong. Protect our contract. Support teaching and learning. Create CTU committee on Discipline/Safety-Security to bring more protected teaching and learning language to the contract.

There are approximately 3,500 elementary CTU members in our Union. I want to bring a louder voice to work with the Union to improve things from the elementary position. We can do this if we have an organized voice to express those concerns that we all face day to day in the Elementary Division. Many

of you are already part of my communication email base that receives the latest information concerning your working conditions and educational issues. I would like to make that available to the whole division and offer an alternative two-way communication to insure full time working members like you and me are being heard. Help me help you.

**Let's vote for the Winning T.E.A.M.**

**for Member-at-Large, Elementary**

**Beverly Smith**

**H. Barbara Booker**



Beverly Smith is a teacher at Almira Elementary who has served as an active member of the UCC, assistant building

chair, and presently building chair. She is also an OFT Executive Council member.

Beverly has served on the following committees: Membership, Social, COPE, Educational Issues, and Salary & Benefits, which she presently chairs. She has attended many CTU leadership conferences, participated in all past phone banks, represented the membership in numerous AFT and OFT conventions, and headed a committee for voter registration.

Beverly currently serves as Elementary Member-at-Large. She has provided members with a Health Fairs, Income Tax Workshops, STRS Financial Planning Workshops, sponsored the Junior Child Care Walk-A-Thons, Cell phone Collections for Battered Women and much-needed Stress Release Workshops. Additionally, she provided Health Line Tips column in the Critique.

Beverly Smith has a wealth of experience, the commitment, dedication, organizational skills and knowledge to continue to serve in this capacity.

**Remember: "Take Five."**

- (a) A Directory containing the names of the Building Chairpersons, Delegates and number of members at each building shall be available to all candidates at least one month before the election.
- (b) Facilities must be made available whereby all candidates can bring their literature to a central location and distribute it in containers going to buildings at least 24 hours before the election.
- (c) Within an issue of the *Critique*, the Constitution requirements and deadlines pertaining to an election shall be published. Also to be published in the same issue shall be the names of the candidates, their schools and statements by the candidate of standard length.
- (d) The Building Chairperson must announce when and where the balloting will take place. No one shall campaign or make recommendations while in a balloting area. Building Chairpersons must treat each candidate's literature in a fair and impartial manner.

**Sec. 13 GENERAL** — A sealed ballot box shall be provided to each Building Chairperson by the CTU for General Elections. The seal shall not be broken until the tally of the ballots by the Building Chairperson and the election committee begins. The Building Chairperson and the election committee shall establish procedures whereby all members may mark ballots in private and have them counted in a way which preserves the secret ballot of individuals. A plurality of the votes cast by secret ballot shall be sufficient to elect. For a candidate to withdraw, a written statement to that effect must be presented to the President of the Union or his/her designee. If a candidate withdraws or dies before the ballots are printed, that candidate's name shall not appear on the ballot. If a candidate withdraws or dies after the printing of the ballots, fliers to that effect for posting at the polling place shall be inserted in the containers with

the ballots being sent to the buildings and the votes for the withdrawn candidate will not count when tallied. In case of a tie vote, determination shall be made by majority vote of the delegates at the next Delegate Assembly by the appropriate division. Newly elected officers shall be installed at the April meeting of the Delegate Assembly and assume the duties of office immediately. Chapter elections shall be completed by the end of March. Ballots shall be retained for a period of one year after the official tabulation in event of a need for a recount.

**Sec. 14** School or program chapters may change their division status for the purpose of voting if the following conditions and/or procedures are followed: (a) the majority of the CTU members in the building or program chapter are scheduled to serve children covered by a different division for the majority of their scheduled periods; (b) if 30% of the certified members petition for the change following ADM-1 Week in October and no later than December 1 of any given year. The petition for the change shall be addressed to the CTU Executive Board and the change shall be approved upon validation by the Bargaining Unit Director (or other CTU official as assigned by the President) that the majority of CTU members on December 1 are assigned for the majority of their assignments in the new division. The announcement of such approval by the Executive Board shall be forwarded to the building or program prior to any deadline dates that must be met for the nomination and election of officers. If the CTU members are so diversified that no majority exists for either the Elementary or Middle Division, the members shall vote in the Senior High/Special Schools Division.



