STATE OF THE UNION, Post-Janus

The Supreme Court dealt a major blow to organized labor on June 27, 2018, overruling a 40-year precedent. With conservative justices in the majority, the court ruled by a 5-to-4 vote that government or public workers who choose not to join unions are not required to help pay for collective bargaining through fair share or agency fees. The ruling means that public-sector unions across the nation could lose significant funding, and as a result, see their effectiveness for their members diminished.

Justice Elena Kagan, one of the four dissenting justices, expressed her profound disagreement with the decision. She wrote: “There is no sugar-coating today’s opinion. The majority overthrows a decision entrenched in this nation’s law — and in its economic life — for over 40 years. As a result, it prevents the American people, acting through their state and local officials, from making important choices about workplace governance. And it does so by weaponizing the First Amendment, in a way that unleashes judges, now and in the future, to intervene in economic and regulatory policy.”

The case, Janus v. AFSCME Council 31, was brought by plaintiff and former Illinois state employee Mark Janus, who got legal assistance from the National Right to Work Legal Defense Foundation and other anti-labor, anti-worker groups. He has since left his job and gone to work for the Illinois Policy Institute, a conservative, anti-union think tank that helped take the Janus case to the Supreme Court.

“The issue decided in Janus was whether “agency fees” or fair share laws violate the principles of free speech and association. The decision

CTU Strength Depends on YOU

“We have a Union that supports new teachers and advocates for students is beneficial. Coming from a district without a Union made this imperative in my transition to Cleveland.”

— Rachel McCue (Joseph Gallagher)

CTU Preps for Upcoming Negotiations, Continues Implementation

“The CTU Negotiating Team has a two-pronged task right now,” said Shari Obrenski, CTU Director of Negotiations and 3rd Vice President, Senior/Special. “First, we continue to work to fully implement the 2016-2019 Collective Bargaining Agreement. Second, we are preparing for upcoming negotiations, which includes resolving any past concerns that came up in the recent CBA as well as addressing any new issues that members have.”

This school year is the third and last year of the current CBA, set to expire on June 30, 2019. The Negotiating Team has been working continuously during the past two years of this contract to compile a list of potential issues for negotiators to tackle. In the near future, the Team will be seeking input and feedback from CTU members, to help prioritize their issues and

Inside the Critique

Implementing the CBA

Wellness Discount .......................... 3
Grievance News & TDES .................. 6
Grievance Process Defined .......... 7

Union News

Grow with Google Comes to CLE . . . . B
CTU Para News .............................. 9
OFF Training Sessions ................. 9
CTU’s Mooney Scholarship Winner 10
Scholarship Golf Outing ............... 10
CDHR 2018-19 PD Sessions ............ 10
CTU End-of-Year Party Photos ....... 11
MHJF Grants Available ................. 15
AFT’s ID Theft Coverage ............... 19

Education & Politics

SB 216: OTES, TDES Changes ......... 4
AFT Convention 2018 ................. 12
Labor Day Thoughts ................. 15
CTU History: SB 5/Issue 2 .......... 16
Election 2018 .............................. 18
Pres. Quolke: CTU Strong .......... 20
THUMBS UP to Ohio Senator Peggy Lehner (R-Kettering), who was instrumental in the passage of SB 216, a law that will bring positive changes to Ohio’s teacher evaluation system and student testing mandates, benefiting students and teachers. And thumbs up to CTU officers and members who worked hard lobbying legislators to support the constructive changes in the bill for all Ohio educators and students — no Cleveland carveout!

A HUGE THUMBS DOWN to the U.S. Supreme Court’s Janus v. AFSCME decision, overturning 40 years of established legal precedent and eliminating public employee union’s fair-share fees. The 5-4 decision came in June, after the GOP-led Senate had refused to even consider President Barack Obama’s nominee, Merrick Garland, for an empty seat, but quickly approved Donald Trump’s nominee, Neil Gorsuch, in 2017, thus shifting the balance on the Court. But the decision may make a sleeping labor bear: AFT membership numbers are up; in red-state Missouri, voters delivered a resounding victory to unions in an August referendum, rejecting a right-to-work law that had been passed by Republican state officials; and more working-class Americans are understanding that strong unions help raise wages, increase benefits, and improve working conditions for all workers in the community.

THUMBS UP to those members who have joined or recommitted to the CTU, recognizing that the union’s strength depends on its members’ solidarity. The CTU has a long, proud history as one of the strongest, most active teacher unions and a leader among labor organizations. Your CTU membership means you value a strong union, which is important to your professional career and working conditions, your livelihood and benefits, and your future security.

THUMBS DOWN to principals who ignored or did not honor Grade Level Placement (GLP) first submissions when making teaching assignments, violating the CBA. Although this was corrected through the grievance process — thank you, CTU Grievance Team! — it created a lot of unnecessary work, needless anguish, and wasted time. Honor the contract!

THUMBS UP to the five CTU members, who as part of a group of AFT members from Connecticut, Montana, New Jersey, Ohio, Oregon, and Wisconsin, were all honored as AFT Heroes at the 2018 AFT National Convention in Pittsburgh in July: Dorothy Fair (CTU Trustee, Senior Support for the project were the Clinton Global Initiative), were hosted by members of the St. Croix Federation of Mainland Health Professionals for a week-long relief effort, and the Seafarers Union. The effort was spearheaded by the Community Foundation of the Virgin Islands, AirLink, and the Seafarers Union. The effort was successful, having earned their 5-Year Professional Licenses. And thumbs up to the Resident Educator mentors and Peer Assistance and Review (PAR) mentors for their valuable assistance to new teachers and struggling teachers. Their help benefits CMSD teachers and students.

THUMBS UP to those CTU Chapter Chairs and principals who worked together to ensure that 2018-2019 schedules are equitable and follow CBA guidelines. Your cooperation and teamwork made for a smooth opening of the school year for your students and staff.

THUMBS UP to CTU’s CDHR Committee and the Paraprofessional Chapter, led by Stephanie Henderson and Cherylane Jones-Williams respectively, and all CTU members who joined them to volunteer for Fox 8 TV’s 12th Annual Stuff the Bus event held at Dick Goddard Way on August 7. The record-breaking event took in 14 busloads of donated school supplies, which were brought to the Cleveland Kids in Need Resource Center. The resources will help thousands of students in Cuyahoga County schools. What a generous way for these CTU members to spend their last day of summer break!

THUMBS UP to Kirsten Fischer, a middle-school English Language Arts teacher at Scanton, who participated in the Fordham Institute’s Roundtable on Grading Policy in Washington, DC in June. The group of about 35 policymakers, foundation officials, and representatives of educational organizations met to discuss the relationship between standards, instructions, grades and grading policy, information that teachers and parents have, and college and career readiness. Kirsten was one of only two current teachers there, and was described as “one of the most listened-to speakers, an accomplished and passionate representative of CTU educators.” She was also an Excellence in Teaching Award winner in 2017. Kudos to Ms. Fischer!

THUMBS UP to Catherine Duplisea, Peer STEM Instructional Coach at Orchard STEM School and a 2017 Excel- sea of CMSD’s Human Resources/Talent Department, for her prompt, efficient assistance in answering questions and providing clear, concise information to CTU members who are renewing their licenses. Having a current license is your professional responsibility as an educator. Thanks to Ms. Franklin for helping CTU educators with the licensing process.

THUMBS UP and congratulations to all Resident Educators who successfully passed the Resident Educator Summative Assessment and completed the Resident Educator Program: 142 teachers have earned their 5-Year Professional Licenses. And thumbs up to the Resident Educator mentors and Peer Assistance and Review (PAR) mentors for their valuable assistance to new teachers and struggling teachers. Their help benefits CMSD teachers and students.

THUMBS UP to to 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 (lowercase, 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.

THUMBS DOWN to the 2018 AFT National Convention in Pittsburgh in July: Dorothy Fair (CTU Trustee, Senior Support for the project were the Clinton Global Initiative), were hosted by members of the St. Croix Federation of Mainland Health Professionals for a week-long relief effort, and the Seafarers Union. The effort was successful, having earned their 5-Year Professional Licenses. And thumbs up to the Resident Educator mentors and Peer Assistance and Review (PAR) mentors for their valuable assistance to new teachers and struggling teachers. Their help benefits CMSD teachers and students.

THUMBS UP to Kirsten Fischer, a middle-school English Language Arts teacher at Scanton, who participated in the Fordham Institute’s Roundtable on Grading Policy in Washington, DC in June. The group of about 35 policymakers, foundation officials, and representatives of educational organizations met to discuss the relationship between standards, instructions, grades and grading policy, information that teachers and parents have, and college and career readiness. Kirsten was one of only two current teachers there, and was described as “one of the most listened-to speakers, an accomplished and passionate representative of CTU educators.” She was also an Excellence in Teaching Award winner in 2017. Kudos to Ms. Fischer!

THUMBS UP to Catherine Duplisea, Peer STEM Instructional Coach at Orchard STEM School and a 2017 Excellence in Teaching Award winner, who was honored by the Ohio Department of Education as Teacher of the Year in District 11. She is one of 11 teachers across Ohio who were selected as 2019 Teachers of the Year for their respective State Board of Education districts. An Ohio panel of education and community stakeholders will select the Ohio Teacher of the Year from these 11 teachers, to be announced by the Ohio Department of Education as Teacher Excellence in Teaching Award winner in 2017. Kudos to Ms. Fischer!

THUMBS UP to Laura Reilly, the first CTU winner of OFT’s annual Tom Mooney Memorial Scholarship. Laura is the daughter of CTU member Nanette Reilly, Secondary Math teacher at Rhodes College and Career Academy. Laura’s winning essay was about diversity and civility. Congratulations to the outstanding Westlake grad, who will be studying Business and Political Science at Ohio University.

THUMBS DOWN to CMSD for still not paying CTU members who have won sustained grievance awards that involve compensation in a timely manner, even though CEO Eric Gordon acknowledged this problem last school year and assured that it would be corrected. Let’s get this issue fixed.

THUMBS DOWN to CMSD’s Human Resources/Talent Department, for her prompt, efficient assistance in answering questions and providing clear, concise information to CTU members who are renewing their licenses. Having a current license is your professional responsibility as an educator. Thanks to Ms. Franklin for helping CTU educators with the licensing process.

THUMBS UP to 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 (lowercase, 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.

THUMBS UP and congratulations to all Resident Educators who successfully passed the Resident Educator Summative Assessment and completed the Resident Educator Program: 142 teachers have earned their 5-Year Professional Licenses. And thumbs up to the Resident Educator mentors and Peer Assistance and Review (PAR) mentors for their valuable assistance to new teachers and struggling teachers. Their help benefits CMSD teachers and students.

