



CTU Strength Depends on YOU

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.

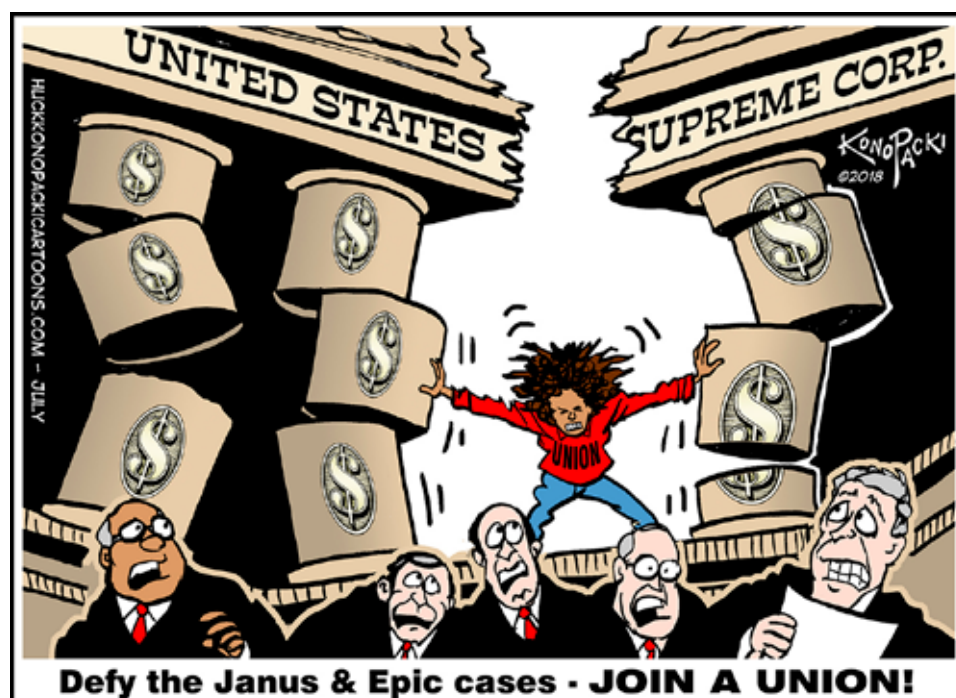
Justice Elena Kagan, one of the four dissenting justices, expressed her profound disagreement with the decision. She wrote: "There is no sugar-coating today's opinion. The majority overthrows a decision entrenched in this nation's law — and in its economic life — for over 40 years. As a result, it prevents 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 (NRTW) 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

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CTU Preps for Upcoming Negotiations, Continues Implementation

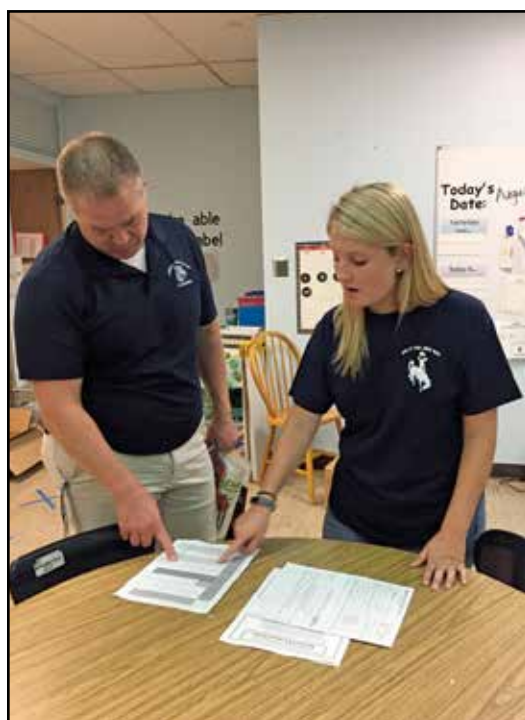
"The CTU Negotiating Team has a two-pronged task right now," said Shari Obrenski, CTU Director of Negotiations and 3rd Vice President, Senior/Special. "First, we continue to work to fully implement the 2016-2019 Collective Bargaining Agreement. Second, we are preparing for upcoming negotiations, which 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

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"Having 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."

— Paige Novak
(Joseph Gallagher)

"The CTU has connected me with great veteran teachers that have helped me tremendously. Because of benefits like these, I'm proud to be a Union member."

— Rachel McCue
(Joseph Gallagher) with CTU Chapter Chair Tracy Hicks



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THUMBS UP, THUMBS DOWN



THUMBS UP to Ohio Senator Peggy Lehner (R-Kettering), who was instrumental in the passage of SB 216, now a law that will bring positive changes to Ohio's teacher evaluation system and student testing mandates, benefitting 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 wake 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 Preferences on the first submission 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/Special), Pat Forrai-Gunter (CTU Nurses Chapter Chair), and CTU nurse Elaine Ebose, and SLPs Natasha Howard and Joslin Phillibert. They had volunteered to provide critical assistance following the devastation of two hurricanes, and in April, they joined a team of mainland health professionals for a week-long relief mission to the U.S. Virgin Islands (USVI). Together they performed vision and hearing screenings for over 9,000 public school students in the territory. They were hosted by members of the St. Croix Federation of Teachers, AFT Local 1826. Other partners providing support for the project were the Clinton Global Initiative, Community Foundation of the Virgin Islands, AirLink, and the Seafarers Union. The effort was part of the comprehensive recovery assistance the AFT has been implementing since Hurricanes Irma and Maria. Kudos to our 2018 AFT Heroes!



