



## JANUS: What Union Members Need to Know

On February 26, 2018, the U.S. Supreme Court heard oral arguments in the case known as *Janus v. AFSCME Council 31*. The plaintiff is Illinois state employee Mark Janus, who has received legal assistance from the National Right to Work (NRTW) Legal Defense Foundation.

The issue of the case is whether “agency fees” or fair share laws violate the principles of free speech and as-

sociation. *Janus* claims not all positions taken by unions are supported by all the members, and there is no way to not co-mingle service fees from political fees. A decision is expected between April and June. The decision will impact all union workers across the United States.

If the Court rules in favor of *Janus*, all agency fee or fair share payers will immediately be dropped. All locals who have agency fees will immediately see a drop in revenue. Depending on the ruling’s language, even though people might not be required to pay for the services of the union, they could be entitled to those services. This means unions will have to do more with less.

Currently, in 26 states including Ohio, workers who do not want to belong to the union are required to pay fair share or agency fees for the union services that benefit all members, including them, such as collective bargaining, grievances, and arbitration costs. Fair share fees have been in place for over 70 years, and



At the February 24 National Working People’s Day of Action, CTU Member-at-Large, K-8 Stephanie Henderson and President David Quolke picket the Ohio Statehouse in opposition to *Janus*.



the U.S. Supreme Court upheld them in a May 1977 unanimous ruling, *Abood v. Detroit Board of Education*. In a unanimous decision, the Court ruled then that non-members may be assessed agency fees to recover the costs of “collective bargaining, contract administration, and grievance adjustment purposes,” but that objectors to

union membership or policy could not have their dues used for other ideological or political purposes. Anti-union forces have been working since then to overturn this long-standing ruling.

Basically, *Janus* could make every state Right-to-Work for public employees. This is the exact

■ continued on page 3

## Negotiations Update: Implementing the CBA

Shari Obrenski, CTU Director of Negotiations and Grievance Team member, reported that the 23-school grievance about scheduling errors has been settled, with the exception of a few members whose compensation is being recalculated. There were several positive outcomes from the settlement.

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## Teachers Join Protest: ENOUGH IS ENOUGH!



The staff at Charles A. Mooney (pictured here), along with other CTU members, joined educators, students, families, and organizations across the country in a National Day of Action Against Gun Violence on April 20. See more photos of the event on pages 8-9.

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# THUMBS UP, THUMBS DOWN



**THUMBS UP** to all CTU members who have signed their recommitment forms in anticipation of the impending *Janus v. AFSCME Council 31* decision by the U.S. Supreme Court. This case could overturn a 70-year-old decision that affirmed fair share or agency fees, and would make all states Right-to-Work states, thus crippling unions and weakening the rights of working people. Supreme Court Justice Sonya Sotomayor recognized this case as “a desire by the right wing to entirely gut collective bargaining for public workers.” And if you haven’t signed CTU’s recommitment form yet, contact your Chapter Chairperson and do it today!



**THUMBS DOWN** to CMSD for not paying CTU members in a timely manner when members win a grievance that includes compensation. It’s bad enough that avoidable scheduling errors in recent years have unnecessarily cost the District millions of dollars, but then these errors are compounded and cost additional dollars when the CTU members — who have already done the extra work — can’t get paid within the 30-day timeframe agreed to in the contract.



**THUMBS UP** to CMSD administrators Amanda Artbauer, Donna Bowen, and Lori Ward for their exceptional professional courtesy in explaining and dealing with the concerns and issues of CTU members affected by the 23 schools’ scheduling and assignments grievance. They exemplified the tenets of CMSD’s Communicate with H.E.A.R.T. Program, and the Maya Angelou quote on CMSD’s Customer Experience webpage: “People will forget what you did or what you said, but they will never forget how you made them feel.” Thank you.



**THUMBS DOWN** to the District for not honoring the coaches and PAP arbitration decisions that the CTU won. Instead of simply paying the CTU members for the work that they did, CMSD is going to court to try to overturn the decisions. (For more information, read the Grievance article on page 4.)



**THUMBS UP** to the hundreds of CTU members who have taken advantage of the Federal Student Loan Forgiveness sessions, provided by the Salary & Benefits Committee and Chairperson Cindy Antonio, and the professional development sessions regarding missing and exploited children, provided by the Civil, Democratic, and Human Rights Committee and Chairperson Stephanie Henderson. If you haven’t attended one of the many valuable, informative PD sessions offered by the Union recently, make it a priority next school year.



**THUMBS DOWN** to Andre Rudolph, principal at James F. Rhodes High School, for the unacceptable, ethnically-offensive quote from the brutal Soviet dictator Josef Stalin that was printed in a staff bulletin in regards to the school’s AAP process, and associated with Chapter Chairperson Lena Pogrebinsky. In a District that professes to value diversity, and justly expects its educators to be culturally sensitive and aware, there is no place for comments like this. President Quolke contacted Ms. Pogrebinsky immediately to express his outrage at the comment and CTU’s support for her, and he addressed this issue with CEO Eric Gordon. He also sent a letter to Anne Bingham, Cleveland Board of Education Chairperson, explaining the negotiated AAP process that has been in place for over 20 years. He stated that the AAP vote should have and would have been an uneventful process, until Principal Rudolph used his weekly bulletin “to attack the CTU voting process and, in doing so, attack our CTU-elected Chapter Chairperson, Lena Pogrebinsky.”

President Quolke added: “It is unfortunate that the culture of ethnic race hate and ethnic race baiting that has been promoted by President Trump has seemingly crept its ugly head into the mind-set of some leaders in the Cleveland Metropolitan School District.”

The Union is awaiting the District’s appropriate response.



**THUMBS UP** to the Ohio Senate’s 32-0 (yes, that’s 32-0, not a typo!) vote to pass SB 216, the education bill that would change the Ohio Teacher Evaluation System (OTES) and reduce the reliance on student test scores as a significant part of a teacher’s evaluation. In a March 21 vote, Senators reasonably and unanimously decided that Cleveland educators should also be included in the constructive, sensible changes to the state’s evaluation system.



**THUMBS DOWN** to Mayor Frank Jackson and CEO Eric Gordon, who sent a letter to the members of the Ohio Senate before the vote, expressing their “great concern” about SB 216 and the changes in the teacher evaluation system, explaining why they need the Cleveland carveout. In other words, they do not want CMSD teachers to share in the positive OTES changes like all other Ohio teachers! President Quolke claimed they were reneging on the agreement (see CBA, Part 1, page 23), the same CBA they just agreed to last year.



**THUMBS UP** to the many CTU members who called, wrote, texted, and emailed Ohio lawmakers about the teacher evaluation issue. But don’t get comfortable yet . . . the bill is now in the Ohio House. Watch for updates from the CTU and be ready for the next legislative communication effort!



A special **THUMBS UP** to Ohio Senator Peggy Lehner (R-6), the Senate’s Education Committee Chair. Last year, the members of the Ohio Department of Educator Standards Board (which includes Jim Wagner, CTU Trustee K-8), after extensive study, testimony, and input from many stakeholders including administrators and teachers, recommended that Ohio’s teacher evaluation system should be changed. They supported reducing OTES’ heavy reliance on student test scores, making the evaluation process more about genuine teacher improvement than judging.

Senator Lehner had agreed to support the panel’s recommendations, whatever they turned out to be, and she did. She explained that Ohio’s test-heavy evaluation process was “ineffective,” and did not distinguish good teachers from ineffective ones: “Looking at test scores has not accomplished what we wanted.”

Thank you, Senator Lehner, for recognizing that teaching is a complicated craft, and for working to improve the profession by changing how Ohio teachers — including CMSD teachers — are evaluated, developed, and retained.



And finally, **GET WELL SOON** wishes to President David Quolke, who will have knee replacement surgery in late April and will be out of the office for the rest of the school year. He plans to monitor his emails, but recommends that if someone is trying to contact him via email, they add 1st Vice President Tracy Radich, the appropriate 3rd Vice President, Jillian Ahrens and Mary Moore for K-8 schools and Shari Obrenski for Senior High and Specials, and Executive Assistant Meg Ryan to the emails. Their CTU emails are:

- Tracy Radich tradich@ctu279.org
- Jillian Ahrens jahrens@ctu279.org
- Mary Moore mmoore@ctu279.org
- Shari Obrenski sobrenski@ctu279.org
- Meg Ryan mryan@ctu279.org

## IN MEMORIAM



With deep regret, the Cleveland Teachers Union mourns the recent passing of two of our Union sisters.

**Lovie Jones**, retired CMSD teacher, passed on March 21. She served the CTU for many years as a Chapter Chair and UCC member, an officer on the CTU Executive Board, and the Treasurer of the Ohio Federation of Teachers.

**Kathleen Schmitt**, teacher at Martin Luther King, Jr. Career Campus, passed on April 11. She taught at Whitney Young, East Tech, Jane Addams, and John F. Kennedy, was a UCC member at several schools, a current member of the CTU Nominations & Elections Committee, and Webmaster of the CTU website.

The CTU expresses its appreciation for these women’s years of dedicated service and devotion to the children of Cleveland and to our Union. We extend our deepest sympathies to their families and friends.





## What Union Members Need to Know

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thing Ohioans overwhelmingly rejected with Senate Bill 5/Issue 2 in 2011. The goal of the *Janus* backers — wealthy special interests, big business, right-wing anti-worker organizations — is to cripple labor unions, weaken workers' rights, and further exacerbate the imbalance of power in our economic, political, and social systems.

In the 24 states that have passed

Basically, Janus could make every state Right-to-Work for public employees. This is the exact thing Ohioans overwhelmingly rejected with Senate Bill 5/Issue 2 in 2011.

so-called Right-to-Work laws, unions have been gutted and collective bargaining rights have been weakened. The Right-to-Work states now have lower average wages, higher health-care costs, reduced pensions, and poorer working conditions that cause more workplace injuries.

As has happened in other states that have gone Right-to-Work, unions can expect aggressive campaigns by anti-union groups to encourage members to drop their membership. Make no mistake, this is nothing but a veiled

attempt to weaken unions.

### What can unions do?

The plan is to fight back: mobilize, organize, and engage! AFT, OET, and CTU are using this as an opportunity to **strengthen our unions**. They are reaching out to all members and talking to them about the value of our union. They are listening to members and asking what issues are important to them. They are asking all members to recommit to their union.

**There is strength in solidarity.** The original union organizers from decades ago, and the brave members who formed the first unions, knew this. They understood the value of union membership, and many fought for the right to form and join a union. This case won't be the end of unions. But your union will need your commitment to keep it strong.

### Have you recommitted to your CTU/OFT/AFT membership?

Michelle Rzucidlo, CTU Secretary and Coordinator of the Recommitment Campaign, reported that as of this printing, 85% of CTU members had signed the recommitment form, affirming their solidarity with their Union brothers and sisters. All chapters had returned something for the Recommitment Campaign, although a few chapters still had more members to contact.