THUMBS UP to those CTU Chapter Chairs and principals who worked together to ensure that 2018-2019 schedules are equitable and follow CBA guidelines. Your cooperation and teamwork made for a smooth opening of the school year for your students and staff.

THUMBS UP to CTU’s CDHR Committee and the Paraprofessional Chapter, led by Stephanie Henderson and Cherylane Jones-Williams respectively, and all CTU members who joined them to volunteer for Fox 8 TV’s 12th Annual Stuff the Bus event held at Dick Goddard Way on August 7. The record-breaking event took in 14 busloads of donated school supplies, which were brought to the Cleveland Kids in Need Resource Center. The resources will help thousands of students in Cuyahoga County schools. What a generous way for these CTU members to spend their last day of summer break!

THUMBS UP to Kirsten Fischer, a middle-school English Language Arts teacher at Scanton, who participated in the Fordham Institute’s Roundtable on Grading Policy in Washington, DC in June. The group of about 35 policymakers, foundation officials, and representatives of educational organizations met to discuss the relationship between standards, instructions, grades and grading policy, information that teachers and parents have, and college and career readiness. Kirsten was one of only two current teachers there, and was described as “one of the most listened-to speakers, an accomplished and passionate representative of CTU educators.” She was also an Excellence in Teaching Award winner in 2017. Kudos to Ms. Fischer!

THUMBS UP to Catherine Duplisea, Peer STEM Instructional Coach at Orchard STEM School and a 2017 Excellence in Teaching Award winner, who was honored by the Ohio Department of Education as Teacher of the Year in District 11. She is one of 11 teachers across Ohio who were selected as 2019 Teachers of the Year for their respective State Board of Education districts. An Ohio panel of education and community stakeholders will select the Ohio Teacher of the Year from these 11 teachers, to be announced by State Superintendent Paolo DiMaria this fall. The Ohio Teacher of the Year will represent the state in the National Teacher of the Year selection in spring 2019. Congratulations to Ms. Duplisea!

THUMBS UP to Laura Reilly, the first CTU winner of OFT’s annual Tom Mooney Memorial Scholarship. Laura is the daughter of CTU member Nanette Reilly, Secondary Math teacher at Rhodes College and Career Academy. Laura’s winning essay was about diversity and civility. Congratulations to the outstanding Westlake grad, who will be studying Business and Political Science at Ohio University.

THUMBS DOWN to CMSD for still not paying CTU members who have won sustained grievance awards that involve compensation in a timely manner, even though CEO Eric Gordon acknowledged this problem last school year and assured that it would be corrected. Let’s get this issue fixed.

THUMBS UP and congratulations to all Resident Educators who successfully passed the Resident Educator Summative Assessment and completed the Resident Educator Program: 142 teachers have earned their 5-Year Professional Licenses. And thumbs up to the Resident Educator mentors and Peer Assistance and Review (PAR) mentors for their valuable assistance to new teachers and struggling teachers. Their help benefits CMSD teachers and students.

THUMBS UP to those CTU Chapter Chairs and principals who worked together to ensure that 2018-2019 schedules are equitable and follow CBA guidelines. Your cooperation and teamwork made for a smooth opening of the school year for your students and staff.
It’s What Unions Do!

Do you value respect, fairness, and a voice at work? That is what union membership provides.

Unions are about a simple proposition: by joining together, working women and men gain strength in numbers so they can have a voice at work about what they care about. They can negotiate a contract with their employer for things like a fair and safe workplace, better wages, a secure retirement, and family-friendly policies such as paid sick leave. They have a voice in how their jobs get done, creating a more stable, productive workforce that provides better services.

No matter what type of job workers are in, by building power in unions, they can speak out for fairness for all working people in their communities, and create better standards and a strong middle class across the country.

(Source: AFL-CIO)

Wellness Discount Saves $$$

Do you want to save money on your health care costs? If so, take advantage of the negotiated Wellness discount for health insurance rates (Medical Mutual, Aetna, and UH-Choice). Remember, the Wellness check must be completed annually, and the verification submitted annually. Besides saving you money in health care premiums, seeing your doctor regularly to monitor and maintain good health is a good thing in itself.

The same forms will be used this year as last year to document a Wellness visit. For this school year, your Wellness Check must occur between November 1, 2017 and October 31, 2018. If you haven’t had a Wellness check done for this school year, schedule it now!

Members and those covered on their health care plan have one free preventative visit annually. Be sure that when you schedule this appointment, it is scheduled as a Wellness visit, and tell your health care provider what you need: biometric testing consisting of Body Mass Index (BMI), glucose, blood pressure, and cholesterol testing. Show your health care provider your completed health risk assessment, and have them sign the Physicians Certification Form.

CTU recommends that YOU email back your signed Physician Certification Form. Do not have the doctor or their office return your paperwork. When you email it yourself, any email communication will go directly back to you. Also, you do NOT email back your Health Risk Assessment; return only the signed Physician Certification.

Over 3,000 members and covered spouses took advantage of the new Wellness program last year and have kept their healthcare premiums at the 2017 rates. Open Enrollment will not begin until November 2018, but the union wants to be sure everyone is aware that the Wellness check must be done annually. CTU strongly advises getting it completed sooner rather than later.
The Ohio House passed Senate Bill 216, the Public School Deregulation Act, by a vote of 60-33 on June 27, 2018. “This is a significant victory for all Ohio educators and students,” said CTU President David Quolke, “and an important step toward a better teacher evaluation system in our state. The law’s changes will make more sensible, professional use of student assessment and testing data, to help genuinely improve instruction and increase student learning.”

The Senate had already passed the bill, 33-0, in March. Governor John Kasich’s office announced August 3 that he signed the bill into law. The changes will take effect beginning in the 2019-2020 school year, not this school year.

Positive Changes for OTES and TDES

The bill will bring positive changes to Ohio’s — and Cleveland’s — teacher evaluation system. Currently, the two key components of Ohio’s evaluation system are a rating of teacher performance based on classroom observations and other factors — and a rating of student academic growth. Cleveland’s Teacher Development and Evaluation System (TDES) mirrors the Ohio Teacher Evaluation System (OTES), both with heavy reliance on student test scores in teacher ratings.

The ODE website states: “Measuring student growth is challenging because school districts cannot use the same single student assessment for all teachers. They can use value-added ratings from the state assessments when available. If those are not applicable for a given subject or grade, districts can choose to use other assessments provided by national testing vendors and approved for use in Ohio. For subjects without state assessments or approved vendor assessments — such as art or music — districts should establish a process to create student learning objectives to measure student progress.” With the passage of SB 216, Ohio lawmakers moved in the direction of several other states, recognizing that student test scores are not a fair, accurate, or effective way to evaluate and develop good teachers.

Under the new law, the 50/50 framework of 50% Student Growth Measures (SGM) and 50% teacher performance will be changed. Some SGMs will be included in the rubric, but will not count as 50% of a teacher’s final summative rating beginning in the 2019-2020 school year. Please note: for the 2018-2019 school year, though, the current evaluation system will not change.

CTU leadership and members worked hard and lobbying their legislators to support SB 216. The work began in March 2017, when members of the Ohio Department of Education’s Educator Standards Board all agreed that Ohio’s teacher evaluation system was flawed and should be changed. The Board members included teachers, principals, other school administrators, parents, college professors, and legislators, including CTU K-8 Trustee Jim Wagner and State Superintendent Paolo DiMarino. Senator Peggy Lehner (R-Kettering), Ohio Senate’s Education Committee Chair, had agreed to support the recommendation of the panel. She kept her word.

The law will change the mindset of Ohio’s teacher evaluation process, making it about actually improving teaching instead of judging. It will more authentically support what should be the ultimate goal of teacher evaluation: better teaching.

Mark Baumgartner, CTU Trustee-at-Large and Director of Professional Issues, called the bill’s passage a two-tier win for CTU teachers: “First, it will get rid of the foolishness of the ineffective 50/50 teacher rating system, and second, there is no Cleveland carveout in the law. The changes to Ohio’s teacher evaluations will give educators the ability to use testing professionally, as it was intended, to assess student learning and drive instruction. We will use testing data to genuinely help kids, not just as an attempt to evaluate teachers.”

Mr. Baumgartner added that the law will get rid of unnecessary testing that is done only for the purpose of teacher evaluation, not to help students, and it will eliminate the shared attribution facet of OTES. Student growth measures will be fit into the rubrics, he explained, but will be geared toward improving instructional practice.

No Cleveland Carveout!

It was not always clear that CMSD teachers was vital to the Cleveland Plan or House Bill 525, the improvement plan that Governor John Kasich and Ohio’s GOP-led legislature approved in 2012. CEO Gordon said he felt using test scores in evaluating teachers was helpful, even though using the ratings to determine teacher pay in CMSD had been eliminated for the most part in the last collective bargaining agreement.

President Quolke testified in Columbus before the Senate Education Committee in December 2017, stating, “We want to be included in the [statewide] changes. We don’t think 3,000 Cleveland teachers should be treated differently [than other Ohio teachers].” He explained that in February 2017, CEO Gordon, Mayor Frank Jackson, and members of the Cleveland Board of Education had agreed that if changes to ORC 3319.112 were made to OTES, these changes would apply to Cleveland too.

Also, the recommendations of the Educator Standards Board that led to SB 216 were intended to improve teacher evaluations and benefit students across Ohio. President Quolke argued that it would be illegal and unfair to carve Cleveland teachers out of the same positive changes designed to help all other educators and students in Ohio. “Why would anyone want Cleveland teachers to be excluded from changes to an evaluation system that wasn’t working as planned?” President Quolke asked.

Senator Lehner explained that Ohio’s test-heavy evaluation process had not done what it was intended to do: distinguish good teachers from ineffective ones. “Absolutely nothing has changed,” she said. “Looking at test scores has not accomplished what we wanted, to get rid of bad teachers.”

Thanks to the efforts of CTU members who called and lobbied their lawmakers, the bill passed unanimously in the Senate — without the “Cleveland Carveout.” Kurt Richards, CTU 2nd Vice President and COPE (Committee on Political Education) Director, credited CTU and OFT for the win. “Along with OFT leaders, CTU officers and members worked hard at lobbying their legislators to pass this bill and to make sure Cleveland teachers were not excluded. The changes in testing and evaluations will be good for all Ohio teachers and kids.”

Cleveland was included despite a last-ditch effort by CEO Gordon and Mayor Jackson, who sent a letter to Senators requesting a carveout. It seems they thought all Ohio teachers and students should share in the benefits of a more fair, effective teacher evaluation system with less emphasis on student test scores — except for CMSD teachers and students. However, with the bill’s passage in the House this summer, and Governor Kasich’s signature, the beneficial changes to Ohio’s teacher evaluation process will be implemented next year, and will include Cleveland teachers.