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 Scranton, 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.



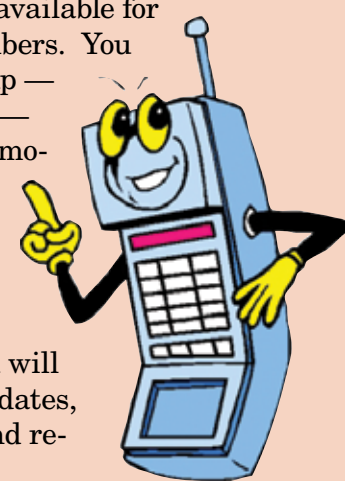
THUMBS UP to all CTU members who worked over the summer to attend classes, volunteer at union or community events, attend professional development sessions, prepare materials and lessons for their students, and thus use their summer break time to improve their craft or their communities, and benefit Cleveland kids. Thank you for what you do not only during the school year but also beyond.



THUMBS UP to Terresa Franklin 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.

CTU Text Alerts

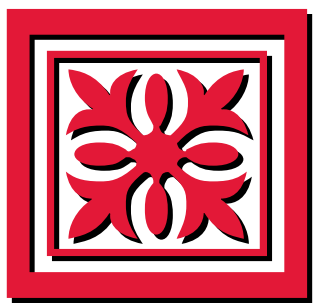
Stay informed with the latest CTU news and updates! A text service is available for CTU members. You can sign up — right now — to receive mobile text message alerts from AFT and CTU. You will receive updates, notices, and reminders.



If you aren't already signed up, get your phone out now! Send a text message with the word **ctu279** (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.



REPORT

STUDENT

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concerns. “Member response to our negotiations surveys is important,” said Ms. Obrenski. “When you get a survey in the near future, please take the time to complete it thoughtfully and seriously. Your input is valuable in guiding the Negotiating Team’s work.”

She reported that the union has done a great deal of work on enforcement of the current CBA, but there is still more to be done. As the school year was beginning, the Joint Scheduling Committee, made up of CMSD and CTU representatives, was working to ensure that school schedules were done correctly and fairly, within CBA guidelines.

“We want to make sure this new committee and process are working,” added Ms. Obrenski, “and identify any challenges we need to address in negotiations, to improve the foundation set in the current CBA.” The Joint Scheduling Committee began working

in the second semester of the 2017-2018 school year.

CTU and CMSD are also working on the completion of transition of all CTU members to the new salary schedule, implementing the Accomplished teacher rating bonus, and standardizing reporting procedures for preparation and assignment overages.

As the school year began, the CTU was working with CMSD through the Joint Scheduling Committee to correct multiple scheduling issues in over 60 CMSD schools. Two schools’ schedules had not been reviewed at all, because their principals failed to upload and submit the schedule despite numerous requests. Additionally, there are ongoing issues with approximately one dozen schools regarding start and end times that, while flagged by the CTU in May so administration was made aware of them, had yet to be resolved when staff reported on August 8. “The meter is running on this issue!” said

Ms. Obrenski.

“The biggest frustration I have is that no matter how proactive the CTU is when it comes to identifying problems and proposing expedient solutions, the District’s response is often disheartening,” she continued. “Little problems unnecessarily become huge problems, extremely time-consuming to fix, and with significant financial implications for the district.”

She explained that while the district reasonably expects accountability and professionalism from CTU members, all CMSD administrators should feel the same sense of urgency and act with accountability and professionalism too. “CTU members should not be held to a higher standard of accountability and responsibility. This should be modeled at all levels of administration, and in too many instances, it’s not.”

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.



Changes Coming in 2019 to OTES, Testing

Ohio House Passes SB 216 — With No CMSD Carveout!

“A SIGNIFICANT VICTORY”

The Ohio House passed Senate Bill 2016, 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 at 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 Paulo DiMario. 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 educators would be included in Ohio’s changes to its teacher evaluation system. CMSD CEO Eric Gordon felt that using student test scores to rate 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 [state-wide] 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 illogical 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.

STATE OF THE UNION, Post-Janus

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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



Membership Cards, once the membership lists are updated and returned to the CTU along with new member applications. New hires already received a button at New Teacher Orientation if they joined the CTU.

CTU will need its members’ continued commitment to keep it strong.

Recommit or Join TODAY!

Michelle Rzcudlo, 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

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.