# INSTRUCTIONS FOR THE GENERAL ELECTION

**March 13, 2006 - March 17, 2006**

1. The election will be held on Monday, March 13 through Friday, March 17, 2006. The building chairperson will be in charge of the election. However, if the building chairperson is a candidate in the election, she/he must designate another member in good standing from the chapter to conduct the election in her/his building. Voting must start on Monday, March 13, 2006 and be completed by Friday, March 17, 2006. Ballots must be received by 5:30 p.m. on Friday, March 17, 2006, by the **League of Women Voters.** (See site locations #8.)
2. All Cleveland Teachers Union members in good standing are eligible to vote in this election. **Paraprofessionals are members of our bargaining unit.** The election should be scheduled to provide an opportunity for all CTU members to vote. New members to the building, cash members and substitutes **MUST** produce a 2005-2006 membership card (those substitutes who are MEMBERS IN GOOD STANDING have received 2005-2006 membership cards). **FAIR SHARE/ASSESSED PEOPLE MAY NOT VOTE.** Family Life, Adult Education, Occupational/Physical Therapists, Psychologists, Basic Skills, Nurses, Speech/Language Pathologists and Sign Language Interpreters **WILL NOT vote in the buildings; they will be issued mail-in ballots.** If further verification is necessary, please call the League of Women Voters at 216/781-8375.
3. **If you have a member on "Leave of Absence" or under "Procedural Protection," please contact that member and inform them they may vote at your building or at the League of Women Voters, 1148 Euclid Avenue, Suite 500, Cleveland, OH 44115.**
4. Ballots should be received in the buildings by Quicksilver Delivery Service by Thursday, March 9, 2006. The election official is accountable for each ballot. Please check the number of ballots immediately; **call the League of Women Voters at 216.781.8375 before 1:00 p.m on Thursday, March 9th if more ballots are needed.** Worksheet(s), tally sheet(s) and registration sheet(s) should also be enclosed. Ballot boxes will be delivered for this election. Two seals for the ballot box will be delivered with your ballots. The seals should be placed on the ballot box and shall **NOT** be broken until the tally of the ballots by the Building Chairperson (or designee) and the election committee begins. **The tally sheet(s) must be signed by the building chairperson or designee plus at least one other person** (exception would be a building which has only one CTU member). **VOTERS MUST SIGN THEIR OWN NAMES ON THE REGISTRATION SHEET IN INK NEXT TO THE NUMBER CORRESPONDING TO THEIR BALLOT IN ORDER TO HAVE THEIR**

VOTES VALIDATED.

5. Polling place and times to vote must be posted. Voting is by secret ballot. The place of the election should be selected so as to avoid harassment or intimidation to the voter. Marked ballots are never to be collected in an open envelope. The official ballot box, with the official seal in place, is the **ONLY** legal receptacle for marked ballots. The official ballot box is never to be left unattended or unsecured. Voters should mark their ballots in ink at the polling place. Security of the ballot box and ballots must be maintained at all times.
6. Any related service provider (mail ballot) may put their **SEALED** envelope in your ballot box — **DO NOT OPEN** or count these. Bring these ballots with yours, to the drop off sites. (See site locations #8.)
7. All used and unused ballots (including voided ballots), all ballot stubs, registration list(s) with members' signatures and tally sheet(s) containing an accurate count of votes from the building must be received by 5:30 p.m., Friday, March 17, 2006. **Do not send ballots through school mail; the CTU office will not forward them. Ballots received after the deadline will NOT be counted.**
8. **Return of ballots:** During the week, you may mail (U.S. mail, NOT school mail) or drop off your ballots at the **League of Women Voters, 1148 Euclid, Suite 500, Cleveland, Ohio 44115** from 9:00 a.m. to 5:00 p.m. Please keep in mind the US mail can be quite unreliable. On Friday, March 17, 2006, ballots will be accepted by representatives from the League of Women Voters from 2:30 p.m. to 5:30 p.m. **at the following three (3) drop-off sites ONLY:**
  - a. **Max Hayes High School, 4600 Detroit Avenue, inside custodians entrance until building closes, then rear entrance; IN THE PARKING LOT, car marked "Election Returns";**
  - b. **South High School, 7415 Broadway Avenue, front lobby until building closes, then outside front door; IN THE PARKING LOT, car marked, "Election Returns";**
  - c. **Glenville High School, 650 East 113th Street, front lobby until building closes, then outside front door; IN THE PARKING LOT, car marked "Election Returns."**