You may not be aware of every benefit the union provides for you, or every right the union protects for you, until the day you lose them.

You may not understand the importance and influence of a strong, powerful union in your professional life, until the day it is weakened.

You may not think you personally need a union to protect you, represent you, and stand by you, until the day you do.
against fair share fees will impact all union workers across the United States, and force unions to try to do more with less.

The previous decision Justice Kagan referred to was a unanimous 1977 Supreme Court decision, Abood v. Detroit Board of Education, that established the right of unions to assess fair-share or agency fees to recover the costs of “collective bargaining, contract administration, and grievance adjustment purposes.” Objectors to union membership or policy could not have their fair-share dues used for other ideological or political purposes, but were not allowed to be “freeloaders,” and had to help pay for the benefits and protections the union provided to them, too. And anti-union forces have been working since then to overturn this long-standing ruling.

Right-to-Work (for Less)

Basically, Janus now makes every state Right-to-Work for public employees. Seven years ago, with substantial help from CTU members, Ohio voters defeated a GOP-led Right-to-Work effort when they overwhelmingly rejected 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.

States that have already passed right-to-work laws saw unions financially crippled, and union members’ collective bargaining rights gutted. Right-to-Work states have, on average when compared to non-Right-to-Work states, lower wages, higher healthcare rates, reduced pensions, and poorer working conditions with more workplace injuries and deaths. Strong unions make a positive difference in quality of life for all workers!

Time for Solidarity

Janus was nothing but a barely-veiled attempt to weaken unions under the guise of the First Amendment. So what can union members do? Fight back! Mobilize, organize, and engage! Make this an opportunity to strengthen our union. Join or recommit to your union today.

The brave union organizers and members from decades ago, including the original leaders and members of our own CTU, understood the value of unions, and did not take the benefits of union membership for granted. Many fought and sacrificed dearly for your right to form and join a union, and to share in the many benefits and protections of collective bargaining. Janus won’t be the end of the CTU, but the CTU will need its members’ continued commitment to keep it strong.

Recommit or Join TODAY!

Michelle Rzucidlo, CTU Secretary and Coordinator of the Recommitment Campaign, reported that membership information was being updated in each building by the Chapter Chairs. New CTU members are to complete the 2018-2019 Membership Application form and return it to their Chapter Chair.

I AM CTU 279 buttons have been purchased for all members, and will be sent to buildings along with 2018-2019 CTU Member Booklet. Membership Cards, once the membership lists are updated and returned to the CTU along with new member applications.

 Calendar books have also been sent to buildings, but are for CTU members only. Chapter chairs were reminded to include paraprofessionals who are CTU members when they distribute calendar books.

Ms. Rzucidlo encouraged all CTU members to proudly display their membership status by wearing the new CTU button. She reminded them that their membership in the union includes:

• The right to run for any CTU office, district wide, divisionally or at the local/building level.
• The right to vote in district level or building level CTU elections, including but not limited to: contract votes, fact-finder votes, union officers, etc.
• $1,000,000 in AFT Occupational Liability Insurance.
• The right to the income tax preparation services offered by CTU.
• The right to attend CTU-sponsored professional development & trainings.
• The right to receive CTU/AFT publications including the CTU calendar book.
• The right to attend CTU social events including but not limited to holiday parties and the retirement luncheon.

Non-members do not have these rights and privileges. For more information about the CTU, refer to the CTU Member Booklet.

Your union membership will help keep the CTU strong as it fights for you and your colleagues. 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.
The Grievance Committee recently won an arbitration on salary schedule placement, reported Jillian Ahrens and Mary Moore, CTU’s Co-Directors of Grievance and 3rd Vice-Presidents, K-8. But it came with a caveat about timelines.

The issue was this: in situations where newly-hired CMSD teachers have teaching experience in other districts, CMSD created a rule allowing 60 days for teachers to get their paperwork in to the district verifying their experience.

A new teacher with lots of prior experience submitted the paperwork after 60 days, resulting in a significant pay difference. She grieved.

The arbitrator ruled that the district can create the 60-day rule, but in this particular situation, the teacher was treated unfairly. She had attempted to get the documentation from her previous employer, another large urban district located out of the state, but that district had not sent the requested documentation in a timely manner.

In addition, there was a lack of communication and clarity from the district about the 60-day rule, and in this case, it was not implemented fairly. The grievant won the arbitration, and was moved to the higher pay step. But this case was a special situation, and CTU members should be aware that deadlines are important.

“It’s imperative that teachers new to CMSD get verification of any prior experience to the district within 60 days,” said Ms. Ahrens. If they are having problems getting the verification, they should email CMSD about the problem, giving an explanation before the 60 days, and copy Shari Obrenski, CTU Director of Negotiations and 3rd Vice President, Senior/Special, on the email, and be specific.

“It’s important to get things in on time!” added Ms. Moore. “Deadlines matter, especially regarding overages, coverages, and professional development payments. Missing deadlines can cost you compensation.”

Grievances Resolved, but Problems Remain

Ms. Ahrens and Ms. Moore reported that in the case of several arbitrations and Step II grievances, answers were returned in a timely manner and the grievances were sustained, which means the CTU grievant won. However, there were problems with the district implementing the remedy on sustained grievances, and sometimes problems just getting the district to notify principals when a grievance was sustained and a remedy was supposed to be implemented.

Several grievances regarding the 2018 summer school program have been resolved.

VPD Guidelines

Voluntary Professional Development hours are available to all CTU members, paid at their daily rate. Paraprofessionals have the opportunity to earn three VPD days or 18 hours per school year. The first VPD day for parapro only was August 7, for paras in traditional calendar schools. Opportunities for the other 12 hours for all CTU members are identified in each school’s Academic Achievement Plan (AAP). Principals and CTU Chapter Chairs have a process available to approve other VPD/Community Engagement activities.

“Buildings can design different VPD/C.E opportunities that meet the needs of their staff,” explained Ms. Ahrens. “Every effort should be made by the school leadership to provide a variety of opportunities for all interested CTU members to get these 12 hours during the school year. CTU members should be on the lookout for VPD/C.E opportunities provided by the union too, with their school’s approval.”

TDES & Accomplished Teachers

All teachers rated Accomplished should have received a letter explaining their choice for the 2018-2019 school year: unless they send an email to tdes@clevelanDmetroschools.org stating that they wish to be evaluated again this school year and be eligible for the Accomplished teacher rating stipend again, they will be automatically exempted from evaluation this school year, and thus ineligible to earn another stipend this school year. In other words, the default status for Accomplished teachers is exemption from evaluation; if they want to be evaluated and eligible for another stipend, they must send an email stating that to the TDES Committee. The deadline for this selection is August 24, 2018, for year-round schools, and September 7, 2018, for schools on the traditional calendar.

If there are questions, contact Megan Scully, TDES Coordinator, via email at megan.scully@clevelanDmetroschools.org.

TDES Portal & Deadlines

The Teacher Development and Evaluation System (TDES) portal opened on August 6 for year-round schools and August 21 for traditional calendar and all other schools. Growth Plans and Improvement Plans are due by August 24 for year-round schools and September 7 for traditional calendar and all other schools.

New Teachers, Paras & TDES

New teachers are required to have six hours of training before being evaluated. They must complete one of the following training days and register to attend the training at East Professional Center: August 21, September 5, or September 26.

New Related Service Providers (RSPs) are required to have three hours of training before being evaluated. They must select one of the following training days and register to attend the training at East Professional Center: August 31 or September 20.

New paraprofessionals are required to have three hours of training before being evaluated. They must select one of the following training days and register to attend the training at East Professional Center: September 7, September 9, or September 12.

TDES Steering Committee 2018-2019

TDES policy and procedures are developed by a joint committee of CTU and CMSD administrators. CTU Committee members are: Jillian Ahrens, Co-Chair, Mark Baumlange, Wendi Kral, and Shari Obrenski. CMSD TDES Committee members are: Jill Cabe, Co-Chair, Jessica Baldwin, Julie Snipes-Rea, and Lori Ward.

Grievances and TDES

Timelines and deadlines in TDES are important! Be sure to follow all timelines and enter information in the Portal in a timely manner.

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. The Grievance Co-Chairs 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. The TDES co-chairs have ten working days to respond.

If TDES 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, documenting the events that have not been completed. The default language will apply; see Article 13 of the CBA for details.

The grievance procedure is delineated in the CBA in Article 6, Problem Resolution, Grievance Procedure and Time Limits.

Both the Union and District recognize that “from time to time, problems relating to the application of the Agreement and/or the Administrative Code of the District to an individual employee or employees will arise. Many of these problems are resolved informally, by discussion, in accordance with the ‘open door’ policy followed by the District. A problem which cannot be resolved informally is called a grievance.”

The CBA definition of a grievance is any matter concerning the interpretation, application, or alleged violation of any currently effective Agreement between the District and the CTU, or which alleges any employee represented by the Union has been discharged or disciplined without just cause, or has been treated unfairly or in a discriminatory manner.

The grievance process has four steps, with timelines attached to each. If the matter is not settled satisfactorily at the first two steps, or if the agreement upon remedy is not implemented in a timely fashion, or if the grievance is not answered by the District in the CBAs allotted time frame, the grievant can appeal to the next level. Also, in the case of a grievance that impacts at least five bargaining unit members, the Union may file an appeal of the Step Two answer with the CBO, or may proceed directly to Step Four.

Step Four in the process is regular arbitration. If an answer to a grievance is not satisfactory, the Executive Board can choose to submit the matter, within 75 days, to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association.

A single arbitrator is chosen by both parties, and the expenses of the arbitrator, and costs of arbitration, are shared equally between the District and Union. The arbitrator, after hearing both sides and reviewing the evidence, renders a written decision that is final and binding on CMSD, CTU, and the affected employees.

Arbitration can be risky and expensive. It is not an automatic next step in the grievance process. The CTU Grievance Team and finally the CTU Executive Board ultimately make the decision to take cases to arbitration or not.

The CTU Grievance Team carefully considers all arbitration requests. Because arbitration is binding, the potential ramifications must always be considered. The costs of losing an arbitration decision can be more than financial, and a decision can impact — for better or worse — more members than the grievant.

It is highly recommended that all CTU members take the time to actually read the CBA, to become familiar with their rights as a member of the CTU. It is well worth your time to familiarize yourself with the agreement book.