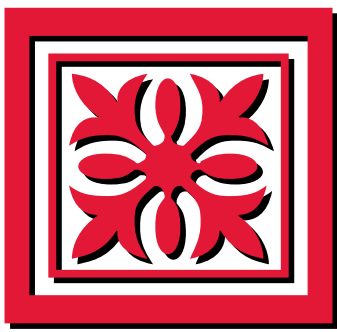
Ms. Rzcudlo encouraged all CTU members to proudly display their membership status by wearing the new CTU button. She reminded them that their membership in the union includes:

- 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.**





REPORT

THE GRIEVANCE

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 from the other district, 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 emails.

"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 paras 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/CE 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/CE 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, RSPs, Paras & TDES

New teachers are required to have six 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 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 Baumgartner, 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.

Let's Review . . . Grievance Process and Arbitration Defined . . .

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 step. If the matter is not settled satisfactorily at the first two steps, or if the agreed-upon remedy is not implemented in a timely fashion, or if the grievance is not answered by the District in the CBA's 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 CEO, 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.

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

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-level preference decisions were expedited arbitrations.

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

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.

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 decision 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 untimely, the CTU can demand expedited arbitration. If a

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/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 I of an Article 15 grievance (on its specific form) does not go to the Principal. Instead, it is to be sent directly to the CTU at grievances@ctu279.org. The Grievance Team processes 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

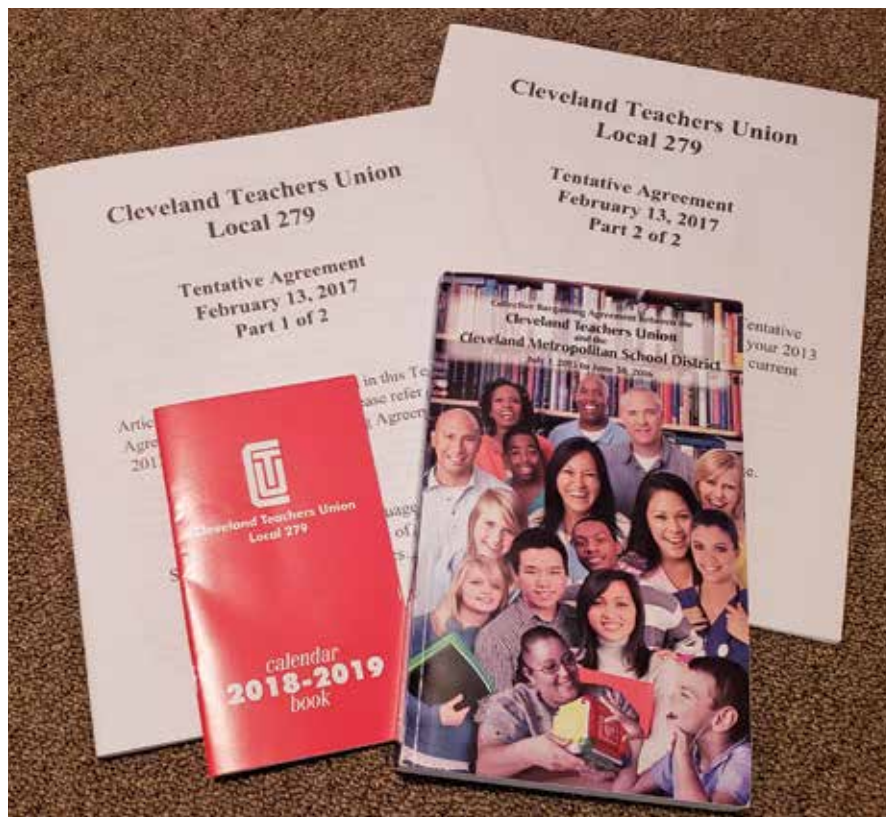
The CTU's Co-Directors of the Grievance Team are Jillian Ahrens and Mary Moore, 3rd Vice Presidents, K-8. Other members of the CTU Grievance Team are: Cherylane Jones-Williams, Paraprofessional Chapter Chairperson; Cheryl Neylon, Sergeant-at-Arms; Shari Obrenski, 3rd Vice President; and Jim Wagner, K-8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

“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.”



‘Grow with Google’ Comes to CLE

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.



U.S. Senator Sherrod Brown (left), a strong supporter of labor and public education, was a speaker at the Grow with Google educational event, sponsored by the tech company and held in Cleveland last May.

5 Google Resources to Inspire Your Students Using Technology

Applied Digital Skills [g.co/applieddigitalskills](https://www.google.com/learn/applied-digital-skills/)

Curriculum that provides middle and high school students with the critical-thinking and digital skills they need to solve problems in work and in life.

Be Internet Awesome [g.co/interland](https://www.google.com/learn/be-internet-awesome/)

Free, multi-faceted program for kids in grades 2-6. It includes a fun web game called Interland, and a standards-aligned curriculum to teach kids how to be safe, confident explorers online.

CS First [g.co/csfirst](https://www.google.com/learn/cs-first/)

Free, accessible and fun computer science club curriculum for students in grades 4-8.

Expeditions Pioneer Program edu.google.com/expeditions

Through virtual reality, teachers can bring the world into the classroom to help middle school students engage with immersive lessons.

Google for Education Training Center teachercenter.withgoogle.com

Google for Education Training Center provides online courses written by educators, for educators, to teach how Google’s tools are best used in the classroom. Teachers can also earn certifications to prove their skills.