**Keep the CTU strong! Recommit to CTU membership today, if you haven't already done so. Protect your profession, your career, your job security, your working conditions, your salary and benefits, your right to grieve, your voice in the workplace. Remember, in unity there is strength.**

In 24 states that have passed so-called Right-to-Work laws, unions have been gutted and collective bargaining rights have been weakened. The Right-to-Work states now have lower average wages, higher healthcare costs, reduced pensions, and poorer working conditions that cause more workplace injuries.

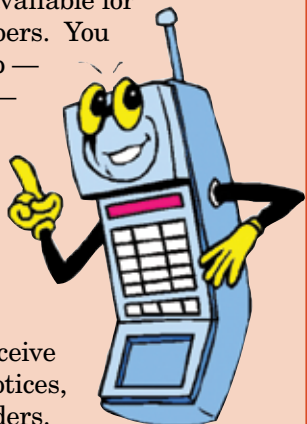
**Recommit to CTU membership today, if you haven't already done so. Protect your profession, your career, your job security, your working conditions, your salary and benefits, your right to grieve, your voice in the workplace.**

### CTU Text Alerts

Stay informed with the latest CTU news and updates! A text service is available for CTU members. You can sign up — right now — to receive mobile text message alerts from AFT and CTU. You will receive updates, notices, and reminders.

If you aren't already signed up, get your phone out now! Send a text message with the word **ctu279** (lower-case, no spaces) in your message box. Send it to the phone number 69238.

AFT-CTU will never charge you for text messages, but your carrier's message and data rates may apply.



## New License = Time for New IPDP

### When should you write a new IPDP?

"As soon as your new license is issued, every time!" said Tracy Radich, CTU 1st Vice President and a member of CTU's IPDP Help Team. "Don't wait — do it as soon as you get a new license."

You should always have an Approved IPDP (Individual Professional Development Plan) on file. An approved IPDP is needed before taking any classes or earning CEUs for your next license renewal.

An IPDP Help Guide is available on the CTU and CMSD websites. It is the same step-by-step guide the IPDP team uses when they go to schools to help write IPDPs. To access your IPDP, use your CMSD username and password.

If you have questions about the process, please contact Bonnie Hedges at [bhedges@ctu279.org](mailto:bhedges@ctu279.org), Debbie Paden at [dpaden@ctu279.org](mailto:dpaden@ctu279.org), Tracy Radich at [tradich@ctu279.org](mailto:tradich@ctu279.org), or Jim Wagner at [jwagner@ctu279.org](mailto:jwagner@ctu279.org).

Remember, having a current license, certificate, or permit renewal process is part of your professional responsibilities. **Letting your license or certificate lapse could put your job in jeopardy.** Don't take that chance with your livelihood — always renew your license, certificate, or permit in a timely manner, and then get a new IPDP approved as soon as you renew, every time.

### LEGISLATIVE UPDATE

## Student Testing & OTES

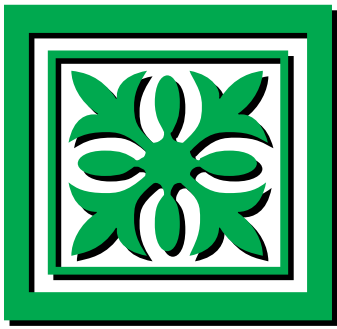
Senate Bill 216, the Enact Public School Deregulation Act that deals with primary and secondary testing, was passed by Ohio Senators 32-0 (one Senator was not present) on March 21, 2018. The bill did not contain the "Cleveland carveout," a clause that would have exempted Cleveland teachers from the new, positive changes to teacher evaluations.

The vote came despite a letter to Senators from Mayor Frank Jackson and CEO Eric Gordon, stating their request for the carveout: in essence, all Ohio teachers should enjoy the benefits of a more fair, genuine teacher evaluation system with less emphasis on student test scores — except for CMSD teachers. Ohio Senators disagreed, unanimously.

CTU President David Quolke credited the actions of CTU members who contacted legislators, asking them to make sure Cleveland educators are included in any reforms to the Ohio Teacher Evaluation System (OTES). He also thanked Senator Peggy Lehner (R-6) for her support of the recommendations that came from the Ohio Department of Educator Standards Board around testing and teacher evaluation. Jim Wagner, CTU Trustee, K-8, serves on the Board.

But don't rest yet — the bill was introduced in the Ohio House on March 22 and referred to the Education and Career Readiness Committee on April 10. Watch for a notice from CTU to contact the House members regarding this important bill.





# REPORT

## THE CLEVELAND METRO SCHOOLS

### CTU Uses Arbitration to Expedite Grievance Process

**Jillian Ahrens and Mary Moore, CTU's Co-Directors of Grievance and 3rd Vice-Presidents, K-8, reported that overall, grievances continue to be answered more quickly by the District's administrators, showing improvement from past CMSD practices. The Grievance Team's current practice of having some grievants and principals appear at Step II hearings to explain their positions has helped clarify issues and expedite responses, many in favor of the CTU grievants.**

Grievances not answered, or not resolved satisfactorily at the initial Step I level, have been forwarded to the CTU for further action as Step II grievances. Once the deadline for CMSD's response had arrived without an answer, the Grievance Team was ready to take some of these unanswered grievances to arbitration. At that point, CMSD answered the grievances in order to avoid the arbitration process, and most responses were in favor of CTU members.

#### Coaches and PAPs

A major issue the Grievance Team handled recently dealt with coaches and Pupil Activity Permits (PAPs). Several coaches had begun their coaching duties before obtaining or renewing their PAPs. Although the District was aware that some coaches did not have a valid PAP at the time they were coaching **but did not tell them to stop coaching**, and although the coaches did the coaching work for which they were hired, the District did not want to pay them. CTU took the case to arbitration, **and CTU won the arbitration.**

The District then took the case to court to try to vacate the arbitration ruling. The case is going to be heard soon, reported Ms. Ahrens. A second grievance regarding PAP was arbitrated, and the arbitrator ruled in CTU's favor. Another coach is waiting for a decision on a similar grievance.

"The District was ready to come to a settlement agreement on this issue," explained Ms. Ahrens, "but they did not want the settlement agreement to be precedent-setting. Of course, we wouldn't agree to that, especially since an arbitrator already ruled in the Union's favor."

However, the message that coaches and all other extra-curricular activity leaders should take from this is clear: get your licenses and PAPs in order **before** the activity begins!

#### Licensure Case Going to Arbitration

The CTU is preparing to take another case to arbitration this spring regarding licensure. Ms. Ahrens explained, "This case is about ensuring the District not assign teachers to teach classes — and I can't believe I'm saying this — for which they are not properly licensed to teach!"

#### Psychologists' Mediation

CTU and CMSD completed a mediation

about schools providing psychologists with a private space to conduct evaluations and conferences. The Grievance Team is working to make sure this is properly implemented in all buildings.

#### Scheduling Grievance Settled

The 23-school grievance regarding scheduling has been settled, with most members receiving additional compensation. Those who owed the District money were able to use sick leave to repay the over-compensation, so did not lose any money out-of-pocket. Read more about the scheduling problems and the settlement in the Negotiations article beginning on page 6.

#### Article 15, Section 10 Grievances

The Union was taking an Article 15 case to arbitration in April, to get days back for teachers who were menaced or threatened and lost time due to those circumstances.

Article 15 grievances include student assaults, menacing, student discipline, the Planning Center, Student Support Teams, Removal for Educational Intervention, classroom meetings, and other student discipline-related issues. Griev-

ances related to student misconduct are filed under Article 15 and have a different procedure.

Student discipline continues to be a problem, especially in some CMSD schools. CTU officers have met with prin-

### TDES Dates and Appeal Process

Be sure to check the District calendar on the website for important TDES dates.

The CTU strongly encourages members to add evidence within the TDES portals at the time of the events. It's helpful to have the rubric in front of you when adding your evidence. While you can't copy the information from the rubric, it's beneficial to have it as a reminder while compiling and recording your evidence.

In the CBA, there is an appeals process for TDES, in Article 13, Section H. Please note: you have ten days following an event to appeal to the Network Leader, who has ten days to respond. If the issue is not answered or resolved to your satisfaction in ten days, contact the TDES Co-Chairs by email at [tdes@clevelandmetroschools.org](mailto:tdes@clevelandmetroschools.org). Be sure to observe the deadlines in the process!

## Grievances and TDES

by Jillian Ahrens and Mary Moore  
CTU Grievance Co-Directors

**As the end of the school year approaches, concerns and questions about the Teacher Development and Evaluation System (TDES) arise.**

**Timelines and deadlines in TDES are important!** The timeline for Walk Through 3's was April 13 for traditional calendar schools. **The hard deadline for all schools for the Composite Evaluation is May 4.** This means the portal will close, and all observation data must be in by then.

According to the TDES appeal process, if you feel there was an error in your TDES process, you have ten working days to appeal. The first appeal goes by email to your Network Leader. We recommend that you be very specific about what components you are asking to be reviewed. The Network Leader has ten working days to respond.

If you do not receive a response after ten working days, or if you disagree with the response, send the next appeal to [tdes@clevelandmetroschools.org](mailto:tdes@clevelandmetroschools.org). The TDES co-chairs have ten working days to respond.

If events are not completed according to the timelines or within the deadlines, send two emails: one to the evaluator and one to [tdes@clevelandmetroschools.org](mailto:tdes@clevelandmetroschools.org), documenting the events that have not been completed. The default language will apply; see Article 13 of the CBA for details.



cipals, chapter chairs, and network leaders at two schools, to mediate on the implementation of policy regarding student discipline.

“We have a discipline policy in Article 15, Section 10 of the Collective Bargaining Agreement,” said Ms. Moore. “It is not acceptable for a principal to ignore that policy and make up their own. That is a violation of the contract.”

The Grievance Directors both urged CTU members to refer to the contract language regarding student discipline in Article 15, and they noted that chapter chairpersons can contact the Network Leader outside of the grievance process. Article 15, Section 10 of the CBA is not the complete answer to all discipline problems, but it is a tool that members can use.

“All members should read that section of the agreement, understand their rights, and use it when necessary to address student discipline issues,” added Ms. Ahrens.

“CTU members should never be afraid to use the contract to protect their rights,” added Ms. Moore. “And administrators should never threaten or discourage a Union member when it comes to filing a grievance. That’s an unfair labor practice.”

They reminded CTU members about another avenue for addressing student misbehavior: the Discipline Sub-Committee of the Union Conference Committee. This group can open frank, honest discussions with the principal and assistants regarding building-wide concerns, and work to develop solutions. Chapter Chairs and UCCs can contact their 3rd Vice-Pres-

idents for help with discipline issues in their schools: Ms. Ahrens and Ms. Moore, 3rd Vice Presidents, K-8, and Shari Obrenski, 3rd Vice President, Senior/Special. Other members of the CTU Grievance Team are: Cherylane Jones-Williams, Paraprofessional Chapter Chairperson; Cheryl Neylon, Sergeant-at-Arms; and Jim Wagner, K-8 Trustee. By CTU Constitution, the three 3rd Vice Presidents are automatically members of the Grievance Team, and the CTU President selects other members of the team from the Executive Board.