While the arbitrator is prohibited by law from making any decision or award that would add to, subtract from, or modify the CBA, neither side is guaranteed a win when a case goes to arbitration. The agreement cannot cover every possible workplace scenario, and as such it is a living document that is being interpreted and defined on the fly.

As situations (grievances) arise, arbitrations are expensive. And no matter the outcome, the arbitrator’s decision becomes part of the CBA clarification or definition, and is binding on all parties.

Recognizing that some situations need to be resolved more quickly than others, the CBA provides for two types of arbitration, regular and expedited, and also for mediation. Regular arbitration is a longer process. The SLO delegation was a regular arbitration.

In a non-class action situation (usually affecting five or fewer bargaining unit members), where the time frame is so short that normal arbitration would be untenable, the CTU can demand expedited arbitration. If a certain case warrants it, a class action grievance affecting greater numbers of members can be expedited by mutual agreement of CMSD and CTU.

If CTU declares an expedited arbitration, the Union and District make arrangements with the American Arbitration Association within 24 hours, and as soon as the AAA can schedule a hearing, it begins. The decision is to come within seven days of the hearing.

The two-grade preference decision was expedited arbitration.

CMSD and CTU can also decide, by mutual agreement, to use the grievance mediation process to try to resolve a grievance before going to arbitration. The objective is to find a mutually satisfactory resolution to the problem. The mediator does not have the power to compel a resolution, and if no settlement of the issue is reached, the mediator can give an advisory opinion. The advisory decision does not constitute a precedent unless both parties agree. If no settlement is reached, the issue can then be taken to arbitration. However, the mediator’s decision/advisory opinion cannot be used or mentioned in the arbitration case.

It is highly recommended that all CTU members take the time to actually read the CBA, to become familiar with their rights as a member of the CTU. It is well worth your time to familiarize yourself with the agreement book.

Article 15 Grievance 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 1 of an Article 15 grievance (in its specific form) does not go to the Principal. Instead, it is to be sent directly to the CTU at grievances@ctu279.org.

The Grievance Team provides it and sends it to the Director of Labor Relations, who has five days to attempt to resolve. If a resolution is not achieved, CTU and CMSD will contact a special purpose panel per Article 15, Section 31(c).

Before a member files a grievance on a serious assault or battery by a student, the member must first follow the steps outlined in the CBA, Article 15, Section 10. 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 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.

CTU Grievance Team

The CTU’s Co-Directors of the Grievance Team are Jillian Ahrens and Mary Moore, 3rd Vice Presidents, K-8. Other members of the CTU Grievance Team are: Cherylene Jones-Williams, Paraprofessional Chapter Chairperson; Cheryl Nelyon, Sergeant-at-Arms; Shari Obrenski, 3rd Vice President; 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.

Your Rights as a Union Member

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

“All members should read the agreement, understand their rights, and if necessary, use the grievance process,” stated Ms. Moore.

“CTU members should never be afraid to use the grievance process to protect their contractual rights,” added Ms. Moore. “Administrators should never discourage or threaten Union members about filing a grievance—that’s an unfair labor practice.”
The tech company Google hosted a “Grow with Google” event in Cleveland on Friday, May 11, 2018. This all-day event focused on a number of different topics, including inspiring students to use Google. The entire event took place in the Tri-C Hospitality Center in the old May Company building on Public Square.

The Cleveland Teachers Union was asked to be a partner in this event because of the union’s ability to reach teachers throughout the city and encourage them to attend the event, if possible. CTU saw this as a unique opportunity for our teachers to gain some access and understanding into the latest technology, to better engage our students in their classes.

The morning began with a partner breakfast, to which CTU was invited. Mark Baumgartner, CTU Trustee-at-Large and Director of Professional Issues, and Debbie Paden, Member-at-Large, Senior Special, represented the union at the breakfast. Discussion topics included the future of education and how students learn in an ever-changing world in which technology plays a central role in their lives.

The day continued with events and programs for the small business owner and other adult enterprises. U.S. Senator Sherrod Brown (D-OH) spoke at the event, and later tweeted this comment: “As Ohioans increasingly learn, do business and communicate online, I’m glad to be partnering with @Google to help connect Ohioans with new digital skills to help them find a job, start a biz, or grow their careers. Learn about today’s Grow w/ Google event @Sherrod Brown.”

The event concluded with an education program beginning at 5:30 p.m. and ending at 7:00 p.m. The organizers recognized that teachers are in classrooms during the day, so scheduled a late start. Even though it made for a long day on that Friday, 45 teachers from the northeast Ohio area attended, including about 20 CMSD educators.

“CTU told Google that we felt CMSD teachers would attend, because teachers are really asking for quality professional development and events that are relevant to their jobs,” explained Ms. Paden. “CTU was instrumental in having Google provide certificates for CTU members who attended; these teachers were allowed to use this event for Voluntary Professional Development hours, as approved in their school’s AAP.”

Overall, the event held real promise for future endeavors for CTU members and Google to interact and learn from each other. Added Ms. Paden, “That is the one thing that Google was very interested in during the initial talks about this event: they wanted to learn about the landscape of urban education, what it is that teachers want and need to connect kids and classrooms with technology, and what barriers educators face regarding this.”

As future events are planned, CTU will keep members informed and made aware of opportunities as they arise.

Google's leaders say they are “always inspired to see what people do when they have access to technology. We know that people are changing the world through their own creativity and passion and that sometimes technology lends a hand. So we wanted to do our part to make sure that technology brings opportunity to everyone. That is why we created Grow with Google.”

Grow with Google is an initiative that draws on the company’s 20-year history of building products, platforms, and services that help people and businesses grow. Through Grow with Google, they aim to help everyone across America — those who make up the workforce of today and the students who will drive the workforce of tomorrow — access the best of Google's training and tools to grow their skills, careers, and businesses.

While some of Grow with Google's resources are for small business owners, start-ups, developers, and job seekers, it also offers specific resources, tools, and programs for students and teachers. Check out their website at grow.google and learn how to put the latest technology to work inside and outside of your classroom.
Paraprofessionals are one of the chapters of CMSD employees represented by the CTU. Paras include: English Language Learner (ELL) Aides, Instructional Assistants, Educational Aides, Planning Center Instructional Aides (PCIA), and Attendance Liaisons. Paraprofessionals work in all locations in the district, and each site should have a para rep selected by the paras in that building. Cherylana Jones-Williams is the Para Chapter Chair, and has a seat on the CTU Executive Board.

As CTU members, paras have all the benefits and protections provided in the CTU-CMSD collective bargaining agreement. If paras have a problem at their building, Mr. Baumgartner advised them to talk to the para rep in their building and/or to the CTU chapter chair of that building. They can also contact her at the CTU office, 216-861-7676 ext. 241.

Paraprofessionals are able to earn up to three days of Voluntary Professional Development and/or Community Engagement time (18 hours) this school year, paid at their daily rate. The first VPD day — for paras only — was August 7, the day before the first day of school for schools on the traditional calendar. (The date varies for year-round schools.) The other 12 hours can be earned during the school year. Some VPD opportunities are identified in each school’s Academic Achievement Plan (AAP). There is a process for the principal and chapter chair to approve other VPD/CE opportunities during the school year.

Para Leadership Luncheon

The annual Paraprofessional Leadership Luncheon was held at East Professional Center on May 5, 2018. “Empowering Paras: Making Your Voice Count” was the theme. In her message, Tracy Radich, CTU 1st Vice President, thanked paras for the work they do for Cleveland students, and recognized them as “fierce advocates for students and for their profession.” Workshops included “The CBA and You,” presented by Jillian Ahrens, CTU 3rd Vice President, K-8, and Co-Director of Grievances, and “Understanding Your Permit: How to Renew Your Credentials,” presented by Mark Baumgartner, Trustee-at-Large and CTU Director of Professional Issues, and Debbie Paden, CTU Member-at-Large, Senior Special, and Educational Issues Chairperson.

The Sandra Bennett Award winner was Deater Bradley, a 15-year Instructional Assistant at Whitney Young. This award for outstanding paraprofessional is named in honor of Sandra Bennett, a veteran paraprofessional and dedicated union member who served the CTU as Para Assistant Chapter Chair, Secretary, and Delegate for many years, and served on several CTU committees. Retiree awards were also presented to retiring paras Truxel Banks and Vicki Green.

PCIA Meetings

The Planning Centers are an integral part of CMSD-CTU’s joint Social-Emotional Learning or HumanWare effort. The PCIA paras who staff the Planning Centers attend mandatory training meetings during the school year. The first two mandatory sessions of this school year were held on August 13-14. The remainder of the 2018-2019 sessions are scheduled on September 20, October 18, November 15, December 13, January 24, February 21, March 13, April 18, and May 16, all at East Professional Center.

The Ohio Federation of Teachers (OFT) delivered a two-day Train-the-Trainer Professional Development session July 31-August 1 for teachers from around the state. The two topics covered were “How to Teach Differentiation” and “Teaching Culturally-Responsive Pedagogy.”

The idea for this training came from OFT’s Professional Learning Committee, a committee of teachers from OFT locals across Ohio who want to lead the way for teachers themselves to provide more professional development for their colleagues. CTU Trustee-at-Large Mark Baumgartner serves on this state-wide committee.

The session on Day 1 was about learning the latest differentiation techniques that research has shown to be most beneficial for our students. Day 2 included heavier content: the latest findings on teaching culturally-responsive pedagogy. Both of these courses are part of the American Federation of Teachers (AFT)’s learning series, AFT’s Educational Research & Dissemination (ER&D) program is also a part of this PD. All AFT’s educational classes and trainings are based solely on research that has been vetted by experts in the field. This quality work provides meaningful, valuable professional development that AFT members can benefit from during the school year and throughout their careers.

Of the 22 Ohio teachers who participated in this training, 11 were teachers from Cleveland. The goal for this school year is to offer this training to as many CMSD educators as possible, both district-wide in two-hour sessions, and at the building level in smaller pieces. Because this training took place right before the opening of school, reported Mr. Baumgartner, at press time, the union had not yet had an opportunity to meet with the district and propose a PD schedule for these topics. He is hopeful that these meetings will take place soon, so PD classes can be scheduled for this school year.

Mr. Baumgartner said these classes could be an excellent opportunity for teachers to earn VPD hours (with approval of the building UCC and principal), or to earn CEU credits that can be used to help renew a license.
First CTU Winner of OFT Mooney Scholarship

Congratulations to Laura Reilly, daughter of CU member Nanette Reilly, and winner of the OFT’s 2018 Tom Mooney Memorial Scholarship!