What is ‘Grow with Google’?

“We believe in leveling the playing field for everyone. The Internet is one of the world’s most powerful equalizers, and we see it as our job to make it available to as many people as possible.”

— Sundar Pichai, *Founders’ Letter 2016*

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.

PARA NEWS

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. Paras work in all locations in the district, and each site should have a para rep selected by the paras in that building. Cherylane 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 worksite, Ms. Jones-Williams 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 Commu-



nity 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



Pinterest

New Ideas for Your Classroom

Are you a new teacher looking for some ideas for your classroom? Maybe you're teaching a different grade or subject this year, or simply want something different to excite your students.

President David Quolke recommends trying Pinterest at www.pinterest.com. You'll need to register by establishing a user name and password, but it's all free.

If you enter "teacher ideas" in the search box, you'll get a list of teaching topics, both general and specific, and by grade level. And once you select any of them as your favorites, you'll get new ideas sent to you regularly.

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.



OFT "Train-the-Trainer" Sessions

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) 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 op-

portunity 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.

It's ALWAYS IPDP Time!

Question: If you just renewed your license, when should you write your new IPDP?

Answer: Now! As soon as you have your newly-renewed license, it's time to write a new IPDP.

The CTU IPDP Team urges every licensed educator to be sure they **always** have a current, approved IPDP (Individual Professional Development Plan) on file. Do **not** wait until it's time to renew your license. Remember, an approved IPDP is needed **before** taking any classes or earning CEUs — or the classes or CEUs may not count toward your next renewal.

An IPDP Help Guide is available on the CTU and CMSD websites. It is the same step-by-step guide the IPDP Team uses when they go to schools to help write IPDPs.

If you have questions about the IPDP process, or need your username and/or password, please contact a member of the CTU IPDP Team: Bonnie Hedges (bhedges@ctu279.org), Jim Wagner (jwagner@ctu279.org), or Tracy Radich (tradich@ctu279.org).

Remember, having a valid license, certificate, or permit by the first day of school is a requirement for employment, and the renewal process is part of your professional responsibilities. Be sure any coursework you plan to take will count toward your renewal. Get a new IPDP approved as soon as you renew your license, every time.



First CTU Winner of OFT Mooney Scholarship

Congratulations to Laura Reilly, daughter of CTU 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 CFT 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 adversaries 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!



Nanette Reilly of Rhodes College and Career Academy (second from left) is congratulated by CTU officers Tracy Radich, Shari Obrenski, and Michelle Rzucidlo, as they inform her that her daughter Laura was selected as the 2018 winner of OFT's Tom Mooney Memorial Scholarship. Laura is the CTU's first winner of the annual scholarship award.

Spring Golf Outing Supports Scholarships

It's a family affair! The Hedges family — Bonnie's two daughters, mother, and husband — made it a foursome at the 10th Annual CTU/CCU Charity Golf Outing. Bonnie Hedges serves as a CTU Trustee, K-8.



The 10th Annual CTU/CCU Charity Golf Outing raised \$9,700 for the Tri-C and CCU Scholarship Funds. The popular event is co-sponsored by the Cleveland Teachers Union Local #279 and Cleveland Custodians Union Local #777.

The unfavorable weather report did not deter 105 participants at Bob-O-Link Golf Course in Avon on May 19. 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 next 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-BTQ 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 flier and a link to register for the upcoming sessions, or you can 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*



Union Strong: We Care. We

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 called “recommits,” 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

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

Senator 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

AFT CONVENTION 2018



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

stand shoulder to shoulder with AFT members and leadership, in the fight for unions, public workers and justice, and against corporate greed and inequity.

Senator Warren said she knows that teachers are getting “crushed” by inadequate pay and resources, working two and three jobs just to make ends meet, “drowning in student loan debt and struggling to teach on shoestring budgets and insulting salaries.” Students are losing out as well; because of inadequate resources, those who need support are being left behind. “America is failing our teachers, and when we fail our teachers, we fail our students and we fail our future,” said Warren.

Nevertheless, Warren said she is hopeful, because people are no longer silent. “Across the country, educators are rising up, speaking out and fighting for the future of this country.” Those fights are made possible by unions like the AFT, she added. “Make no mistake, unions built America's middle class and unions will rebuild America's middle class.”

Echoing a theme heard throughout the convention — that times are dire and workers are under attack, but that millions have been inspired to rise up and resist — Senator Warren noted that while we may be up against “powerful forces” with more money and power, “there's a whole lot more of us than there is of them.”

She told delegates: “You took to the streets during the women's march. You showed up at airports to protest Trump's racist Muslim ban. You

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



Fight. We Show up. We Vote.

stormed the halls of Congress to help save the Affordable Care Act. You taught our students how to call out bigotry when hate was in the headlines after Charlottesville. You led the fight against Betsy DeVos and her radical anti-public school agenda. You stood with the kids from Parkland and said our communities should not be war zones. You have said loud and clear that the American government should not separate desperate mothers from their children. And while the Trump administration and the Supreme Court have mercilessly attacked unions, you have stood strong with your brothers

moment in history requires, I have no doubt that we are going to win and bring a beautiful future to our country." He thanked AFT members for doing some of the most important work in America.