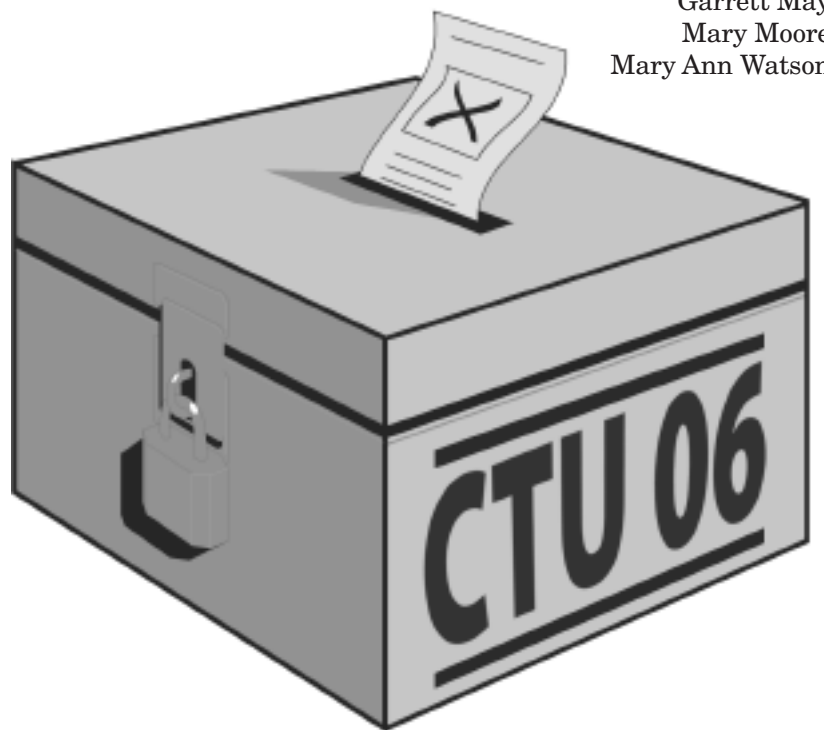
A receipt will be issued when ballots are turned in.

**No ballots will be accepted after the deadline at 5:30 p.m. on Friday, March 17, 2006.**

9. The PURPLE 2005-2006 Union card is proof of your membership.
10. **Any member who has problems voting should contact the League of Women Voters at 216-781-8375. Members are welcome to vote at the League of Women Voters, 1148 Euclid Avenue, Suite 500, Cleveland, OH 44115.**
11. **Substitute teachers voting procedures:**
  - a. Substitute MEMBERS IN GOOD STANDING in open positions must vote in the chapters in which they are employed.
  - b. Day-to-day substitutes may vote in buildings by presenting a 2005-2006 substitute membership card. However, it will be necessary for the election official to initial her/his name in ink on the back of the card. The substitute teacher must sign her/his name in ink on the registration sheet in the space provided for substitute teachers.
12. **NO CANDIDATE IS TO TOUCH OR DELIVER BALLOTS OR SIGN THE TALLY SHEET!**
13. The CTU Executive Board approved the CTU Election Count procedures at the November 5, 1997 Executive Board meeting. A copy is provided for your information. These procedures will be strictly adhered to.

**League of Women Voters  
1148 Euclid Avenue, Suite 500  
Cleveland, Ohio 44115  
216-781-8375**

**The NOMINATIONS & ELECTIONS  
Committee**  
Martha Wiley, Chairperson  
Mark Fredrick  
Garrett May  
Mary Moore  
Mary Ann Watson



**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. . . . . Shari Obrenski

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