Laura is the first CTU winner of this scholarship, open to the children of OFT members. She became the recipient of this scholarship after submitting an essay where she impressed the committee members with her ideas about diversity and civility. Laura will use the scholarship to attend Ohio University or Akron University, and pursue her studies in Business and Political Science. Laura attended Westlake High School. Her mother, Nanette Reilly, is a Secondary Math teacher at Rhodes College and Career Academy.

“Laura wanted to go to Ohio University, and the Tom Mooney scholarship made this dream possible,” said Mom Nanette Reilly. “We are so grateful!”

The Tom Mooney Memorial Scholarship was established in memory of the late OFT President Tom Mooney. President Mooney was well established as a public educator, progressive union leader, and passionate activist who worked to help others in pursuing social justice and political action.

Mr. Mooney was a high school government teacher in the Cincinnati Public Schools. He was elected President of the Cincinnati Federation of Teachers, AFT Local 1520, at age 24. He was reelected many times, serving as CPT President from 1979-2000. In 1990, he was also elected a vice president of the AFT, and in 1998 became part of the AFT Executive Council, advising the AFT President.

Mr. Mooney became president of the Ohio Federation of Teachers in 2000. His approach to teacher unionism emphasized the union’s role as the professional voice of teachers. He always focused on the classroom teacher’s perspective and voice. Mr. Mooney believed the union must lead reform, collaborate with the administration whenever possible, engage the adversities of public education, and always put forward a strong teachers’ voice with bold ideas.

Mr. Mooney died suddenly of a heart attack on December 3, 2006, at the age of 52.

The Tom Mooney Memorial Scholarship Fund was established that month to honor his legacy. The Scholarship Committee selects an annual Mooney Scholar to receive a $2,000 scholarship. The scholarship is intended to provide an opportunity to a graduating senior from a public high school who plans to pursue a degree in education, history, labor studies, or political science. An applicant must be the child of a member in good standing of the Ohio Federation of Teachers or the child of any staff person who is employed by OFT or its locals.

Congratulations to Laura from the CTU, and best wishes as she pursues her studies!

Spring Golf Outing Supports Scholarships

The 10th Annual CTU/CCU Charity Golf Outing raised $9,700 for the Tri-C and CUU Scholarship Funds.

The unfavorable weather report did not deter 105 participants at Bob-O-Link Golf Course in Avon Lake. They enjoyed 18 holes of golf with a cart, lunch and dinner, beverages, free giveaways and prizes, and a raffle. Several businesses, local organizations, and Jane Addams Business Career Center sponsored the holes and provided prizes.

“The weather reports predicted storms to arrive by mid-afternoon, so everyone was encouraged to play quick, and grab-and-go at lunch,” said Wendi Kral, CTU Membership Chairperson, who coordinates the event with Scott Artbauer of CCU, with help from the CTU Membership Committee and many volunteers. “Most teams did finish before the storm, but those who stopped to eat got caught — and drenched — on their last one or two holes.”

“I want to thank the participants and sponsors for their continued generous support of this event,” added Ms. Kral. The golf outing has raised $80,000 since its inception, assisting many CMSD students with their college expenses. The proceeds are split equally between the Custodians’ Scholarship Fund and CTU’s Tri-C Scholarship Fund. This year’s scholarship winner was Jala Cheeks from Whitney Young.

“Our goal is for this event to get bigger every year,” said Ms. Kral. “It’s a worthwhile cause that benefits our CMSD graduates.”

Not a golfer? There are other ways to participate or support the event. The 10th Charity Golf Outing is scheduled for May 18, 2019 — mark the date in your new CTU calendar book!

CDHR Sessions: Timely Topics, plus CEUs and VPD Hours

Are you aware that if you attend the Professional Development sessions offered by the CTU’s Civil, Democratic, and Human Rights (CDHR) Committee, you can earn CEUs for your next license renewal and possibly VPD hours, depending on your school’s AAP?

Stephanie Henderson, CDHR Chairperson and K-8 Member-at-Large, has planned popular monthly sessions for the past six years that have informed, educated, and inspired CTU members. The attendance of participants is registered with CMSD’s Office of Professional Development. The hours earned can then be used toward the purchase of CEUs or possibly for VPD time.

The 2017-2018 school year had a variety of topics that included LG-BTG students, missing and exploited children, domestic violence in teen relationships, preventing and responding to sexual abuse, and race relations. The sessions provided partnerships with individuals and organizations who work in the community to support our students and families.

Several participants have shared what they learned with other educators at their schools, and have asked their administrative teams to secure these same presenters for professional development sessions at their schools, too. If you want quality PD sessions with relevant topics that are timely and will have an impact on your students, then you should register for a CDHR session this upcoming school year. Your CTU Chairperson will send you an electronic flyer and a link to register for the upcoming sessions, which visit the Office of Professional Development’s Calendar and register there. Registration begins three weeks prior to the event.

Listed below are the dates and topics of the upcoming sessions for the 2018-2019 school year. Mark your calendar and plan to attend these valuable PD sessions.

2018-2019 CDHR PD Sessions

- Wednesday, September 19, 2018 — Managing Medical Fragile Students in a School Setting
- Wednesday, October 17, 2018 — Voting Rights in Ohio
- Wednesday, November 14, 2018 — Helping Homeless Students & Families Succeed through Project Act
- Wednesday, December 12, 2018 — TBD
- Wednesday, January 16, 2019 — TBD
- Wednesday, February 13, 2019 — TBD
- Tuesday, March 19, 2019 — TBD
- Wednesday, April 17, 2019 — TBD
- Wednesday, May 8, 2019 — TBD
“Where Did the Summer Go?”

CTU End-of-the-School-Year Party
May 24, 2018
Sponsored by CTU Social Committee
Cassandra Carter, chairperson
Pittsburgh, PA was the site of AFT’s 85th Convention July 12-15, where more than 3,000 AFT members from across the country gathered at the David L. Lawrence Convention Center in downtown Pittsburgh. The national union celebrated its members’ successful mobilization efforts through member engagement and political action.

The theme — “We care. We fight. We show up. We vote.” — defines the way the union will confront today’s challenges. The gathering was the first for AFT's educators, health professionals, and public employees in the post-Janus era.

Pride of the Union Awards
The AFT’s Pride of the Union awards recognize local affiliates that make significant strides in membership growth. This year, the AFT added a new category to the awards, honoring locals that already have obtained pledges from 100% of members to renew their commitment to membership, and those with membership levels of at least 90% percent.

The AFT is one of the few unions in the U.S. whose membership numbers keep going up. In fact, AFT has more members today than in its 102-year history. That comes from the hard work of member engagement, President Randi Weingarten said, telling attendees she’s proud of them.

“It’s not just our wages, our benefits, our pensions that are on the line” after the Janus decision, Weingarten said. “It’s our democracy. When we know that failure is not an option, we rise to the occasion.”

Hope in the Darkness
President Randi Weingarten addressed a full convention hall July 13, outlining the fight the union has before it and, more importantly, urging members to find “hope in the darkness” at a crucial juncture for American democracy and Americans’ aspirations for a better life.

Convention participants cheered enthusiastically with standing ovations for accounts of how AFT members are sticking with their unions in huge numbers. They also demonstrated strong support for better immigration policies that are pro-Dreamer, pro-Deferred Action for Childhood Arrivals, and against migrant family separation.

**Women’s Rights Award**
Every two years, the AFT presents the Women’s Rights Award to a woman whose vision and courage have raised the game for other women. President Weingarten presented the award to Hillary Clinton, the 2016 Democratic presidential nominee. “Hillary Clinton has worked not only to make democracy a more equal place for all people,” Weingarten said, “but she has worked so that when the roll call of history is taken, there is no doubt that she will stand tall.”

Mrs. Clinton accepted the award with warmth and graciousness: “Receiving this award is not only an honor but imposes a continuing obligation. Advancing the rights of women and girls is the great unfinished business of the 21st century. The pressures and forces against progress are stronger than ever.”

She thanked AFT members for their support in 2016, but even more for their continued support into the coming election season. She noted that the most important test of a nation is how we treat the most vulnerable. Regarding the cruelty of the current administration in Washington, which is busy reducing people’s health coverage, funneling billions in tax breaks to corporations and the ultra-rich, gutting funds for public education, and separating children from their parents at the border, Mrs. Clinton said: “I find this beyond politics, the inhumanity of it, the indecency of it. They are trying to rip out the heart of America.”

But she takes hope from the unprecedented grass-roots activism that can bring victory to labor-endorsed candidates in the fall 2018 elections. “Our work has gotten tougher,” she said, “but so have we. And despite last month’s Supreme Court decision in Janus v. AFSCME, teachers unions are not going anywhere.”

“Keep going. Keep protesting. Keep speaking out for public education. Keep speaking out against gun violence,” she told the crowd. “In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.”

**Senators Warren and Sanders Speak**
Senators Elizabeth Warren (D-Mass.) spoke to delegates on July 13, calling AFT members the “strongest, hardest working, most dedicated people in this country.” She said she was proud to speak.

America is failing our teachers, and when we fail our teachers, we fail our students and we fail our future.

— Senator Elizabeth Warren

I have the feeling that those who thought that the Janus decision would hurt the union movement may be in for a big surprise. It may be one of those decisions that will help us rebuild the trade union movement in America.

— Senator Bernie Sanders
In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.

In this era of alternative facts, keep speaking up for the truth, for evidence, for reason. Keep educating our next generation of citizens. And yes, keep running for office at every level. Most of all, keep standing up for an America in which every child has a world-class education, where they are given the chance to be everything they can be.

— Hillary Clinton

In the years ahead when we look back, we’ll be asking ourselves, and our children will be asking us, what did you do when they put children in jails?

— Louis Malfaro, President of Texas AFT

August-September 2018 THE CRITIQUE Page 13

Continue on page 19

AFT HEROES

(At left) Dorothy Fair accepts the AFT Heroes Award at the Convention for (at right) CTU members Natasha Howard, Elaine Ebose, Pat Forrai-Gunter, Joslin Phillibert, and Ms. Fair, who volunteered for an AFT-sponsored week-long relief mission to the U.S. Virgin Islands last spring, along with other AFT members.
Grants Support Excellent Teaching, Deep Learning

**MHJF Awards**

The Martha Holden Jennings Foundation also recognizes and rewards a group of Ohio’s most effective educators by presenting several individuals with top educator awards annually. The honors are bestowed at the Foundation’s annual Educators Retreat. Jennings Fellows, master teachers nominated by their districts, participated in the Jennings Fell Educators Institute, then put what they learned into practice and reflection as a professional learning community.