"What I'm going to tell you contains some bad news and good news," said Senator Sanders. But in the end, "the good news trumps the bad news." He noted that, economically, despite relatively low unemployment, real wages are declining, but the wealthiest people have never had it better. And while President Trump's economic policies are bad, his social policies are even

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



and sisters across the labor movement, and you have fought back. You are in all of these fights, and I am proud, proud to fight shoulder to shoulder alongside you."

"We're going to keep raising our voices," she added. "We'll be in statehouses, in courthouses, in hospitals, on job sites. We'll organize the fight for working people across America, register the voters, and bring in everyone off the sidelines. And come November 6, we will vote to save this democracy."

A revolution is sweeping the country, Senator Bernie Sanders (I-Vt.) told delegates July 15. "This is not an easy time to be an educator or a trade unionist, but if we stand up and fight back, if we educate and organize, if we show the courage and unity that this

worse. "He has attempted to divide the American people and bring back discrimination to this country. But we are not going back, we are going forward."

He predicted that voters will make Donald Trump a one-term president, adding that the 2018 midterm elections would end one-party government rule in Washington. He also called out the Supreme Court for doing the bidding of the wealthy and powerful, noting that its decisions have undermined health-care, voting rights and now unions.

"Sometimes decisions and actions have unintended consequences," he said. "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."

"There is a political revolution sweeping across this country, he added." Ideas once considered fringe or radical, like healthcare as a right through Medicare for All, and tuition-free college, are now mainstream ideas accepted by the vast majority of Americans, and we are seeing candidates running off of those ideas and winning elections.

"Our job now is to think big. It is to understand that, when we reach with a

Joslin Phillibert. They had volunteered to help following the devastation of two hurricanes, and in April, they joined a team of mainland health professionals for a week-long relief mission to the U.S. Virgin Islands (USVI). There they performed vision and hearing screenings for over 9,000 public school students in the territory.

Immigration Issues at Crisis Level

The AFT reported that immigrant

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

progressive agenda that speaks to the needs of working families, we can get people to run for office, increase voter turnout and take on the oligarchy that now controls this country."

AFT Heroes Awards

The educators of Marjory Stoneman Douglas High School in Parkland, Florida, were honored with the AFT's Heroes Award at the Convention. On February 14, 2018, 14 students and three educators lost their lives at the school, and others were injured. "While many of our union colleagues from Stoneman Douglas heroically put their lives on the line that day, it is just as inspiring to see how they continue to protect and stand up for their students," said AFT Executive Vice President Mary Cathryn Ricker during the presentation.

Five CTU members, along with other AFT members from Connecticut, Montana, New Jersey, Ohio, Oregon, and Wisconsin, were also honored as AFT Heroes: Dorothy Fair (CTU Trustee, Senior/Special), Pat Forrai-Gunter (CTU Nurses Chapter Chair), and RSPs Elaine Ebose, Natasha Howard, and

issues have been at the top of its agenda for some time now, but family separation and the incarceration of young undocumented children at the border have elevated their urgency to crisis level. Delegates passed a special order of business declaring the AFT's "horror and outrage" at the treatment of undocumented immigrant children and calling for "total repeal of the Trump administration's 'zero tolerance' immigration policies and indefinite family incarcerations."

"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?" said Louis Malfaro, President of Texas AFT, as he stepped to the mic in support of the special order of business. "What did you do when our government violated its own laws and international laws regarding asylum seekers by separating children from their parents, by using them as a tool and a weapon to discourage people fleeing violence, rape and murder coming to our shores and asking for help?"

"There's a hell of a lot we can do," he continued, including working with nonprofits that are organizing legal defense and protection for immigrant families, protesting in the streets, and bearing witness at places like the Tor-

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.



■ continued on page 19



Grants Support Excellent Teaching, Deep Learning

“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 teachers are interested in applying for a MHJF grant, he encouraged them to contact the Foundation to ask for guidance if needed. “We’ll do our best to help,” he added. “You’re not alone in completing the application process.”



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.

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 Fall 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 imple-



ment 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 outstanding 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.



(This teacher succeeded in getting House Bill 50 to pass, enabling all foster youth in Ohio to have a home until age 21.)

- **Student-Centered Classrooms:** Visit a school in Vaasky, Finland to learn teaching strategies for student-centered classrooms with special and regular education students, specifically in the areas of language arts and STEM.
- **Establishing A Sister School:** Visit French landmarks, UNESCO World Heritage sites, and an IB school to form relationships that will result in bringing the French culture back home and giving stu-





dents a connection to gain a global perspective.

- Sustainability and Community Resiliency:** Explore the West Coast from Seattle to Baja, Mexico studying environmental issues with scientists, participating in San Diego Zoo's Teacher Workshop and in Vermilion Sea Institute's Stars to the Sea, a science program studying whale sharks in Baja, to become educated on successful sustainability and community resiliency practices being implemented in similar urban communities.