**Review: Article 15 Procedure**

Since January 1, 2017, Article 15 grievances are filed under the separate Article 15 grievance procedure. To review, all grievances that are violations of Article 15 (Policy and Procedures Governing Social-Emotional Learning, Student Discipline, and Misconduct) have a new procedure and must be submitted on a new form. The form was distributed to chapter chairs, and it is also available on the CTU website.

Article 15 covers student assaults, menacing, student discipline, the Planning Center, Student Support Teams, Removal for Educational Intervention, classroom meetings, and other student discipline-related issues.

Under this procedure, Step I of an Article 15 grievance (on its specific form) does not go to the Principal. Instead, it is to be sent directly to the CTU at [grievances@ctu279.org](mailto:grievances@ctu279.org), along with any evidence regarding the violation. The Grievance Team processes it and sends it to the Direc-

ing use of sick leave. This means that there was an option available that required no money lost out-of-pocket.

Second, while some members were overpaid, when all the payments were recalculated, the majority of affected CTU members were due and received additional compensation from the District due to these scheduling irregularities.

Third, the recurrence of scheduling problems led to the inclusion of a Joint Scheduling Committee in the 2016-2019 CBA. Hopefully, the committee will be able to reduce these costly, avoidable errors in the future.

Fourth, a process has now been created to allow schools to report teacher preparation and assignment overages. The reporting and payment dates will follow the differential reporting and payment sched-

**CORRECTION:**

In our last issue of the *Critique*, the Cleveland Foundation was not listed as one of the partners in the Excellence in Teaching Awards Program article. The Cleveland Foundation, along with CMSD, the George Gund Foundation, and CTU, collaborate through the EIT Awards to recognize and reward outstanding Cleveland teachers. We regret this inadvertent omission.

The Cleveland Foundation has long been a generous supporter of educational programs in CMSD, along with its other philanthropic efforts. Beginning in 1914 under banker and lawyer Frederick H. Goff, the Foundation was based on the idea of a community trust: pooling the charitable resources of Cleveland’s philanthropists, living and dead, into a single, great, and permanent endowment for the betterment of the city. Community leaders would then forever distribute the interest that the trust’s resources would accrue to fund “such charitable purposes as will best make for the mental, moral, and physical improvement of the inhabitants of Cleveland.”

The Cleveland Foundation is now a \$1.8 billion civic-progress fund, “an engine of collective betterment, collaborative partnerships, and courageous leadership,” funded by people of all income levels and serving the entire northeast Ohio region. The Foundation works to reinvigorate education, health care, arts and culture communities, neighborhoods, schools, economic development programs, and more.

We sincerely apologize for the unintentional omission of the Cleveland Foundation as a sponsor of the EIT awards.

tor of Labor Relations, who has five days to attempt to resolve. If a resolution is not achieved, CTU can consider arbitration.

Before a member files a grievance on a serious assault or battery or menacing by a student, the member must first follow the steps outlined in the CBA, Article 15, Sections 10 and 11. If the member does not agree with the Principal’s decision, they appeal to the Network Leader. If they do not agree with the Network Leader’s decision, then they file the grievance.

**Electronic Communication**

Remember, all grievances are now filed electronically with the CTU.

Electronic communication has increased efficiency, saved time, and made sharing information more effective. It also establishes an electronic trail and eliminates lost paperwork.

**Know Your Rights!**

The Grievance Team has a piece of advice for every CTU member: read the contract! And if you feel it has been violated, file a grievance. Enforcing the contract begins at the building level. It’s important for all CTU members to defend the CBA and insist that the negotiated working conditions and protections are followed. And if they aren’t, file a grievance! It is your right as a Union member.

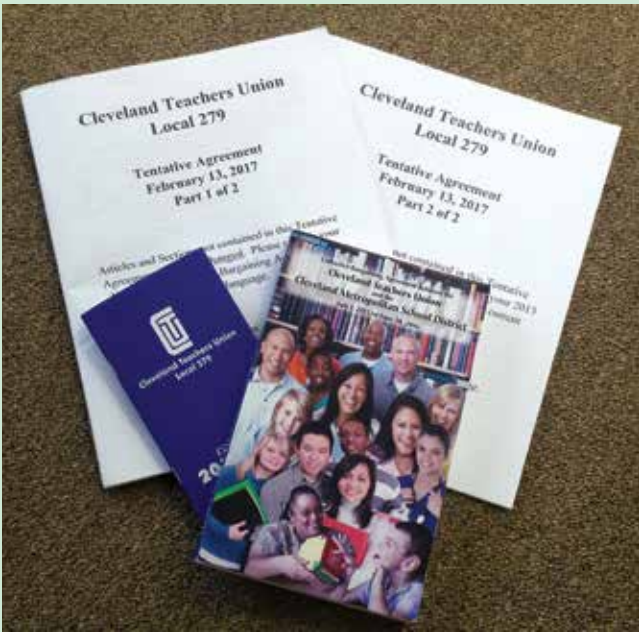
**NEGOTIATIONS UPDATE:**

**Implementing the CBA**

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First, CTU members who were incorrectly overpaid — and by Ohio law, legally owed that overpayment to the District — were able to choose from several options for repayment, includ-

**CTU Summer Reading List**



ule. Payments have been made for the first three quarters of this school year.

“Unfortunately, some building administrators continue to make schedules and teaching assignments that violate the CBA,” said Ms. Obrenski. “For the most part, these errors are avoidable and very costly to the District. But when the contract is not followed, CTU members are due additional compensation for the extra work they did. We hope the Joint Scheduling Committee can eliminate most of these unnecessary errors in the future.”

*[Editor’s Note: The Cleveland media has covered expensive CMSD scheduling errors in the past, most notably “The Million Dollar Mistake: A Carl Monday Investigation” from 2015. Despite the negative press, these mistakes have continued.]*

**Summer Programs**

CTU and CMSD are in the process of developing MOUs (Memoranda of Understanding) for summer programs, Ms. Obrenski said. Some programs will be the same as last year’s. One change is that the OGT (Ohio Graduation Test) Boot Camp and Test Proctoring will be changed to the OST

(Ohio State Test), which necessitates changing the dates from June to July.

**Take Advantage of Wellness Program!**

“The CTU Negotiating Team strongly encourages all members and eligible spouses to participate in the Wellness Program, and take advantage of the lower health care premiums,” Ms. Obrenski recommended. “With summer break approaching, now is a good time to schedule a visit with your physician and complete the Wellness Program requirements.”

Through the recently-negotiated Wellness Program, participating CTU members have either had their good health confirmed, or have found health issues that can be addressed and corrected, possibly sooner than if they had not seen their physician for the wellness checks.

“Besides providing lower premiums and affordable health care, the Wellness Program has given some CTU members and their spouses the opportunity to take care of potentially serious health problems in a more timely manner, and increase their chances of living longer, healthier lives,” said Ms. Obrenski. “And that’s the best outcome for the Wellness Program!”



# UNDERSTANDING THE CALCULATIONS

## Springtime Teacher In = Effectiveness Ohio Ratings

by Mark Baumgartner  
Director of Professional Issues

The end of the school year is the time when all teachers in Ohio receive their Teacher Effectiveness Rating from the state of Ohio. It is part of state law that all teachers receive an annual Teacher Effectiveness Rating. It is important to once again review the components of this Rating, so all teachers can understand how they are rated and how all the components work together to come up with a single rating of Accomplished, Skilled, Developing, or Ineffective.

According to state law, a teacher's Effectiveness Rating is made up of two parts: 50% is classroom performance, and 50% is student growth measures. The 50% classroom performance is the teacher's TDES rating for the school year, based on the five events and the composite conference. The 50% student growth measure (SGM) is based on two different pieces of student data, depending on the Category a teacher fits in, either Category A, B, or C.

Category A teachers are teachers who have Value-Added as a part of their SGM. These teachers are those who Link in the spring in the Battelle for Kids website and give their students state tests, and also second- and third-grade teachers who have vendor Value-Added. A Category A teacher's Value-Added score is comprised of 35% of their overall Effectiveness Rating, and that teacher's primary SLO is the remaining 15%. (The second SLO the teacher wrote in, they needed a second data point with another SLO fall-off.)

Category B teachers are teachers who don't have Value-Added, but they

give a vendor test. This vendor score counts for 35% of that teacher's Ef-

fectiveness Rating, and their primary SLO counts for the other 15%.

The last category of teachers is Category C. These teachers don't have a Value-Added score or a vendor score, so both of their SLOs are used, and each SLO counts for 25% of the Effec-

tiveness Rating.

These percentages are important because when a teacher receives a score for each of the three components, they are placed on a 600-point scale developed by the state, so classroom performance and SGM can be used together even though TDES is a 1-4 scale and SGM is a 1-5 scale.

For example, looking at the chart, when a teacher receives a Skilled on

worth 400 points. Value-Added or vendor tests are worth 35%, so that 400 points is multiplied by 35% (0.35) for a total of 140 points. So far, this teacher has 340 (200 + 140) points toward their Effectiveness Rating.

The final piece of this example is the teacher's SLO. Let's say this teacher received a 5 on their SLO. Placing that on the SGM side of the 600-point scale is worth 600 points.

Student Growth	Performance	Final Summative Rating
• Most Effective (5) 600	• Accomplished (4) 600	• Accomplished 500-600
• Above Average (4) 400	• Skilled (3) 400	• Skilled 300-499
• Average (3) 300	• Developing (2) 200	• Developing 100-299
• Approaching Average (2) 200	• Ineffective (1) 0	• Ineffective 0-99
• Below Average (1) 0		

TDES that is worth 400 points, but since classroom performance is only 50% of the total Effectiveness Rating, that 400 points is multiplied by 50% (0.50) for a value of 200 points total for classroom performance. If this same teacher receives a 4 on Value-Added (or a vendor test), that 4 on SGM is

SLOs only count for 15%, so multiplying 600 times 15% (0.15) equals 90 points. The final total for this example teacher is 430 points (200 + 140 + 90).

On the final rating scale on the charts, 430 points is Skilled. The state system for teacher evaluation really is skewed to have teachers in the Developing or Skilled categories. Looking at the chart, each of these two categories is 200 points wide, whereas the Ineffective and Accomplished categories are each only 100 points wide.

All teachers can follow this example using their own components, and really understand how their Effectiveness Rating is determined.