To be a Jennings Fellow, teachers were required to design and implement lessons incorporating the ideas presented by the Jennings Institute. Additionally, they were required to reflect on the experience and present to their professional peers about how the teaching strategies in the newly-developed units impacted students and enhanced their own personal practice to better engage learners. The presentations relied on a strong reflection component regarding the experience. Some examples of reflective questions included: What were the challenges? What was difficult? What was unexpected? Were there issues with implementation? What did you learn? How did this impact your practice? How will you continue to use these ideas, and perhaps revise more lessons?

**Rethinking Staff Development**

The Foundation’s MHJF-Fund for Teachers partnership provides funds for teachers to creatively use over the summer to improve their craft. The program “invests in Ohio’s newest teachers’ self-determined professional growth and development in order to support student success, enrich their own practice, and strengthen their schools and communities.”

“We are encouraging these teachers to design their own staff development,” explained Dr. Keenan. “This is empowering and energizing for teachers. We understand that teachers are professionals, and we support them in their efforts to improve their craft and develop student success.”

Some exciting staff development that was recently funded by the MHJF Fund for Teachers, and was developed by Ohio teachers, includes:

- **Real Science Globally, Real Action Locally:** Attend a field seminar on phenology and climate change in Yellowstone National Park to serve as a foundation for student-centered research in their school’s new pollinator garden.
- **Bringing Shakespeare to Life:** Participate in an Advanced Course on Shakespeare’s Monologues and Scenes in the Orkney Islands in Scotland, and find innovative, creative ways to reach students.
- **Conservation Field Research:** Investigate the ecosystems of the Galapagos Islands, working with scientists and naturalists from National Geographic, and use the experience to motivate students.
- **Music and Authentic Culture:** Walk “El Camino de Santiago,” a 500-mile, ancient pilgrimage route in northern Spain, and record songs that fellow pilgrims sing along “The Way,” then arrange them for students back home in a concert.
- **Social Emotional Learning:** Train in Cognitive Behavioral Therapy at the Beck Institute and study mindfulness from scholars in Bali to improve the emotional well-being of at-risk youth with multiple traumas.

**MHJF Grants**

Teachers with creative ideas for deepening student learning in their classrooms can get specific information about MHJF grants on the website, www.mhjf.org. The Foundation has two grant programs designed to promote more effective teaching and learning in Ohio’s secular schools: Grants-to-Educators and Open Grants.

The Grants-to-Educators program encourages individual educators to try innovative, smaller-scale activities within their classroom, school, or district. The maximum grant is $3,000. Any teacher in grades pre-K through 12 or an administrator in a secular Ohio school can apply.

The grant must address the Foundation’s Deep Learning theme. The MHJF website has a chart explaining the characteristics of Deep Learning and a Grant Development Rubric to help applicants. The Distribution Committee reviews applications ten times per year; only one application per school will be considered in a given month. The Foundation states that it is “most interested in funding the programmatic aspects of projects, rather than capital needs, such as technology, equipment, furniture, or books, and will give greater consideration to grant requests with minimal expenditures for capital needs.”

“It’s important to describe the learning you want to take place through the grant, not the ‘stuff,’” advised Dr. Keenan. “The learning is most important; the stuff you ask for in the grant is just a vehicle to assist the learning.”

Open Grant requests are for one year only, averaging $15,000. Ohio public school districts, non-religious public schools working in conjunction with public schools, and 501(c)(3) tax-exempt organizations that assist these schools can apply. Open Grant applications must align with either the Deep Learning or Excellent Teaching theme. The MHJF Board of Directors reviews Open Grant proposals eight times per year.

**“Did we do a little good today?”**

That was the question often asked by Arthur S. Holden, who along with his aunt Martha Holden Jennings, founded the Martha Holden Jennings Foundation (MHJF) in 1959. Its grants and activities support pre-K through 12th grade students in secular schools throughout Ohio, with preference given to students and districts most in need. Two grant paths focus on Excellent Teaching and Deep Learning, “to provide a means for greater accomplishment on the part of Ohio’s teachers by encouraging creativity in teaching and bringing greater recognition to the teaching profession,” states the website.

“We believe educational change happens in classrooms with teachers,” said Dr. Daniel J Keenan, Jr., Executive Director of the Foundation. The Foundation’s grants and programs aim to make Ohio teachers more creative, so students learn more deeply, he explained. Dr. Keenan had over 20 years of experience as a teacher and an administrator in six public school districts, including Kenston, Maple Heights, Steubenville, and Westlake in Ohio, before joining the Foundation in 2014. He was a popular superintendent at the time, with an excellent working relationship with teachers, according to the Westlake Teachers Association President, and had been named Ohio Superintendent of the Year. Dr. Keenan brought the same respect for and support of teachers and the job they do to his position at the Foundation.

“I know what it’s like to be working in a classroom or school, and trying to find the time to write a successful grant application,” he said. “If CMSD didn’t have the time to write a successful grant application, he encouraged them to contact the Foundation to ask for guidance. “We’ll do our best to help,” he added. “You’re not alone in completing the application process.”

**Martha Holden Jennings Foundation**
The Foundation began with $11 million, and since then, through careful stewardship, has made grants of $150 million, providing millions of dollars annually to support education in Ohio. Mrs. Jennings, a Cleveland native, had a deep interest in improving elementary and secondary public education in Ohio. Her nephew, Arthur Holden, was a humble, generous man who did not seek personal recognition, and shared his aunt’s concern for the well-being of Ohio children. Together, they founded the philanthropic organization to support Ohio elementary and secondary students and teachers, believing this population had been overlooked in favor of higher education.

Through the legacy of Martha Holden Jennings and Arthur Holden, the Foundation continues to explore new frontiers and promote more effective teaching in Ohio. Mr. Holden’s simple but profound question — did we do a little good today? — continues to inspire the Foundation.

If you have an innovative idea to inspire your students, or want to learn more about the Foundation, you can find additional information on their website, www.mhjf.org. While it assists teachers and students across Ohio, the MHJF keeps its strong Cleveland ties, with its offices downtown on the second floor of the Hale Building, just one floor below the CTU offices. Take advantage of the valuable resources offered by the Martha Holden Jennings Foundation to develop your teaching skills, enrich student learning, and do a little extra good for CMSD kids.

**Thought Partner/Leader Work**

The Foundation does additional work to build awareness, partner with educational and community leaders, and call them to action. It sponsors an Educators Retreat, a Leadership Series, an Educators Institute, and works with partner organizations including institutes of higher learning.

The Thought Leader Work has provided dynamic speakers with intriguing, provocative, and challenging ideas about improving teaching and learning. The Foundation also partners with institutions of higher learning, affiliated organizations, and the Ohio Department of Education to provide services that align with and reinforce what is being taught in schools.

Looking for thought-provoking professional growth? The 2017 Leadership Series was based on Ron Ritchhart’s Making Thinking Visible: How to Promote Engagement, Understanding, and Independence for All Learners, and the 2018 Educator Retreat featured Ron Ritchhart’s Creating Cultures of Thinking: The 8 Forces We Must Master to Truly Transform Schools. Both are excellent resources for educators to encourage greater reflection of their teaching craft.

**History**

As you enjoy the Labor Day holiday with family and friends, take time to remember the many union members in the past whose efforts brought you this long weekend, as well as many other benefits and protections you enjoy as a union worker.

Unions: the folks who brought you the weekend, child labor laws, overtime pay, minimum wage, paid holidays, injury protection, workers compensation insurance, pension security, right to organize, and many more benefits.

Did you notice how the demonization and decline of unionization has accompanied the decline of America’s middle class, especially for those actually do the work? Below are a few quotes to remind us as union members of the virtues and the necessity of strong unions in America.

> “History is a great teacher. Everyone knows the labor movement did not diminish the strength of the nation, but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed-of levels of production. Those who attack labor forget these simple truths, but history remembers them.” — Martin Luther King, Jr.

> “Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.” — John F. Kennedy

> “The only effective answer to organized greed is organized labor.” — Thomas Donahue

> “With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in man, than any other association of men.” — John McCUTCHEON

> “Too few Americans know labor history and how they have benefited from the efforts of unions. We have a 40-hour work week, defined benefits, higher wages, paid vacations and sick leave, largely as the result of union activity in the 20th century. We built a middle-class society in the period after World War II, also a period when the work force was, compared with today, heavily unionized.” — Ken Bernstein

> “Unions have been fighting the 1% vs. 99% fight for more than 100 years. Now the rest of us are learning that this fight is also OUR fight.” — Dave Johnson

> “Although it is true that only about 20% of American workers are in unions, that 20% sets the standards across the board in salaries, benefits, and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.” — Molly Ivins

> “The labor movement was the principal force that transformed misery and despair into hope and progress.” — Martin Luther King, Jr.

> “Unions have been an essential force for social change without which a semblance of a decent and humane society is impossible under capitalism.” — Pope Francis

Happy Labor Day!

**Song for Labor Day**

Labor Day, Labor Day, September or the First of May, To all who work this world we say: Happy Labor Day!

Today too many have forgot, The goals for which our parents fought. When I grow up, I hope to be As strong as those who fought for me.

“Song for Labor Day” — words and lyrics by John McCUTCHEON.

To hear the full version: https://www.youtube.com/watch?v=fl8suyour_ms
The average teacher could expect an annual pay cut of $15,000-$20,000. Employees would pay at least 15% of the actual cost of their health care, not just a co-pay, and possibly as high as 100% of actual costs. And it would be illegal for the CTU to bargain for health care! Whatever the Board offered, that was it. Same with salaries — whatever the Board's last, best offer was, even if it was a huge pay cut, that was the deal.

How did this happen?

The Ohio Collective Bargaining Limit Repeal, the official name of Issue 2, was on the November 8, 2011 general election ballot in the state of Ohio as a veto referendum. It was the response of Ohio's union workers to Senate Bill 5, a Republican-backed measure that narrowly passed the GOP Senate 17-16 on March 1, 2011. Six Republicans sided with Democrats against the bill, but it wasn't enough. The bill was then passed 53-44 with strong Republican support in the GOP-dominated House on March 30, and signed into law by Governor John Kasich the next day.

Senate Bill 5, called the Ohio Collective Bargaining Bill, would have dramatically reduced all bargaining rights of public workers in Ohio and banned any strikes by those workers. It affected almost 400,000 teachers, firefighters, police officers, and other public employees.

The bills passage drew national attention from news media, labor groups, and anti-union forces alike. SB 5 was similar to a Republican-supported collective bargaining bill that had passed earlier that year, after much protest and national attention, in Wisconsin. The two bills sparked a national debate about weakening public employees' unions and their ability to negotiate contracts, although there were differences between the two. Wisconsin's bill exempted police and firefighters from the collective bargaining restrictions, but Ohio's did not.