These exciting teacher-initiated staff development opportunities are just a part of the MHJF mission to encourage, empower, support, and recognize excellent teachers.

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, a Mathematics 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 reading? 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

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 Halle 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.

Some thoughts for Labor Day 2018

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 who actually do the work? Below are a few quotes to remind us as union members of the virtues and the necessity of strong labor 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."

— Clarence Darrow

- "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=78x3vour_ms



THE CLEVELAND TEACHERS UNION — A HISTORY

Part Nine of a Series — A Proud Chapter

by Pamela Hummer



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 attack only seven years ago on Ohio workers' rights, and understood how their colleagues, family members, friends, clergy, other workers, labor-friendly legislators, and community members, led by CTU activism, united to defeat the abysmal anti-labor law.

"The Morning After: What Happens on November 9?" was the page-one headline of the Critique fall issue in 2011. 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 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 bill's 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 based 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 "long overdue and would help



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.

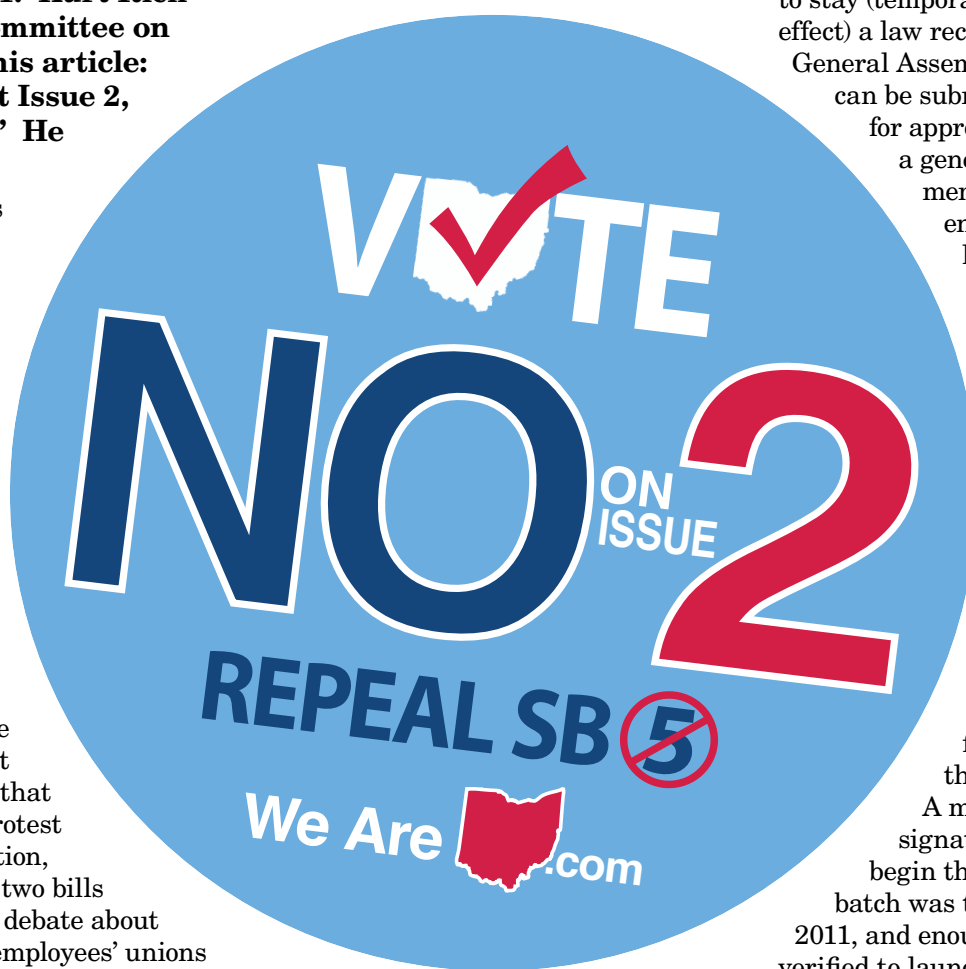
The next step was Ohio's referendum process, through which voters can overturn a law. In Ohio, a referendum is the legal process voters use to stay (temporarily stop from taking effect) a law recently enacted by the General Assembly until the law itself can be submitted to the voters for approval or 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 to turn 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 second 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



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 only a few weeks, and blaming the state's budget problems on its workers.



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!



in CTU History: The Defeat of SB5/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 gym, to clubs, to the hairdresser/barber, to their kids' extracurricular events — everywhere they went! CTU led petition-gathering efforts outside Cavaliers and Indians 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 signers became common knowledge, as CTU members lived through a civics/government lesson on the referendum process. The Repeal SB 5 effort became a part of the daily routine for many CTU members, who were instrumental in the process.



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 valida-

tion 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 812,978 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.



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.



The proposal was certified on July 21, 2011 by the Ohio Secretary of State. Of the over 1.3 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.” Translation: 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



CTU members, pictured here at the 2011 North Shore AFL-CIO Labor Day Parade, joined with other union members, community and faith-based organizations, and friends of labor in a tremendous effort against SB 5/Issue 2. They worked non-stop throughout the summer and fall to educate Ohio voters about the need for public-sector unions and the harm the bill would cause. CTU shirts read: “We Make A Difference Every Day.”