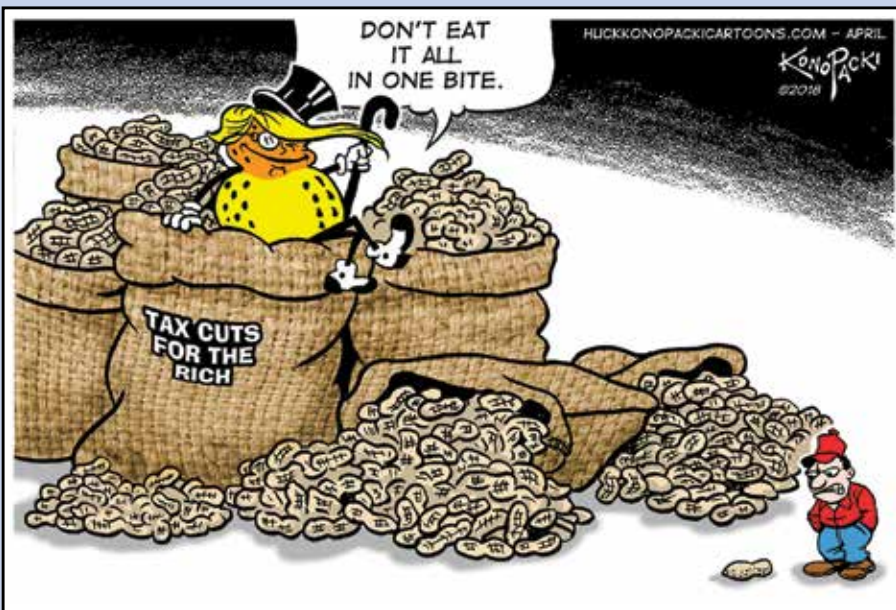
As a reminder to all teachers, Linkage for all teachers who are tied to Ohio State Tests and will Link in the Battelle for Kids website, the window for teacher Linkage is April 18 through May 8. This window is a state-determined window, and the time will not be extended.

The roster verification window for all vendor assessments was April 9 through April 20. This is for teachers whose students take the following assessments: STAR, AimsWeb, ProCore, and/or CAP.

If you have any questions or concerns regarding Student Growth Measures, feel free to contact either of the two CTU members on the SGM Subcommittee, Mark Baumgartner or Debbie Paden.

## IMPORTANT 2018 Tax Tip

The CTU tax preparers, Charles Dockery and Natalie Vloedman, warned CTU members that based on the new federal withholding tax tables, adjusted after the tax cut was passed late last year, your taxes for 2018 may be under-withheld by your employer.



Translation: While you may be getting a larger amount each paycheck, there may not be enough withheld in federal taxes, and you could end up owing a significantly larger amount than usual next spring when your 2018 taxes are due.

As they explained, in most cases, the withholding should not be much different than last year. Though the standard deduction goes up to \$12,000, we lose the personal exemption of \$4,050 for yourself and all of your dependents.

They recommend members check with their tax preparers now, and if necessary, adjust their withholding amount. Unless you want to owe significantly more than usual in 2019, have the amount withheld adjusted to your unique situation as soon as possible.



**The Power of a Dollar!**

**Support CMSD Scholarship, CTU & Custodians’ Union Golf Outing (Even If You Don’t Golf)**

**Are you willing to donate a dollar — or maybe a few dollars — to support scholarships for CMSD graduates?**

That’s the “ask” from Wendi Kral, CTU Membership Chairperson. She and Scott Artbauer of the Cleveland Custodians Union Local #777, co-chair the Annual Charity Golf Outing, now in its tenth year. The event is so-sponsored by CTU and CCC, and is organized by the CTU Membership Committee and many volunteers. Last year’s outing raised over \$10,000 dollars for the CTU Tri-C Scholarship Fund and the CCU Scholarship Fund. The committee hopes to top that amount this year.

The outing will be held at the Bob-O-Link Golf Course in Avon on Saturday, May 19, 2018. The \$75 entry fee entitles a participant to 18 holes of golf with a

cart, lunch, a steak dinner, beverages, free giveaways and prizes, and a raffle.

“You don’t need to be a great golfer,” clarified Ms. Kral. “Each hole is a scramble, so all four golfers in the foursome play from the location of the best tee shot of their group.” Last year over 100 golfers participated, with the team from John F. Kennedy High School winning first place, and the Lincoln-West team a close second. Anyone can participate in the event.

Not a golfer? Your school can participate by sponsoring a foursome, donating funds, donating prizes including gift cards, or sponsoring a hole.

“The funds raised mainly come from many generous sponsors,” said Ms. Kral, “but this year, we’re hoping every CTU member will donate at least one dollar to support this event.” The golf outing has raised over \$70,000 since its inception ten years ago, getting bigger every year, and helping many CMSD students to further their education after high school. The money raised is split equally between the Custodians’ and CTU’s Scholarship Funds. The scholarship winner last year was Yamileth Souffain from James Ford Rhodes.

Look for the CTU Golf Outing flyer, or contact your chapter chair for information about donating to this event. Please consider supporting the Scholarship Fund — the power of a dollar — and help make the 10th Annual Golf Outing the most successful to date!



**School PD Contact People Needed**

**by Bonnie Hedges**  
*CTU Trustee, K-8*

**The CMSD Office of Professional Development and the Cleveland Teachers Union are working together to ensure that every school has a minimum of one contact person who will coordinate your school’s Professional Development (PD) opportunities, and the Continuing Education Units (CEUs) that can be earned.**

If your school does not currently have a contact person, we are asking you to choose someone from your building. Principals and Chapter Chairs must collaboratively choose the individual(s). The selected individual(s) must be willing to volunteer to help your whole school with this task. Essentially, that person must be organized, willing to complete proper paperwork to make PD at your school CEU-eligible, collect all necessary information, and properly submit the names of participants so they may receive CEUs.

Our goal is to make sure that every school has at least one person in charge of CEUs. To that end, we are asking that each school’s chapter chairperson submit the name of a volunteer from your school. If an administrator or teacher at your school is already serving in this capacity, you do not need to identify another representative.

Please contact Bonnie Hedges at the CTU office, 216-861-7676 ext. 240, if you have and questions or concerns.

**Add to Summer To-Do List: Wellness Check**

All CTU members are strongly encouraged to participate in the District’s Wellness Program. Besides providing participants with lower healthcare premiums, the confidential program is designed to detect health issues and possibly correct them before they drastically affect one’s health and longevity.

Tracy Radich, 1st Vice President, reminded members that the Wellness Check must be done annually. “The same forms will be used this year as last year to document the Wellness visit. A Wellness visit that has taken place since November 1, 2017, counts.”

Summer break is a good time to make appointments for you and your spouse, if applicable. Get the Wellness Check and related paperwork out of the way before next school year. Then enjoy the lower premiums and have a better handle on your health, too.

**Officers Sworn In for 2018-2020**



The CTU Executive Board members elected in March were sworn in at the April 19 Delegate Assembly and will serve two-year terms. The officers are: President David Quolke; 1st Vice President Tracy Radich; 2nd Vice President Kurt Richards; 3rd Vice Presidents, K-8 Jillian Ahrens and Mary Moore; 3rd Vice President, Senior/Special Shari Obrenski; Secretary Michelle Rzuclidlo; Treasurer Michael Kulcsar; Sergeant-at-Arms Cheryl Neylon; Trustees, K-8 Bonnie Hedges and Jim Wagner; Trustee, Senior/Special Dorothy Fair; Members-at-Large, K-8 Cindy Antonio, Cassandra Carter, and Stephanie Henderson; and Member-at-Large, Senior/Special Debbie Paden. Pat Forrai-Gunter, Nurses Chapter Chair, and Cherylane Jones-Williams, Paraprofessional Chapter Chair, are elected annually in chapter elections and serve on the Executive Board. Two Trustees-at-Large are elected in odd-numbered years; they are Mark Baumgartner and Andrea Dockery.







# Enough Is Enough!

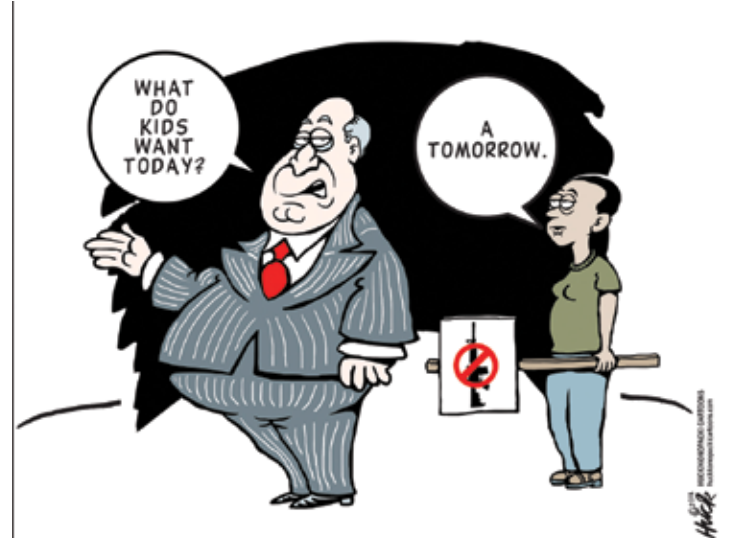
## National Day of Action Against Gun Violence in Schools

Since the tragedy at Marjory Stoneman Douglas High School in Parkland, Florida, courageous students have led the call, "Enough is enough!"

CTU, along with more than 40 organizations, participated in a National Day of Action Against Gun Violence in Schools on April 20. That day also marked the 19th year since the tragedy at Columbine High School in Colorado. They want our leaders to take real action to end gun violence in schools and neighborhoods.

"The problem extends beyond mass shootings," stated Cheryl Neylon, CTU Sergeant at-Arms and CTU's coordinator for the Day of Action. "Gun violence affects the lives of our students far too often, inside and outside of schools. For many students, gun violence is a reality of daily life. Because our leaders have not acted, we must."

Thank you to the chapter chairs who organized rallies or walk-in activities at their buildings, and to students, educators, and families who took action and participated. Printed here is a sampling of some of the photos from that day. More photos were posted on Twitter under the hashtag [#protectourschools](#) and on CTU's public Facebook page.







## CDHR's PD: Making an Impact with CTU Members

CTU's Civil, Democratic and Human Rights (CDHR) Committee, under the leadership of Chairperson Stephanie Henderson, Member-at-Large, K-8, has provided a variety of timely and important professional development sessions for members during the past school year. One of this year's most powerful and profound PD dealt with missing and exploited children.

Dr. Tanisha L. Knighton, President of Knighton Consulting Group LLC, presented to CTU members on this topic last October. The session was so informative and moving that members requested her to return to finish the presentation that she started: after 90 minutes of interesting, alarming, relevant facts, the time was up, but only half of her PowerPoint had been presented.

In response to the overwhelming number of evaluations that asked for a follow up, on January 17, 2018, the CDHR Committee hosted over 100 members at East Professional Development Center for a follow-up session, "Missing and Exploited Children: The Remix Part 2."

Dr. Knighton first spoke to CTU members at a PD session in April of

2013, just two weeks before Michelle Knight, Amanda Berry and Gina DeJesus were rescued from Ariel Castro's home. Her presentations have always been engaging and informative. CTU members know that when she comes to present, they are going to learn.