SB 5 banned strikes by public workers and established harsh penalties for any employee who participated in any walkouts. Unionized workers could negotiate wages, hours, and certain work conditions, but not health care, sick time, or pension benefits. The bill abolished automatic pay raises (steps) and prevented any future wage increases on merit. SB 5 would have prevented unions from charging fair share dues.

In contract disagreements, SB 5 set up a new process to settle disputes, giving elected officials the final say. Binding arbitration, which is used to resolve contract disputes, was eliminated. And Ohio Governor John Kasich, like Republican Governor Scott Walker of Wisconsin, praised the union-killing bill.

Both Governors saw their anti-collective bargaining bills as budget-balancing measures. Governor Kasich called the bill simply a “tool” that could help municipalities and school boards balance their budgets. But a Republican Senator who had voted against the bill said it would “turn workers into beggars before city councils and other officials who oversee them.”

The bill's sponsor, Republican Senator Shannon Jones, said the bill, which would change a 27-year-old Ohio law, was “lax over due and would help state and local governments control costs.” He tried to claim it was not an attack on the middle class. Union members and their supporters called the process irresponsible, with lawmakers ramming the bill through in just a few weeks, and blaming the state's budget problems on its workers.

Union Members Fight Back

Instead of being crushed by the draconian, anti-union legislation, tens of thousands of union members and supporters worked together to fight the bill. The major groups opposing the bill formed a coalition called We Are Ohio to coordinate efforts.

The next step was Ohio’s referendum process, through which voters can overturn a law. In Ohio, a referendum is the legal process voters use to stay (temporarily stop from taking effect) a law recently enacted by the General Assembly until the law itself can be submitted to the voters for approval or rejection in a general election. Union members began the referendum process, which has strict guidelines and timelines, as soon as Governor Kasich signed the odious bill into law.

In just one weekend, the weekend of April 1 after the bill was signed into law, supporters collected about 3,000 signatures, more than enough turns in to the Ohio Secretary of State’s office for the first step in the referendum process. A minimum of 1,000 valid signatures was needed to begin the process. The first batch was turned in on April 4, 2011, and enough signatures were verified to launch the next part of the referendum process on April 15.

Overwhelming Response

According to Ohio law, referendum supporters had until June 30, 2011, 90 days after the targeted law was signed

The Critique has been featuring an ongoing series about CTU history, beginning with the chartering of the Cleveland union in 1933, as space is available in each issue. However, at the request of President David Quolke, in this issue we skipped ahead to 2011 and the epic battle over Senate Bill 5 or Issue 2, as it was called on the referendum ballot. As new teachers are employed by CMSD and become CTU members, President Quolke wanted to be sure they knew about this battle. And being CTU activists, community members, led by CTU activism, united to defeat the abysmal anti-labor law.

“Kurt Richards, CTU's Second Vice President and COPE (Committee on Political Education) Director, asked members in his article: “What can CTU members expect if we don’t defeat Issue 2, and Senate Bill 5 is not repealed on November 8?” He described a dismal “morning after” scenario.

The Cleveland Teachers Union — A History

Part Nine of a Series — A Proud Chapter

by Pamela Hummer

Kurt Richards, 2nd Vice President, talks to CTU members about their responsibility in the Issue 2 campaign: walk, talk, and/or pay . . . and vote No on Issue 2!
by the governor, to collect additional signatures. A total of 231,149 valid signatures had to be collected from registered voters. That number was based on 6% of the total number of voters in the 2010 gubernatorial election.

Also, those signatures had to come from at least 44 different counties, or half of the 88 counties in the state. Once signatures were turned in, the Secretary of State had until July 26, 2011 to verify the validity of the signatures – ensure they were real people and registered voters.

If there were enough valid signatures, the proposal then went to the Ohio Ballot Board, who controlled the ballot language.

An enormous signature-gathering effort began. Working with other unions and worker-friendly groups across the state under the coordination of We Are Ohio, CTU members signed petitions, got family, friends, neighbors to sign, took petitions to worship, to shop, to restaurants, to the barbers, to clubs, to the hairdresser/barber, to their kids’ extracurricular events — everywhere they went! CTU led petition-gathering efforts outside Cavs games, Indian games, outside concerts and shows, at neighborhood festivals and summer events, anywhere there was a crowd and potentially a few more signatures.

Members who were uncomfortable “being political” were urged to step out of their comfort zone and circulate petition booklets. The state’s rules and regulations for petition circulators and signatures became common knowledge, as petition booklets were delivered in a celebratory parade of truckloads of boxes filled with petition booklets, and jubilant supporters marching behind them towards the secretary’s offices in downtown Columbus, where they were ceremoniously delivered. This number broke the previous Ohio record of 912,978 signatures in 2008 for a constitutional amendment for a casino resort in Clinton County.

Next Step in Repeal

The next step was for the signatures to be verified. The secretary’s office received the petitions, took an inventory of them and sent them to the various County Boards of Election, who have signatures of their registered voters on file. Then, for the referendum effort to proceed, 44 of the state’s counties had to have 3% of the signatures of those who voted in the 2010 gubernatorial election in that county.

On July 17, 2011, it was reported the proponents appeared to have enough signatures for the referendum. Although the tally was not complete, some counties were already recording higher-than-average verification rates, and it was predicted that there would be more than enough valid signatures.

The proposal was certified on July 21, 2011 by the Ohio Secretary of State. Of the over 1.5 million signatures submitted by supporters, the secretary’s office certified 915,456 signatures, for a validation rate of about 70.5%, significantly higher than average.

On August 3, the Ballot Board met to craft the language: a YES vote was a vote to keep the law, while a NO vote was a vote to repeal the law.

Now the Battle Really Begins

“Vote NO on Issue 2!” and “No Regrets on November 9!” became the rallying cry as union members and supporters moved to the next phase: a massive, all-encompassing, no-holds-barred, 24/7 campaign to educate Ohio voters and earn their vote against SB 5 by November 8.

Initial polls in May 2011 showed Issue 2 losing (being repealed) by a 54% to 36% margin. But the gap was closing as supporters of Governor Kasich and Issue 2 continued their campaign in support of the labor-killing bill, now a law. CTU members were pressed to donate their time, money, and influence to save Ohio’s public unions. “No on Issue 2” buttons were an everyday, everywhere accessory.

Mr. Richards’ mantra as he visited schools to solicit support for the “No on Issue 2” campaign was “talk, walk, or pay — or all of the above.” Translations: talk with everyone you know about the importance of defeating Issue 2 and volunteer regularly at CTU’s state-of-the-art phone bank; participate in labor walks and neighborhood canvassing efforts; and/or write a check to support the campaign.

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

Next: CTU Members’ Extraordinary Efforts to Kill SB 5/Issue 2

Bonnie Hedges, then CTU’s Legislative Chair, and 279-R retiree activist Hazel Hicks organize piles of petition books in the union’s epic effort to overturn SB 5, Ohio’s union-busting law in June 2011.

Do We Have Enough Signatures?

With two weeks to go before the deadline, supporters announced they had 714,137 signatures. A spokesperson for We Are Ohio said a sampling of those signatures had shown a validation rate of about 60%. At that rate, the group would need about 400,000 signatures for the measure to make the ballot. Not wanting to leave anything to chance, We Are Ohio announced that the goal was to collect between 450,000 and 500,000 signatures, at least.

In the last two weeks, they accomplished much more: In a record breaking performance, referendum proponents submitted a grand total of 1,298,301 signatures to the Ohio Secretary of State on June 29, 2011. The petitions were delivered in a celebratory parade of truckloads of boxes filled with petition booklets, and jubilant supporters marching behind them towards the secretary’s offices in downtown Columbus, where they were ceremoniously delivered. This number broke the previous Ohio record of 1,298,301 signatures. The proposal then went to the various County Boards of Election, who have signatures of their registered voters on file. Then, for the referendum effort to proceed, 44 of the state’s counties had to have 3% of the signatures of those who voted in the 2010 gubernatorial election in that county.

Next Step in Repeal

The next step was for the signatures to be verified. The secretary’s office received the petitions, took an inventory of them and sent them to the various County Boards of Election, who have signatures of their registered voters on file. Then, for the referendum effort to proceed, 44 of the state’s counties had to have 3% of the signatures of those who voted in the 2010 gubernatorial election in that county.

On July 17, 2011, it was reported the proponents appeared to have enough signatures for the referendum. Although the tally was not complete, some counties were already recording higher-than-average verification rates, and it was predicted that there would be more than enough valid signatures. The proponents submitted a grand total of 1,298,301 signatures to the Ohio Secretary of State on June 29, 2011. The petitions were delivered in a celebratory parade of truckloads of boxes filled with petition booklets, and jubilant supporters marching behind them towards the secretary’s offices in downtown Columbus, where they were ceremoniously delivered. This number broke the previous Ohio record of 912,978 signatures in 2008 for a constitutional amendment for a casino resort in Clinton County.

Next: CTU Members’ Extraordinary Efforts to Kill SB 5/Issue 2
November 6, 2018

“Elections have consequences”

“I don’t know how to say that more clearly,” said Kurt Richard,
ards, CTU 2nd Vice President and COPE (Committee on Political
had been cheated.  And he is a Jeopardy cham-
consumer watchdog.  He took on Wall Street
nation’s first Director of the newly-formed Con-
crisis.  As Ohio Attorney General, he stopped the
owners save their homes during the foreclosure
3.  Candidate for Lieutenant Governor
their workforces.
His plan for workers, called “WORKING TOO

Do You Know These 2018 Labor Candidates?

1.  Candidate for U.S. Senate
This popular incumbent U.S. Senator is well-

2.  Candidate for Governor of Ohio
This financial watchdog has a history of protecting working people’s hard-earned money. As Ohio Treasurer, he helped many Ohio home-

3.  Candidate for Lieutenant Governor
This former U.S. Representative and friend of

Most Important: VOTE!
“Voting for our union-endorsed can-
didates is the most important thing you can do this fall,” said Elissa Kazek, CTU Legislative Committee Chair. But this may be a problem for some Ohio voters.

1.  Candidate for U.S. Senate
This popular incumbent U.S. Senator is well-

2.  Candidate for Governor of Ohio
This financial watchdog has a history of protecting working people’s hard-earned money. As Ohio Treasurer, he helped many Ohio home-

3.  Candidate for Lieutenant Governor
This former U.S. Representative and friend of labors by ECOT (Electronic Classroom of Tomorrow), an Ohio online charter school, and the failure of state GOP politicians to hold ECOT accountable for alleg-
edly intentionally falsifying enrollment numbers in order to get bigger state payments: “They’ve taken a billion dollars away from public education. They pro-
duced graduation rates less than 40%. The founder of ECOT (Bill Lager) has put much of that money into for-profit private management companies with no oversight. He’s enriched himself, and he’s been one of the largest political contributors in the state of Ohio.”