“Elections have consequences.”

“I don’t know how to say that more clearly,” said Kurt Richards, CTU 2nd Vice President and COPE (Committee on Political Education) Director. “The time to act and work for our endorsed candidates is now, before the election. No regrets!”

The November midterms will be an opportunity to elect worker-friendly, union-endorsed candidates, and put some much-needed checks and balances on one-party rule in Columbus and in Washington, DC. The CTU is working for our candidates, and is asking for help from CTU members. The CTU phone bank is open, with easy-to-use predictive dialers and a set script for volunteers to follow. Campaign activities will be added, and CTU members are urged to participate.

Most Important: VOTE!

“Voting for our union-endorsed candidates is the most important thing you can do this fall,” said Elisa Kazek, CTU Legislative Committee Chair. But this may be a problem for some Ohio voters.

The state of Ohio has been purging voter rolls in what voter rights groups have called an attempt to suppress votes, especially in highly Democratic areas of the state. The right-leaning

U.S. Supreme Court upheld Ohio’s controversial Voter Purge law by a 5-to-4 margin on June 11, 2018. The “use-it-or-lose-it” law allows Ohio to drop voters from registration lists if they fail to return 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 not 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 Voting, then click on Voters: MyOhioVote.com. You can then check your registration status, register to vote, change your address, and get information about voter eligibility, registration 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,” advised Ms. Kazek. Tuesday, October 9, 2018 is the deadline to register to vote in the November 6 election.

CTU QUIZ

Do You Know These 2018 Labor Candidates?

1. Candidate for U.S. Senate

This popular incumbent U.S. Senator is well-known as a fighter for the middle class. He is a long-time supporter of workers and unions, and currently lives in Cleveland with his wife Connie Schultz, a Pulitzer-Prize winning writer. His extensive legislative record recently included co-sponsoring the Senate version of the Children’s Health Insurance Program (CHIP) that was extended for six more years, safeguarding the Great Lakes, protecting Ohio pensions, and defending American workers and their jobs.

His plan for workers, called “WORKING TOO HARD FOR TOO LITTLE: A Plan for Restoring the Value of Work in America,” will make hard work pay off once again by doing four things: raising workers’ wages and benefits; giving workers more power in the workplace; making it possible for more workers to save for retirement; and encouraging more companies to invest in their workforces.

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 homeowners save their homes during the foreclosure crisis. As Ohio Attorney General, he stopped the worst abuses of predatory lenders. And as the nation’s first Director of the newly-formed Consumer Finance Protection Bureau, appointed by President Barack Obama, he was America’s consumer watchdog. He took on Wall Street bankers who had used deceptive and even illegal practices, and got \$12 billion back for people who had been cheated. And he is a Jeopardy champion!

3. Candidate for Lieutenant Governor

This former U.S. Representative and friend of labor from northeast Ohio received wide media attention in 2009 as a result of her lead sponsorship of the Consumer Assistance to Recycle and Save Act, which mandated the popular and successful “Cash for Clunkers” program that helped American consumers and helped revive the American auto industry. She also has a long record of support for public education and policies that support teachers and students.

How well do you know these outstanding candidates who will be on the November 6 ballot? Can you match these seven names with their profiles?

- A. Sherrod Brown
- B. Kathleen Clyde
- C. Richard Cordray
- D. Steven Dettelbach
- E. Rob Richardson
- F. Zach Space
- G. Betty Sutton

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 time as United States Attorney. His office prosecuted the largest case, in terms number of defendants, under the Shepard-Byrd Hates Crimes Prevention Act.

He has made ECOT the centerpiece of his campaign, claiming it proves that his opponent, Republican state Auditor David Yost, could have, but failed to force ECOT to account for student attendance and participation numbers until ODE forced the issue, stating: “Yost could have required the school to produce these records a number of times, but instead, he backed down — once within days of ECOT sending him [campaign] checks.”

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 Russia’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-security advisory council, made up of volunteers from the business and technology community, law enforcement, voting advocates and elections officials from both political parties.

The other bill would require that counties conduct elections audits: a hand count of randomly selected ballots, to verify the accuracy of results. Counties are currently mandated to conduct these audits because of a directive of the Secretary of State, but she wants to put the requirement into law. It would also require all counties to use voting equipment that produces paper ballots as a record of votes.

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 corruptive influence that money has on policy, taking politics out of redistricting, and serving as a watchdog for hardworking Ohio families.

He also spoke out on the misuse of Ohio tax dollars by ECOT (Electronic Classroom of Tomorrow), an Ohio online charter school, and the failure of state GOP politicians to hold ECOT accountable for allegedly intentionally fudging enrollment numbers in order to get bigger state payments: “They’ve taken a billion dollars away from public education. They produced 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.”

7. 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 president and founded the school’s collegiate chapter of the NAACP. He wants to take back the office of the Treasurer from wasteful spending, personal grandstanding, 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 prevent 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 school’s nearly 200-year history. His fiscal responsibility led to unprecedented growth at UC, with cash reserves of over \$200 million during his tenure. In 2013, it was ranked as the top educational investment in the nation by PolicyMic.