Dr. Knighton presented 90 minutes of facts on how this issue is impacting the children we teach and the world we live in. She said there were 19,902 reports of missing children in Ohio in 2016. The majority of them — 18,600 — were 13 to 17 years old. Around the state, Franklin County led with 5,378 missing children, fol-

lowed by Cuyahoga County with 3,174, and Summit County with 1,232. Dr. Knighton reported that many of the missing children are being recruited as prostitutes, with the average age 11 to 14 years old.

Many recruiters for prostitution rings find new "talent" on social media, and Dr. Knighton



explained the terminology that is used by the students to attendees. She also showed ads with examples of these terms.

The following comments are from the attendees' evaluations:



- "Wish it could have been longer! Can we have a Part 3, because we still didn't get through the whole PowerPoint?"
- "I'd recommend presenting this to all schools, especially on District-wide PD days."
- "Amazed at what has been going on right under my nose."



- "This can help in our school community."
- "Both sessions, Parts 1 and 2, were excellent. Keep up the great work with these professional development sessions."

The CDHR Committee held its most recent PD session, Teen Domestic Violence Part 2, on April 18.

If you haven't been attending the variety of informative PD sessions offered during the school year by the CDHR Committee, and other CTU committees, put that on your future to-do list. Take advantage of these important learning opportunities on many topics provided by your Union.

## CTU Nurse Named 2018 School Nurse of the Year

by Katrina Hawkins

Sherdina Williams, BA, RN, M.Ed., LSN, was selected as the 2018 School Nurse of the Year by the Ohio Association of School Nurses. The winner was officially announced at the 2018 Ohio School Nurses Conference at the Marriott at the University of Dayton, in Dayton, Ohio on March 9, 2018.

At the Award Celebration Reception in her honor, which was attended by school nurses from throughout the state, Ms. Williams was awarded a glass trophy and certificate. She will become part of the history of OASN as a previous award winner, and she will represent Ohio during the National Association of School Nurses Conference in Baltimore this summer.

Ms. Williams has worked with CMSD for 20 years, and during her tenure, has worked in many schools.



She currently works at Garrett Morgan, the only school in Ohio to be awarded the National Gold Medal by the Alliance for a Healthier Generation. For this endeavor, she received the School Nurse Leadership Award from the Alliance for a Healthier Generation.

"Winning the award has been an honor," said Ms. Williams. "It's such an amazing experience to be nominated by your peers. However, to be selected as the School Nurse of the year has been humbling."

"I have only worked at CMSD as a school nurse. I have loved my practice working with students, their families, our staff, and each community that I have had an opportunity to work in. Working for CMSD and with our health community partners has afforded me an opportunity to develop, practice, teach, and implement a Wellness School culture that facilitates learning."

Her nomination letter to the OASN includes the following:

"From the very beginning of her school nurse career, she has exhibited leadership with the school nurse community by encouraging each nurse around her to enhance their professional education through advanced degrees."

"As a school nurse, she has shown nothing but excellence in her endeavors with keeping the school community as healthy as possible, by collaborating with the Cleveland Food Bank to provide a Market Day twice a month for distribution of fresh fruits and vegetables, and establishing an anti-bullying program in her schools and assisting with health policy writing."

"Sherdina also served as the CTU Chapter Chair for the school nurses, she is President of the Northeast Ohio Association of School Nurses, and serves on various other organizations. She has always put our students first and truly embodies the idea that it is all about the children."

About the award, Ms. Williams added: "It was the CMSD Nurses, of which I was a part, who petitioned our District to develop CMSD's Wellness Committee. I have been fortunate to work with nurses, teachers, administrators, and community partners who understand we can't teach students who aren't healthy. My role as the School Nurse is to help make sure students are healthy enough to learn, utilizing the Whole School-Whole Community-Whole Child model (WSCC)."

The OASN made an excellent choice when they selected Sherdina Williams as the Ohio School Nurse of the Year 2018. Congratulations, Sherdina, well deserved!





## Cleveland to Host National Family and Community Engagement Conference

Cleveland will host the National Family and Community Engagement Conference July 11-13, 2018, at the Huntington Convention Center on Lakeside Avenue. “We are proud to be selected as the host city for this important event,” said CTU President David Quolke. “Cleveland educators have been doing great work around family and community engagement, and this conference is an opportunity to highlight many of our successes.”

“We are excited and honored that they chose Cleveland as the site for this year’s conference,” added Tracy E. Hill, Executive Director of CMSD’s Family and Community Engagement Team. She cited the outstanding work CMSD educators are doing in the areas of family engagement and social-emotional learning, and how it is linked to student success. “No matter how phenomenal they are, teachers can’t do it all by themselves. Student success is a team effort. Partnering with students’ families leads to better educational outcomes for our students.”

“Cleveland has been doing some exemplary work in the area of family and community engagement, and has received national attention for their efforts,” said S. Kwesi Rollins, Director of Leadership Programs at the Institute for Educational Leadership, the organization that sponsors the conference, in explaining why Cleveland was chosen as the host city.

### About the Conference

Organized by the Institute for Educational Leadership, the National Family and Community Engagement (FCE) Conference is an annual convening where school and district administrators, educators, paraprofessionals, parent leaders, and a range of stakeholders come together to focus on solutions that enhance and expand engagement through family-school-community partnerships. With pre-conference site visits, plenaries, workshops, and other networking activities, the conference schedule will provide participants many examples of high-impact engagement work taking place across the country.

The conference is an opportunity to meet peers from across the country, share ideas and perspectives, and learn about best practices around FCE. “We want to be intentional about what works, what FCE strategies are best, then amplify and systematize those successful strategies in schools across America,” explained Mr. Rollins. He said the most inspirational part of past conferences has been several powerful speakers. The most compelling part, he felt, has been learning about how others have found success, and seeing their results replicated in other districts.

Conference participants will include school district administrators, educators, parent leaders, community partners, and funders. About 1,300 participants from across the nation are expected to attend. At the last conference, participants came from 48 of 50 states, and from other countries.

Under the theme — Organize, Harmonize, Amplify — the conference is designed “to reinvigorate your spirit and equip you with confidence and capabilities” to expand family and community engagement in your school.

For more information or to enroll in the conference, visit <http://bit.ly/2018FCEconf>.

### About FCE in CMSD

Ms. Hill, who is a member of the District Leaders Network of FCE, explained some of CMSD’s efforts to improve family and community engagement. When she came to Cleveland in 2010, she evaluated current practices in place in the schools. She sees family and community engagement in the Cleveland District as a “dual-capacity” framework: working with parents to

No matter how phenomenal they are, teachers can’t do it all by themselves. Student success is a team effort. Partnering with students’ families leads to better educational outcomes for our students.

– Tracy E. Hill, Executive Director of CMSD’s Family and Community Engagement Team

strengthen their capacity to support their children educationally, and working with educators to help strengthen families to support the education core.



Plus. In 2013-2014, the PTC attendance rate for parents was 73.2%. In 2016-2017, it was up to 91.6%, a significant increase. “I credit the Cleveland Plan, which holds families accountable too for improving interactions between parents and teachers,” she said. “I also credit the CTU for working with the District to improve family and community engagement, and CTU educators for embracing this concept. Family and community engagement is everyone’s job. Working together provides better outcomes for our students.”



Teams, in the third year of implementation in ten K-8 schools, and the student-led parent conferences that take place in over 25 schools.

“We can’t do this work alone,” reiterated President Quolke. “We need the support of parents, families, and the Cleveland community. Teachers and parents both want what kids need.”

### About the Sponsor, IEL

The conference sponsor, the Institute for Educational Leadership (IEL), is a national, Washington, DC-based non-profit founded

in 1964. Its early work revolved around helping to develop educational policy, after the Elementary and Secondary Education Act of 1965 (ESEA) was passed as part of President Lyndon B. Johnson’s War on Poverty campaign.

Over the past 50 years, its mission has been to “equip leaders at all levels to rise above institutional barriers, and to build effective systems that prepare children and youth for postsecondary education, careers, and citizenship.” IEL’s work focuses on three pillars required for young people and



their communities to succeed: connecting families, schools, and communities; building pathways to adulthood; and preparing leaders.

The Institute recognizes the importance of family and community engagement (FCE) as an essential element for student achievement and school improvement. Like CMSD, districts across the country have established dedicated departments and positions to advance engagement efforts at both the school and district levels.

About nine years ago, recognizing the importance of FCE, the Institute began to develop and cultivate a national network of leaders who coordinate family and community engagement in their school districts. IEL wanted to support people at local levels, and help foster positive, systemic-rather-than-scattershot changes in the area of FCE. “When the network reached 100 leaders five years ago, we hosted the first national FCE conference,” Mr. Rollins said, “and now we have a large nationwide network, including people at varied levels and entry points.”



The National Family and Community Engagement Conference is an important touchstone for the FCE field, Mr. Rollins added, citing that there is no leading national policy clearinghouse in this field. While there’s a lot of evidence about various successful FCE strategies, teachers and school leaders may lack the confidence, skills, or opportunities to implement them, and districts may not always be helpful. The National Family and Community Engagement Conference can help improve these school-home connections, and lead to more student success.



## OFT Convention Recap

# Growing Stronger Together

**Officers and delegates to the 78th OFT Convention assembled in Columbus February 22-24 under the theme “Growing Stronger Together,” as unions nationwide prepare for more aggressive attacks on labor from right-wing and anti-union groups.**

The current slate of state-wide OFT officers was reelected. They are: President Melissa Cropper (Georgetown Federation of Teachers #4903); 1st Vice President Shari Obrenski (Cleveland Teachers Union #279); 2nd Vice President Lee Black (Cincinnati Federation of Teachers #1520); Recording Secretary Catherine Hernandez (Toledo Federation of Teachers #250); and Treasurer Brian Kessler (Berea Federation of Teachers #1699).

A major topic was the impending *Janus v. AFSCME* case currently in the U.S. Supreme Court, the effects it would have on workers and unions, and the OFT's and AFT's recommitment efforts. Michelle Rzucidlo, CTU Secretary and OFT delegate, was a panelist on the Recommit Campaign panel, and she was also the Chairperson of the OFT's Nominations and Elections Committee. Cheryl Neylon,

CTU Sergeant-at-Arms, chaired the OFT Communications Committee. CTU Treasurer Michael Kulcsar serves as the OFT Executive Secretary.

Political speakers and guests included Richard Cordray, candidate for Ohio Governor; Steve Dettelbach, candidate for State Attorney General; Kathleen Clyde, candidate for Secretary of State; Zach Space, candidate for State Auditor. Darold Johnson, OFT Director of Legislation and Political Action, spoke on Ohio's Political Landscape. U.S. Senator Sherrod Brown had to be in Washington, DC, but sent a video message.