6.  Candidate for Ohio Auditor
This former Ohio Congressman wants to use the broad power of the office of auditor to bring much needed reform to state government. He is committed to reducing the corrupting influence of large political contributors, especially those who use predictive dialers and a set script for volunteers to follow. Campaign activities will be added, and CTU members are urged to participate.

4.  Candidate for Ohio Attorney General
This Cleveland lawyer was the U.S. Attorney for the Northern District of Ohio for over six years during the presidency of Barack Obama. He has made civil rights enforcement, both criminal and civil, a priority in his

5.  Candidate for Ohio Secretary of State
This current Ohio Representative introduced a pair of bills designed to safeguard the state’s elections against cyber-attacks. She was motivated after Rus-
sia’s interference in the 2016 election. One bill would establish a cyber-security director within the Secretary of State’s Office, who would make recommendations on how to keep elections secure in Ohio, and a cyber-

6.  Candidate for Ohio Treasurer
Born and raised in Cincinnati, with degrees in electrical engineering and law from the University of Cincinnati, this candidate is the son of a labor leader and accountant. At UC, he was student body presi-
dent and founded the school’s collegiate chapter of the NAACP. He wants to take back the office of the Treas-
urer from wasteful spending, personal grandstand-
ing, and special interests. Practicing law in Ohio, he specialized in securities litigation, safeguarding billion-dollar pension funds, protecting taxpayer assets, and preventing consumer fraud. He knows from study and experience that special interests take advantage of working people if given the chance, and believes government can and should do more to pre-
vent this from happening.

He served on the Board of Trustees at UC for nine years, when it became the second largest university in Ohio. At age 37, he was the youngest Chair in the

U.S. Supreme Court upheld Ohio’s con-
troversial Voter Purge law by a 5-4 to-4 margin on June 11, 2018. The “use-it-
or-lose-it” law allows Ohio to drop voters from the registration list if they fail to re-
turn a mailed address confirmation form, and don’t vote for another four years, or two federal election cycles.

Lower courts had ruled that the law violated the National Voter Registration Act, which says that people may not be purged from the voter rolls because of their failure to vote. But the Supreme Court said Ohio is “not stripping people of the right to vote solely because they failed to vote, but also because they didn’t return address confirmation forms.”

Am I Still Registered to Vote?
“The problem with this law,” explained Mr. Richards, “is that people ‘purged’ from the rolls are not notified, and don’t know they are registered until they go to vote. I recommend everyone check your voter registration status now, and be sure you are registered.”

To check your status, go to the Ohio Secretary of State’s website at www.sos.state.oh.us and on the homepage, go to Elections and Vot-
ing, then click on Voters: MyOhioVote.com. You can then check your registration status, register to vote, change your address, and get inform-
ation about voter eligibility, registra-
tion requirements, voting options, your polling place, and more.

“Every member should check his or her voter registration status now — don’t wait until it’s too late,” ad-
dvised Ms. Kazek. Tuesday, October 9, 2018 is the deadline to register to vote in the November 6 election.
Identity Theft?
AFT Has Us Covered!

With identity theft being the fastest-growing crime in America, it's no longer a matter of “if” your information will be compromised, just a matter of “when.” Protecting your identity is something your union takes very seriously, and that is why the AFT is providing free ID theft protection to all active and retired members.

The AFT is proud to offer this new benefit through our partnership with CLC ID Protect, a trusted provider that has been protecting millions of working-class Americans for more than 30 years. Go to the AFT Member Benefits website (https://www.aft.org/member-benefits/aft-legal-and-financial-services/identity-theft-protection) for more information, or directly to the CLC ID Protect site (https://clcidprotect.net/co/home/aft) to register for this free benefit. You will need our local union number which is 279.

CLC ID Protect is also offering a very competitively-priced upgraded program for constant identity theft monitoring and expanded services. No matter whether you take advantage of the free program or purchase the upgrade, your union has you covered.

AFT Convention
continued from page 13

Cleveland, Texas, detention centers, where AFT leaders had gathered with other activists during the summer.

Other Convention Highlights

A joint breakfast July 14 brought the divisions together to address the opioid crisis, which affects all AFT members whether they are health professionals, educators, or public employees. Large pharmaceutical companies, often dubbed “Big Pharma,” have played a role in creating and feeding the addiction crisis by investing in for-profit treatment centers and the windfall profits tax on pharmaceutical drugs used to reverse opioid overdoses.

Two solutions discussed included building a public health response that doesn’t criminalize opioid abuse, and creating policies that would impose an excise tax on opioid prescriptions or a windfall profits tax on pharmaceutical companies. The Strong Economy for All Coalition is working with the AFT and others to craft and lobby for such policies at the federal and state levels.

Get IEPs on eSchool Plus

Did you know general education teachers now have access to student IEPs in eSchool Plus? If a student has an IEP, there will be a yellow triangle with an “S” inside next to the student’s name. If you click on the triangle, you can access the student’s IEP.

General education teachers can now have easy access to IEP information, and ensure the IEP is being followed and the student’s needs as determined in the IEP are being met.

decision invalidated state laws that allowed labor unions to collect fees from everyone in a bargaining unit, in order to help pay for the costs of collective bargaining and other representation that the union is required to provide to everyone, including non-members. In effect, this decision means new free-loaders can harm the union by weakening its financial strength, forcing unions to try to do more for its members with fewer resources.

Who was behind this? Not just the plaintiff, Mark Janus, a former member of AFSCME Local 2600. This case was the product of a well-financed and powerful anti-union machine, bankrolled and politically backed by the ultra-rich Koch family, billionaire Illinois Governor Bruce Rauner, the ultra-conservative American Legislative Exchange Council, the DeVos family, and many other groups who want to silence the voices of our members and their unions. What we see happening in this case is no different than anything we have ever seen in the past. 

But the reaction to the decision is proving these anti-union adversaries couldn’t have been more wrong in their expectations when it comes to our members, because CTU fights.

Over the past year, the CTU’s recommitment campaign has shown that CTU members are sticking with their union. You understand that smaller class sizes, decent wages, quality healthcare, suitable working conditions, and vital school resources don’t simply get handed to us by a benevolent administration and school board. Newly-hired educators are also choosing to join the union, to protect their rights and safeguard their new professional careers. CTU members understand that strong unions make strong communities, and they share that message with their families, friends, neighbors, and communities. And the communities we serve know that too, because CTU shows up.

Veteran CTU members remember how we as a union united with our communities and the entire state of Ohio in a huge effort to defeat Senate Bill 5/Issue 2, and preserve workers’ rights in Ohio in 2011. (If you are not familiar with SB5/Issue 2, please read the article on page 10.) At the time, we thought that was the major battle of our professional careers, but as we learned, a new year brings new attacks on labor, public education, and public education. The CTU will need the efforts of all members this fall as we work to elect legislators who will genuinely support working people, unions, and public education, because CTU votes.

As the school year begins, I’m asking each and every one of you to proudly join or recommit to the Cleveland Teachers Union this year, if you have not already done so. Veteran teachers, talk with new educators in your buildings and help us spread the word about the significance of the union in our professional lives, and have them join the CTU. New educators, talk with your Chapter Chairperson and other CTU members to learn about our union’s history and accomplishments, for CTU members and also for CMSD kids and their families. Be informed, active, and supportive of the causes of labor and public education. We must stick together to carry this fight forward, in our schools and workplaces, in the communities where we live and where we teach, and especially at the ballot box in November.

WE ARE THE UNION — DON’T COUNT US OUT.

Thank you for the professionalism you demonstrate every day in CMSD schools, for your dedication to making a difference in the lives of Cleveland children and the future of our greater Cleveland community, and for your commitment to the CTU. Have a great school year.

In union,
David J. Quolke

Retirement Party Without Guest of Honor

Editor’s Note: Mark Janus, the plaintiff in the Supreme Court case, is now a former Springfield, Illinois public employee. His coworkers at AFSCME Local 2600 had to watch him, their coworker, who had spent years benefiting from his AFSCME contract, strike a major financial blow against their union and all public-sector unions nationwide in the Supreme Court case. After the decision, Janus left his job to go to work for the Illinois Policy Institute, a conservative, anti-union think tank that helped take the Janus case to the Supreme Court — no surprise here. The members of his former union decided to respond to this news with a bit of morale-building humor.

They threw Janus a retirement party, complete with a cake that read, in frosting, “There is no union worker.” Janus, of course, the party was for union members only, the guest of honor, quite fittingly, could not attend.
Welcome to the 2018-2019 school year! As educators, we get to take part in the annual fresh start, another new beginning each school year, filled with renewed optimism and energy. Like the students we teach, the emotions about going back to school are much the same: some sadness at the end of summer break, some trepidation as we anticipate the challenges of the new year, but mostly hope and expectations for a successful year of learning, achievement, and growth.

As I write this column, I'm reflecting on the issues our union — and the labor movement in general — have faced in recent years. When I was first elected President of this strong, historic union in 2008, we were facing several attacks on public education, unions, and collective bargaining rights in general. It seemed every time we dealt with one issue, another arose that required the time, energy, and focus. One of the greatest strengths of CTU leaders and members.

The struggle for workers’ rights is a noble but ongoing battle in America. We were bluntly reminded of this fact in June, when the current U.S. Supreme Court overturned a previous decision that had stood for over 40 years, Abood v. Detroit Board of Education (1977), that allowed fair-share or agency fees. In the Janus v. AFSCME decision this past summer, the Court invalidated fair-share fees for public-sector unions, another attempt to weaken the power of unions in America.

As I write this column, I'm reflecting on the issues our union — and the labor movement in general — have faced in recent years. When I was first elected President of this strong, historic union in 2008, we were facing several attacks on public education, unions, and collective bargaining rights in general. It seemed every time we dealt with one issue, another arose that required the time, energy, and focus. One of the greatest strengths of CTU leaders and members.

The struggle for workers’ rights is a noble but ongoing battle in America. We were bluntly reminded of this fact in June, when the current U.S. Supreme Court overturned a previous decision that had stood for over 40 years, Abood v. Detroit Board of Education (1977), that allowed fair-share or agency fees. In the Janus v. AFSCME decision this past summer, the Court invalidated fair-share fees for public-sector unions, another attempt to weaken the power of unions in America.

The CTU and its dynamic membership have a long history of activism in education, in the community, and in the political arena.

The CTU has worked to promote the The CTU and its dynamic membership have a long history of activism in education, in the community, and in the political arena. CTU members are advocates for children, a voice for their students. The CTU is your professional advocate, giving a voice to educators and their needs.