Answers: 1-A, 2-C, 3-G, 4-D, 5-B, 6-F, 7-E

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

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nillo, 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 opioid crisis, and as it has grown, these companies have tried to profit from treating addiction by investing in for-profit treatment centers and the drugs used to reverse opioid overdoses.

Two solutions discussed include 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.

In unanimous votes across the top three resolutions submitted by the Labor and Economy Committee, AFT delegates have decided to invest in our future and fight austerity measures, to launch a national campaign to highlight the debt crisis in America, and to support the rebuilding of Puerto Rico.

AFT delegates re-elected their three leading officers: President Randi Weingarten, Secretary-Treasurer Lorretta Johnson, and Executive Vice President Mary Cathryn Ricker. President Weingarten was first elected in 2008; this is her tenth year as president. Ms. Johnson was first elected in 2011, and Ms. Ricker was first elected in 2014. Besides these officers, 43 AFT Vice-Presidents were elected, including CTU President David Quolke and OFT President Melissa Cropper.

[Source: aft.org]



(Above) CTU delegates Jillian Ahrens, Tracy Radich, Stephanie Henderson, and Bonnie Hedges on the Convention floor. (Below) Cherylane Jones-Williams and Stephanie Henderson work at the AFT Registration area.



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 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.

THE PRESIDENT'S REPORT

BY DAVID J. QUOLKE

CTU Strong!

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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 now 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. 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 16.] 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 educators. 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 worksites 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 worksites, 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 without 'u.'" But because the party was for union members only, the guest of honor, quite fittingly, could not attend.

THE PRESIDENT'S REPORT

BY DAVID J. QUOLKE

CTU Strong!

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

Even though the labor movement is being seriously challenged right now, I see this time as an opportunity to strengthen and reenergize our union, the Cleveland Teachers Union. The CTU and its dynamic membership

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

several attacks on public education, unions, and collective bargaining rights in general. It seemed every time we dealt with one issue, another one arose that required the time, energy, and collective strength 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.

have a long history of activism in education, in the community, and in the political arena. CTU members led job actions and long-but-necessary strikes in the 1970s — even before Ohio had a collective bargaining law that gave them the legal right to strike — facing unsure professional futures but secure in the knowledge that if they stood together, they would triumph. They did.

They fought not only for decent wages, benefits, and job protections, but also for working conditions that improved learning experiences for Cleveland students. In the decades that followed, the CTU continued — and continues today — to work hard to improve your working conditions, which are your students' learning conditions. We advocate for things that positively affect teachers and kids, and bring greater educational success. Through CTU efforts, we secured many gains: support for children with disabilities, lower class sizes, important social/emotional supports, adequate planning time for educators, building-level support teams, and other significant educational issues. CTU worked with legislators and policy makers in 2017 and lobbied hard for the passage in June 2018 of Ohio Senate Bill 216, which reduced mandatory testing and made positive changes to the Ohio Teacher Evaluation System (OTES). [Read more about SB 216 on page 4.]

The CTU has worked to promote solution-driven unionism in solving problems with the District. What does that mean? Instead of battling, both sides genuinely and respectfully work together to focus on and find workable solutions to problems.

AFT President Randi Weingarten stated, "Education wars — two words that should never be strung together — are far too common in the United States. The primary casualties of such conflicts, as well as of mounting education cuts and misguided 'reforms,' are our students . . . America's (union) teachers are leading a movement away from finger-pointing and polarization and toward advancing solutions that help our students and our public schools succeed and our communities thrive."

Solution-driven unionism means solving problems, not winning arguments. Despite a tough political climate, increasing poverty, continuing budget cuts, and a huge resurgence in attacks on unions, public education, and public services, educators must still have a proactive quality educational agenda. Even while working to obtain the resources students need and the working conditions educators need, we also must work toward finding innovative, creative and new educational approaches that help all children succeed.

Solution-driven unionism means we work together to find better ways to do things, not just criticize what doesn't work, although we will do that if the situation warrants. "Despite fiscal austerity, failed so-called reforms, and an often-corrosive climate, there are promising signs that collaboration, shared responsibility, and a focus on quality and equity can rise above futile education wars," stated President Weingarten. "Solution-driven unionism . . . points a way to overcoming some of the toughest challenges of the day for the benefit of our students and



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.

our communities."

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. Your union membership supports basic negotiations issues like wages, benefits, and job protections, but it also supports things that are good for your professional life and your career in education, and things that help students succeed. CTU proudly advocates for the needs of students along with the needs of our members, because **CTU cares**.

While this school year is no different from many others, we enter this year with *Janus v. AFSCME*. The

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THE CRITIQUE

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A LABOR DAY REMINDER

Find out just what
any people will
quietly submit to
and you have the
exact measure of
the injustice and
wrong which will
be imposed on
them.



Power
concedes
nothing
without a
demand.
It never did and
it never will.

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FROM FREDERICK DOUGLASS