Other speakers were Melissa Cropper, OFT President, on the State of the Union; Randi Weingarten, AFT President, Keynote and Q&A Session; Doug Kelly, President and CEO of Make-A-Wish for Ohio, Kentucky, and Indiana, on Growing Stronger through Community Partnerships; Natalie Dean, AFT, on ShareMyLesson.com; and Shelly Simonds, the candidate for Virginia House of Delegates whose tie was broken by a random drawing, on The Power of One Vote. OFT's STRS Board can-

didates, Ben Pfeiffer and Dale Price, were retirement issues panelists.

The OFT's prestigious Friend of Public Education Award was presented to State Senator Peggy Lehner (R-6). Senator Lehner, who currently serves as the Education Committee Chair, worked with a panel of educators who recommended changes to the Ohio Teacher Evaluation System (OTES), which the Senator supported. The changes would remove student growth measures as a major component of OTES evaluations.

The delegates supported several resolutions, including timely resolutions in support of safe schools for all; in support of measures to end gun violence in schools; in opposition to *Janus*; in support of the Ohio Fairness Act; in opposition to HB 512; and in support of immigrant students, among others.

Despite rainy

weather, OFT convention attendees also participated in the National Working People's Day of Action on Saturday, February 24, rallying at the statehouse prior to the *Janus v. AFSCME* arguments before the Supreme Court on February 26.



## Vote PFEIFFER & PRICE

## STRS Board Election: Protect Your Retirement!

Two seats for active (still working) STRS members are up for election now on the STRS Board. CTU and OFT have endorsed Benjamin Pfeiffer and Dale Price. Ballots, candidate information, and voting instructions were mailed on April 3 to all STRS Ohio members eligible to vote in the 2018 Retirement Board election. The deadline for voting is 4:30 p.m., EDT, on Monday, May 7, 2018.

You can vote in one of three ways: by mail, through a toll-free phone number, or via a special Internet site. Each eligible voter was assigned a distinct EVN (electronic validation number) that prevents duplicate voting.

STRS encourages members to vote by phone or online, as this saves money for STRS Ohio. For every completed mail ballot returned to STRS Ohio, the pension system has to pay for the return postage. Phone and online votes avoid this extra postage expense for STRS.

Any STRS Ohio members who believe they are eligible to vote, but did not receive a ballot package, should call the Election Services Co. customer service line toll-free at 866-720-4357 immediately. The customer service center is open from 9:00 a.m. to 5:00 p.m. Results of the election will be posted on the STRS Ohio Web site and announced in STRS Ohio newsletters following certification of the election results on May 12, 2018.

If you have not voted yet, do it today! Support Pfeiffer and Price for STRS Board.



Ben & Dale have a **proven record** of being strong advocates for our teachers.

### THEY WILL FIGHT FOR:

- 1 Your **Defined Benefits**
- 2 **Diverse views** on the STRS Board
- 3 Restoration of **COLA**



**Ben & Dale will step up, speak up and stand up for YOU!**

★ Vote for your fellow members ★

**Ben Pfeiffer and Dale Price**  
for Ohio STRS Board



# Principals' Report Card

## 2017-18 — CTU Educational Issues Committee

*Note: The results of this survey are not necessarily scientific, as the number of responses varies by building, and may or may not be a representative sample. The responses may or may not reflect the overall opinion of all CTU members in the building.*

School	Principal	Overall Rating	Should be Rehired
STEAM Network			
Andrew J.Rickoff	Shelby Schutt	C-	Yes
Charles A. Mooney	Michelle Person	A-	Yes
Charles Dickens	Vanessa Capps-Moore	F	Yes
Charles W. Eliot	Ivy Wheeler	D+	Yes
Dike School of the Arts	Alisha Evans	C	Yes
Garrett Morgan	Quenton Davis	B+	Yes
Hannah Gibbons	Gregory Adkins	B	Yes
Jane Addams Business Careers Center	Wanda Grondin	A	Yes
Martin L. King, Jr. Academic Campus	Latonia Davis	C-	Yes
Max S. Hayes HS	Christopher Scarcella	D-	No
Miles Park	Tamika Taylor-Ivory	D+	Yes
Nathan Hale	Joelle McIntosh	C	Yes
Newton D. Baker School of Arts	Wendy Rose-Geiling	B-	Yes
Orchard	Kathryn Francis	B	Yes
Washington Park Environmental Studies	Tiffany James	C	Yes

LIFT Network			
East Clark	Dr. Charlene Hilliard	B-	Yes
Harvey Rice	Jason Tidmore, Jr	C-	Yes
Memorial	Maria Dinkins	B-	Yes
Miles	Roy James	D	Yes
Sunbeam	Katrinka Dean	D-	No
Wade Park	Dr. Lee Buddy Jr.	C-	Yes
Waverly @ Watterson Lake	Sommer Edwards	D+	Yes
*Wilbur Wright	Victoria Janke-Mousty	C	Yes
*Wilbur Wright	Vimeal Finley	B	Yes
Willow	Lisa Williams-Locklear	D+	Y/N 50%

*\*Revised 3.12.2018 (Wilbur Wright)*

Investment 2			
Adlai Stevenson	Christopher Wyland	C	Yes
Alfred A. Benesch	Dr. Erin Murphy	D+	No
Almira	James Green	B+	Yes
East Tech	Temujin Taylor	C+	Yes
Franklin D. Roosevelt	Sherie Turner	D+	Yes
Fullerton	Kevin Payton	B	Yes
George W. Carver	Susan Harvey	D+	Yes
Glenville	Jacqueline Bell	B	Yes
Glenville	Dr. Samuel Scavella	F	No
Marion-Sterling	Kelly Gibbs	B-	Yes
Michael R. White	Ariel Hayes	A-	Yes
Patrick Henry	Brittany Anderson	D	Yes

Investment 1			
Anton Grdina	Harold Booker	C	Yes
Bolton	Juliet King	D+	No
Case	Janet McDowell	D	Yes
Kenneth Clement Boys Leadership Academy	John Story	D	No
Luis Muñoz Marin	Ricardo Torres	D-	No
Mound	Velma McNeil	D-	No
New Tech Collinwood	Mary Miller	C-	Yes
Robert H. Jamison	Sharon Cooper	C-	No
Walton	Gretchen Liggins	B	Yes

Best Practices and Academic Culture Network			
Artemus Ward	Chris Myslenski	D-	No
Buhrer Dual Language	Michelle Sanchez	B+	Yes
Clark	Amanda Rodriguez	B	Yes
Daniel E. Morgan	Dessie Sanders	D	Yes
Euclid Park	Jennifer Woody	C-	Yes
H. Barbara Booker	Nicholas Scheibelhood	C-	Yes
Intl Newcomers @ Thomas Jefferson	Marisol Burgos	D	No
Iowa-Maple	Natalie Smith-Benson	D+	Yes
Joseph M. Gallagher	Thomas Kubiak	D+	Yes
Marion C. Seltzer	Caitlin Kilbane	C-	Yes
Mary M. Bethune	Melanie Nakonachy	D-	No
Robinson G. Jones	Melissa Watts	B+	Yes
Scranton	Troy Beadling	C+	Yes
Willson	Dawn Hayden	D	No

School	Principal	Overall Rating	Should be Rehired
Innovative Network			
Campus International K-8	Julia Beers	B-	Yes
Cleveland Early College High School@ John Hay	Chaundria Smith	D+	Yes
Cleveland School of Architecture & Design @ John Hay	Tianna Ferguson	A-	Yes
Cleveland School of Science & Medicine @ John Hay	Michelle Perez	A-	Yes
Design Lab Early College	Eric Juli	D	No
Douglas MacArthur Girls Leadership Academy	Victoria King	A	Yes
Facing History New Tech HS	Marc Engoglia	C+	Yes
Ginn Academy	Nicholas Petty	B+	Yes
MC2STEM @CSU Rhodes Tower West	Feowyn MacKinnon	C	Yes
MC2STEM GE Ligthting @ NELA Park	Feowyn MacKinnon	C+	Yes
MC2STEM @ Great Lakes Science Center	Feowyn MacKinnon	B	Yes
New Tech East HS	Christy Nickerson	C	Yes
New Tech West HS	Shawnamichelle Leonard	D+	Yes
Promise Academy	Marc Aden	C+	Yes
Riverside	Neil Murphy	A	Yes
Valley View Boys Leadership Academy	Terrance Mitchell	B-	Yes
Warner Girls Leadership Academy	Audrey Staton-Thompson	C	Yes

Portfolio Network			
Bard HS Early College Cleveland East Campus	Lea Dotson	C+	Yes
Bard HS Early College Cleveland West Campus	Dumaine Williams	B	Yes
Campus International High School	Ameer El-Mallawany	A-	Yes
Cleveland High School for Digital Arts	Jasmine Maze	C	Yes
Cleveland School of the Arts	John Lepelley	C	Yes
Davis Aerospace & Maritime HS	Timothy Jones	C-	Yes
James Ford Rhodes HS	Andre Rudolph	C	Yes
John Adams HS	Terrance Menefee	B-	Yes
John Adams College & Career Academy	Phillip Schwenk	B	Yes
JFK PACT	Theodore Robinson	D-	Y/N 50%
JFK E3agle Academy	Lennox Thompson	D-	No
John Marshall School of Business & Civic Leadership	Sara Kidner	C-	Yes
John Marhsall School of Engineering	Timothy Primus	B	Yes
John Marshall School of Information Technology	Chelsey Cook	B-	Yes
Lincoln- West HS	Iteisha Bankston	C+	Yes
Lincoln- West School of Global Studies	Dr. Irene Javier	B+	Yes
Lincoln- West School of Science and Health	Michelle Kirkwood-Hughes	D-	No
Rhodes College & Career Academy	Alyssa Starinsky	C+	Yes
Rhodes School of Environmental Studies	Tara Drouhard	B	Yes
Whitney M.Young Leadership Academy	Karen Bryon-Johnson	B	Yes

Supervisors			
Attendance Liaisons	Lorri Hobson	D+	Y/N 50%
Basic Skills	Curtis Hutchison	B+	Yes
Downtown Educational Center	Wayne Marok	A-	Yes
Itinerant Gifted	Lucille Komichak	A	Yes
Non-Public	Karen Shepherd	C	Yes
Nurses	Debbie Aloschen	A-	Yes
OT/PT	Karen Thompson-Repas	A	Yes
Peer Coaches	Elizabeth Nelson	B+	Yes
Psychological Services	Lakesha Buggs-Hall	B	Yes
Residential Schools	Karen Shepherd	C	Yes
School of One	Wayne Marok	A	Yes
Sign Language Interpreters	Jessica Baldwin	D	No
Speech/Language Pathologists	Samantha Brown	C+	Yes
Transitional Services	Illus Taylor	A-	Yes

Achievement Network			
Benjamin Franklin	Rachel Snider	D+	Yes
Clara E. Westropp	Krystle George	C+	Yes
Denison	Sonja Clark	C+	No
James A. Garfield	Dawn Imler	D+	Yes
Louis Agassiz	Angie Boie	C	Yes
Louisa May Alcott	Eileen Stull	A	Yes
Mary B. Martin	Dr. Gary McPherson	D-	No
Oliver H. Perry	Brittani Irvin	F	No
Paul Dunbar	Sofia Piperis	D	Yes
Tremont Montessori	Natalie Celeste	C+	Yes
William C. Bryant	Amy Mobley	A-	Yes



# Who is Richard Cordray?

(Besides CTU's Endorsed Candidate for Ohio Governor)

**Richard A. Cordray is a Democratic candidate for Governor of Ohio, endorsed by the CTU along with his running mate for Lieutenant Governor, Betty Sutton.**

But Kurt Richards, CTU's COPE Director, wants you to know more about Richard Cordray before you vote. Test how much you know about Ohio's future Governor in the following True-or-False Quiz. Answers are on page 14.

- ☐ 1. Richard Cordray was born in Columbus and raised in Grove City, Ohio, where he attended public schools.
- ☐ 2. Richard Cordray graduated as co-valedictorian of his class in 1977.
- ☐ 3. While in high school, Richard Cordray was a champion on the high school quiz show *In The Know*.
- ☐ 4. Richard Cordray worked for minimum wage at a McDonald's when he was in high school.
- ☐ 5. Richard Cordray's first job in politics was as an intern for United States Senator John Glenn as a junior at Michigan State University's James Madison College.
- ☐ 6. Richard Cordray graduated *summa cum laude* with a BA in Legal & Political Theory.
- ☐ 7. As a Marshall Scholar at Brasenose College in Oxford, Richard Cordray earned an MA with first honors in Economics, and a Varsity Blue letter in basketball, too.
- ☐ 8. Richard Cordray earned his *Juris Doctor* with honors at the University of Chicago Law School, where he also served as editor-in-chief of the University of Chicago Law Review.
- ☐ 9. Richard Cordray began his career clerking for Judge Robert Bork and Supreme Court associate justices Byron White and Anthony Kennedy, then was hired by the international law firm Jones Day in Cleveland.
- ☐ 10. Richard Cordray served Ohioans as their Attorney General, Solicitor General, and Treasurer.
- ☐ 11. Richard Cordray was selected to lead the enforcement arm of the newly created United States Consumer Financial Protection Bureau (CFPB) under President Barack Obama in 2010, and in 2011 became its first Director.
- ☐ 12. The CFPB says that during Richard Cordray's tenure, nearly \$12 billion was returned to some 29 million Americans — mostly directly to their pockets — through penalties, fines, and reparations that the bureau levied on financial firms it found to be in violation of federal laws and rules. (These violations were among the banking practices that led to the financial crash of 2008.)
- ☐ 13. Under Richard Cordray, the CFPB took action against lenders for illegal student loan servicing failures that harmed borrowers, including: misleading borrowers into believing that they were not eligible for a valuable tax deduction on interest paid on certain student loans; incorrectly

charging late fees and adding interest to the student loan balances of borrowers who were still in school and eligible to defer their loan payments; misleading consumers about how much they had to pay in their monthly bills; and failing to disclose required information after denying borrowers' requests to release loan cosigners. This resulted in \$3.75 million in redress back to consumers and a \$2.75 million civil penalty.

- ☐ 14. During Richard Cordray's tenure, the CFPB initiated lawsuits against unscrupulous payday lenders, and began implementation of a rule to curb harmful payday lending practices industry-wide. (Now under Donald Trump's administration, the new Director stopped the bureau's lawsuits against payday lenders, and postponed implementation of the new payday lending rules that would benefit borrowers.)
- ☐ 15. Under Richard Cordray's successor, appointed by Donald Trump, the Consumer Finance Protection Bureau's mission statement now focuses less on consumers and more on deregulating consumer markets, and its five-year strategic plan excludes enforcement entirely.

- ☐ 16. Richard Cordray has proposed a plan for universal pre-kindergarten in Ohio. The plan includes partially funding universal pre-K by diverting state tax dollars that currently go to online charter schools, such as the now-closed Electronic Classroom of Tomorrow (ECOT). He said he believes state investment into early childhood education makes sense both fiscally and morally.
- ☐ 17. Richard Cordray's late mother was a social worker, teacher, and founder of Ohio's first foster grandparent program for individuals with developmental disabilities. His father retired, after 43 years of service, as an Orient Developmental Center program director for intellectually disabled residents.
- ☐ 18. Richard Cordray has been married since 1992 to Margaret "Peggy" Cordray, a law professor at Capital University Law School. Mr. and Mrs. Cordray have twins, a daughter and son, and currently live in the Grove City area of central Ohio.
- ☐ 19. While in private practice, Richard Cordray co-wrote a legal brief for the Anti-Defamation League for the reinstatement of Ohio's hate crime laws.
- ☐ 20. Richard Cordray was an undefeated five-time champion and Tournament of Champions semifinalist on *Jeopardy!*, winning \$45,303 which he used to pay his law school debt, to pay taxes, and to buy a used car.

Ohio AFL-CIO  
Recommends:

**RICHARD  
CORDRAY  
& BETTY  
SUTTON**

FOR GOVERNOR  
& LT. GOVERNOR



Let's Keep Ohio UNION STRONG



# Senator Sherrod Brown:

## Working to Protect Ohio Pensions, Keep Promises to Workers

U.S. Senator Sherrod Brown (D-OH) joined northeast Ohio retirees and workers at Laborers Local 310 in Cleveland March 16 to discuss the pension crisis threatening 1.5 million workers and retirees nationwide, including more than 60,000 Ohioans. The event was co-hosted by AFL-CIO's Senior Voice Coalition.

Earlier that week, the bipartisan House and Senate Joint Select Committee on Pensions held its first meet-

Senator Brown and Senator Orrin Hatch (R-UT) will co-chair the Committee, which is made up of eight

Washington bailed out Wall Street, and Wall Street turned around and stole the pensions Ohioans worked for. Now Congress has a responsibility to protect the pensions workers earned before it is too late.

– Senator Sherrod Brown

ing in Washington. Senator Brown, Committee Co-Chair, secured the creation of the Committee as part of the overall budget compromise that passed earlier in March. The Committee will work with both Houses of Congress to consider Brown's pension-saving proposal and produce a bipartisan solution that can be voted into law.

"Washington bailed out Wall Street, and Wall Street turned around and stole the pensions Ohioans worked for. Now Congress has a responsibility to protect the pensions workers earned before it is too late," Senator Brown said. "While it is not the immediate solution we hoped for, this Committee will force Congress to finally treat the pension crisis with the seriousness and urgency American workers deserve."

Republicans and eight Democrats from both the House and Senate. At Brown's urging, the Committee will have instructions to report a bill by the last week of November, and will be required to hold at least five public meetings, including the option of field hearings outside of Washington, so members of Congress can hear directly from retirees, workers, and businesses affected by the pension crisis. The solution the Committee produces will be guaranteed an expedited vote in the Senate without amendments.

Senator Brown has been fighting for a solution to the pension crisis for years and recently introduced the Butch Lewis Act, named for a retired Ohio Teamster from West Chester, who passed away while fighting

against cuts to the retirement he and his fellow workers earned.

Numerous Ohio pension plans, including the massive Central States Teamsters Pension Plan, the United Mine Workers Pension Plan, the Ohio Southwest Carpenters Pension Plan, and the Bakers and Confectioners Pension Plan are currently on the brink of failure. The Ironworkers Local 17 plan has already had to cut benefits. If nothing is done to the plans, they will fail and retirees will face massive cuts to the benefits they earned over decades of work.

If the plans are allowed to fail, not only will they no longer be able to pay promised benefits, but taxpayers would be at risk of having to pay billions, because the Pension Benefit Guarantee Corporation (PBGC) would be on the hook for billions of dollars it cannot pay. PBGC is the arm of the federal government that insures pension plans.

"Senator Sherrod Brown continues to be a strong advocate for American workers, throughout their lives," said Kurt Richards, CTU 2nd Vice President and COPE Director. "He has earned our support — and our votes — in November."



**Answers to the Richard Cordray Quiz: Answers 1-20 are TRUE.**  
This outstanding attorney, public servant, and consumer watchdog will be a great Governor for the state of Ohio.

### North Shore AFL-CIO 2018 Endorsements

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> U.S. SENATE<br><b>Sherrod Brown</b>   | <input checked="" type="checkbox"/> OHIO SENATE DISTRICT 23<br><b>Nickie J. Antonio</b>    | <input checked="" type="checkbox"/> CLEVELAND JUDGE FTC 1/2/19<br><b>Andrea Nelson Moore</b>                 |
| <input checked="" type="checkbox"/> OHIO GOVERNOR/LT. GOVERNOR<br><b>Richard Cordray</b><br><b>Betty Sutton</b> | <input checked="" type="checkbox"/> OHIO SENATE DISTRICT 25<br><b>Kenny Yuko</b>           | <input checked="" type="checkbox"/> CLEVELAND JUDGE FTC 1/3/19<br><b>Andrew J. Santoli</b>                   |
| <input checked="" type="checkbox"/> OHIO ATTORNEY GENERAL<br><b>Steve Dettelbach</b>                            | <input checked="" type="checkbox"/> OHIO HOUSE DISTRICT 7<br><b>Thomas F. Patton</b>       | <input checked="" type="checkbox"/> CLEVELAND JUDGE FTC 1/9/19<br><b>Emily Hagan</b>                         |
| <input checked="" type="checkbox"/> OHIO SECRETARY OF STATE<br><b>Kathleen Clyde</b>                            | <input checked="" type="checkbox"/> OHIO HOUSE DISTRICT 13<br><b>Michael J. Skindell</b>   | <input type="checkbox"/> CLEVELAND JUDGE FTC 1/11/19<br><i>No Recommendation</i>                             |
| <input checked="" type="checkbox"/> OHIO AUDITOR<br><b>Zach Space</b>   | <input checked="" type="checkbox"/> OHIO HOUSE DISTRICT 14<br><b>Steve Holecko</b>         | <input checked="" type="checkbox"/> CLEVELAND JUDGE, JUVENILE DIV. FTC 1/2/19<br><b>Jennifer L. O'Malley</b> |
| <input checked="" type="checkbox"/> OHIO TREASURER<br><b>Robert Richardson</b>                                  | <input checked="" type="checkbox"/> OHIO HOUSE DISTRICT 99<br><b>John Patterson</b>        | <input checked="" type="checkbox"/> 8TH DISTRICT COURT OF APPEALS FTC 1/2/19<br><b>Michelle J. Sheehan</b>   |
| <input checked="" type="checkbox"/> U.S. HOUSE DISTRICT 11<br><b>Marcia Fudge</b>                               | <input checked="" type="checkbox"/> CUYAHOGA COUNTY EXECUTIVE<br><b>Armond Budish</b>      | <input checked="" type="checkbox"/> ISSUE 1 – REDISTRICTING REFORM<br><b>YES</b>                             |
| <input checked="" type="checkbox"/> OHIO SENATE DISTRICT 21<br><b>Sandra Williams</b>                           | <input checked="" type="checkbox"/> COUNTY COUNCIL DISTRICT 7<br><b>Yvonne Conwell</b>     | <input checked="" type="checkbox"/> ISSUE 5 – PARMA CITY SCHOOLS<br><b>YES</b>                               |
|   | <input checked="" type="checkbox"/> COUNTY COUNCIL DISTRICT 10<br><b>Michael J. Houser</b> | <input checked="" type="checkbox"/> ISSUE 9 – HHS (RENEWAL)<br><b>YES</b>                                    |



# Vote YES on Issue One

## OHIO ISSUE ONE:

# Stop Gerrymandering!

Gerrymandering is a serious problem plaguing Ohio and American politics. It is a hot-button political issue across the country, but Ohio can begin to fix it with the passage of Issue 1 in the May 8 primary election.

Gerrymandering is defined by [thefreedictionary.com](http://thefreedictionary.com) as “the process by which a congressional or other political district is redrawn to provide electoral advantage to one group or another.” In Ohio, Republicans who were in the political majority controlled the redistricting process after the 2010 census. They created politically-safe gerrymandered districts, and the process has ended compromise in our political

system. One clear example of the extent of gerrymandering in Ohio is the 9th District on the shore of Lake Erie, mockingly referred to as “the snake on the lake.” (See map of Ohio congressional districts, below.)

The current political paralysis in the U.S. Congress is due in large part to the gerrymandering of Congressional districts. The process has made lawmakers less likely to listen to

Gerrymandering is not a Republican or Democrat problem. It is a fundamental problem of government that must be corrected.”

— FORMER OHIO GOVERNOR JIM RHODES

different opinions, and only to the views of their own party’s hard-liners. In this situation, the citizens lose.

Issue 1, called “Fair Districts, Fair Elections,” will start to fix some of the gerrymandering mess that is paralyzing and polarizing our politics. It will

create a bipartisan, public process for redrawing congressional districts on Ohio.

The proposed amendment would keep local communities together and create more compact district boundaries. It would ensure a transparent process by requiring public hearings and allowing public submission of proposed plans.

Issue One would require the General Assembly or the Redistricting Commission to adopt new districts by a bipartisan vote for the plan to be effective for the full ten-year period. If a plan is adopted without bipartisan support, it cannot be effective for the full ten years, and must comply with explicit gerrymandering requirements.

If passed, Issue One will be effective immediately.

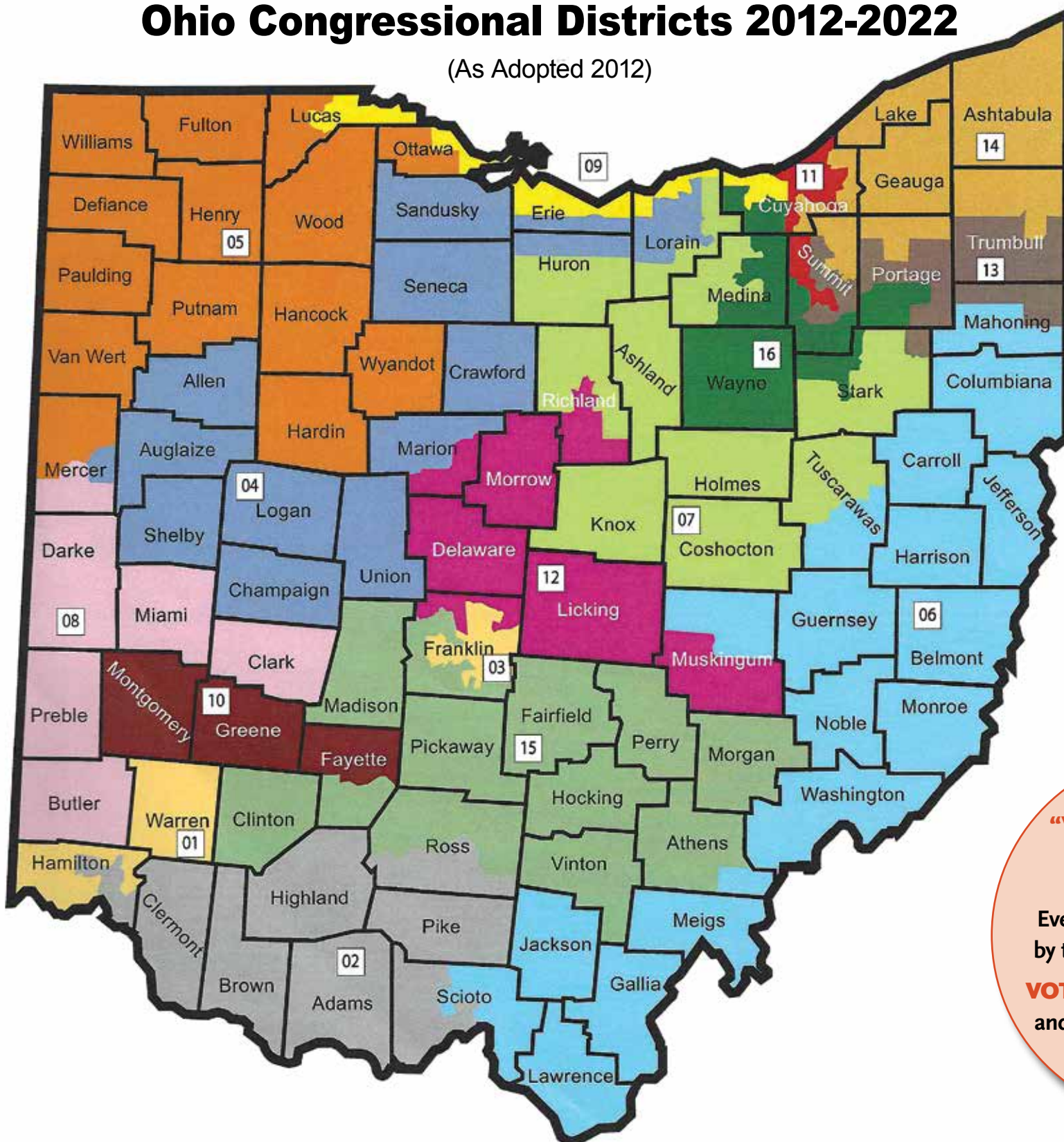
The February 6, 2018, *Akron Beacon Journal* editorial “Ohio Gets Real Redistricting Reform” stated: “Issue One involves real governing, both sides giving and taking, and it deserves voter support.”

It’s time to stop politicians from hand-picking their voters, and instead, let Ohio voters choose their representatives. Vote YES on Issue One.

For more information, go to [fairdistrictsohio.org](http://fairdistrictsohio.org).

## Ohio Congressional Districts 2012-2022

(As Adopted 2012)



**“When you skip voting,  
it’s not rebellion,  
it’s surrender.**

**Every election is determined  
by the people who show up.”**

**VOTE in the May 8 Primary,  
and support Union-endorsed  
candidates and issues!**



# THE PRESIDENT'S REPORT

BY DAVID J. QUOLKE

## Corrective Action to Investment to Redesign Schools: Getting It Right

Along with the welcome change in Northeast Ohio weather, spring in CMSD brings anticipation of the closing of one school year and a planning process for the next. In CMSD, plans for the upcoming school year take the form of Academic Achievement Plans (AAPs), written by representatives of the school staff, and approved — or not — by a democratic vote of CTU members.

This spring, educators in 13 Redesign Schools finally have an opportunity for meaningful input in their school's future, and genuine involvement in crafting a plan that will lead to more success for their students. What has changed?

The key change is a new bottom-up approach, with educators taking the lead.

According to *Crain's Cleveland Business* (February 4, 2018), the Cleveland Transformation Alliance, the group charged with monitoring CMSD's turnaround efforts, stated, "progress at the K-8 level has been slow and uneven despite the heavy investment of resources."

Why the poor results? Several years ago, teachers in Corrective Action schools, as some schools were called then, were forced to use specific vendor programs with rigid procedures that mandated specific teaching methods and even disciplinary techniques. This corrective action strategy in many cases did not fit the teaching styles of educators, nor the educational and social-emotional needs of their

students. The mandated strategy was top-down, a "to us, not with us" style of change, and the students lost.

As the *Crain's* editorial explained, "The challenge that remains, according to the alliance, is that too many K-8 schools are under-enrolled and low-performing. To its credit, the District realized its Investment Schools approach that targeted the lowest-per-

Teachers needed more involvement in the decision-making process, based on their knowledge of student and school community needs, in order to have better results.

forming schools wasn't working and paused the button."

I now see a real opportunity for students and educators in these schools, thanks to the pause and change of direction. The key change is a new bottom-up approach, with educators taking the lead. Teacher-led reform is more appropriate, relevant, and effective; it follows a "with us, not to us" approach to improving teaching and learning. There is a greater potential for positive redesign possibilities, led by the educators who will actually implement them.

This year, Redesign school teams have been developing new design plans based on one of four models. Educational decisions are being driven by leadership teams comprised mainly of teachers, the people who know the students' needs best. Students will be focused on learning how to think and problem-solve. The design plans will be part of the school's AAP in 2018-2019. This is a new and significant level of involvement for these leadership teams. Teachers have a choice and a voice, and they've worked to establish buy-in from the entire school community.

But why did it take so long to figure

this out?

In the Investment School survey coordinated by CTU's Educational Issues Chairperson Debbie Paden two years ago, the data concluded that teachers needed more involvement in the decision-making process, based on their knowledge of student and school community needs, in order to have better results. The manufactured programs and forced, top-down approach to reform, even with extra resources, didn't significantly help.

Still, although I wish it would have



happened sooner, I'm glad the District has paused and moved to a new approach. Our students deserve only the best prospects for educational success. Under the old corrective action strategy, they lost. Like spring, the new Redesign approach is a breath of fresh air, and a hopeful new beginning for these students, educators, and school communities.


The manufactured programs and forced, top-down approach to reform, even with extra resources, didn't significantly help.

On a personal note, thank you to the CTU membership for my own and my leadership team's reelection in March. I am humbled and honored by your continued support. Every day that I hold this office, I am proud to represent the finest educators and the strongest teachers' union in the nation. I will continue to work as hard as I can to represent your best interests in these difficult times. Again, thank you.

In union,  
David J. Quolke

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**Start Your Summer Break**  
at the  
**CTU End-of-the-Year PARTY!**  
**Nautica Pavilion** (behind the Powerhouse on the West Bank of the Flats)  
**Thursday, May 24, 3:30-7:30 p.m.**

- Present your CTU membership card to receive a free drink ticket.
- Wear CTU apparel to receive an additional free drink ticket.
- Parking is located in the Powerhouse Parking Lot; parking prices are subject to change.
- Sponsored by the CTU Social Committee  
Chairperson Cassandra Carter, and Assistant Chairperson Kimberly Bryant-Austin.

**THU**  
**24**  
**MAY**