



# Cleveland Teachers Union

## News & Notes

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### NEWS & NOTES

News & Notes is a weekly (that's the goal) publication that has been ongoing since August. It is available on the CTU website and through Member Mobilization emails. This is an update of the work that is being done on behalf of all of our teachers, paraprofessionals, psychologists, nurses, speech language pathologists, therapists, sign language interpreters, and social workers.

### STAFFING

Staffing timeline was released on Monday, March 7. School budgets have been released to all schools. The budget is obviously what will determine staffing. The staffing timeline is the only thing in the CBA that guarantees building knowledge and input regarding allocations being added or reduced. The goal is to have staffing done prior to the end of the school year so that everyone knows where they will be and what they will be doing next school year.

Here is where we are in the current Staffing Timeline:

- **Monday, March 21<sup>st</sup>** – Schools with openings will interview candidates through the Personnel Selection Committee.
- **Saturday, April 9<sup>th</sup>** – Interview Fair at **Max Hayes**
- **Friday, April 29<sup>th</sup>** – Open Position Interview Period Closes. All Selection forms and acceptance emails are all due to HR by 4:30PM.

### BOARD OF EDUCATION MEETING

Join us to send our message to the Board of Education and the Cleveland community at next Board of Education meeting on Tuesday, April 19 at **MAX HAYES** at 6:30pm. Every voice matters! Wear your CTU blue!

### DAYS ADDED TO NEGOTIATIONS CALENDAR

At the urging of a Federal Mediator 3 additional days (with the possibility of more) have been added to Negotiations calendar. We ARE back at the table because YOUR VOICE WAS HEARD. There is no doubt about it - your presence at Board Meetings, the results of the No Confidence vote, your joining on to our Move On petition, voicing your concerns, etc. made the difference. Our message is clear - come back to the table and negotiate a contract that makes our schools places where educators want to work, students want to learn, and parents want to send their kids. We need to continue to attend Board

Meetings, wearing blue on Tuesdays, and participating in unified actions to continue to send our message - the members of the CTU demand a contract that acknowledges our concerns, makes improvements in our schools, and is good for kids and fair for educators.

### CONFERENCE DAY

Michelle Rzucidlo wants to remind everyone that there are Parent Teacher Conferences on Wednesday, April 20. Conferences will begin immediately after student dismissal and last an additional 2 hours beyond the normal student day. These additional two hours are part of the 6 hours needed to equal the Wednesday before Thanksgiving. These 2 hours along with the 4 additional hours already worked on February 18 and August 14<sup>th</sup> make up the 6 hours. The dismissal time for the students is supposed to be the same as the Open House schedule according to Michelle Pierre-Farid.

### HEALTHSPAN

Attention all members that are currently enrolled in HealthSpan. If you are in HealthSpan, you will be covered under HealthSpan until August 31. Members will need to choose a new health care provider that will be covering on September 1. The choices will be Medical Mutual or Aetna. Both of these options have higher premiums than HealthSpan. This does mean that health care costs will go up for these members effective September 1. A special open enrollment period will be held in May for current HealthSpan members. More information is coming.

### FRIEDRICHS

Kurt Richards wants to make sure everyone is aware of the huge news from the Supreme Court. The Court voted 4-4 in the *Friedrichs v. California Teachers Association* case. This means that court is upholding the long-standing precedent set in *Abood v. Detroit Board of Education* which protected fair share fees as constitutional. If this ruling was overturned then employees would have been able to reap the rewards of being a union member (representation, bargaining, voting) without paying union fees or their fair share. This is a critical victory for labor. As the attacks on labor continue and more openings on the Supreme Court will need to be filled, elections and the people that are elected are critical to our future.

### OPEN POSITION INTERVIEW FAIR

An Open Position Interview Fair will be held on Saturday, April 9 at Max Hayes High School from 8:30-3:30. Doors will open at 8:00am. All teachers and paraprofessionals are able to attend and interview at the Fair. The OPI Fair is an opportunity for a candidate to interview at a variety of schools at one location. Not every school with openings will be able to have a

Personnel Selection Committee at the Fair, however most schools will be onsite to conduct interviews. All candidates are able to sign up for and interview at as few or as many schools as they are able to. In order to be chosen/hired at a school, both the school Personnel Selection Committee and the candidate must mutually select each other.

### WHO CAN INTERVIEW DURING OPI PERIOD?

During the Open Position Interview Period, all teachers and paraprofessionals are eligible to interview for any open position. There is no Voluntary List. No one has to sign up for a list (that is very old contract that was eliminated years ago – a person had to sign up so that the Open Position List could be mailed to them). In order to secure an interview with a personnel selection committee, one must send an Interest to Interview Form to the school. CTU recommends that it is sent to the Principal and Chapter Chair. Interviews will also be conducted at the Interview Fair on April 9 at Max Hayes High School. If a teacher or a paraprofessional chooses to interview for an open position(s) and is not selected or does not accept a new position – he/she simply remains in current assignment.

Anyone who is identified as a Necessary Transfer and does not interview or is not selected will be assigned a school. All Necessary Transfers will still have a position.

The Open Position Interview Period will run from March 21 – April 29. Both teacher and paraprofessional Interest to Interview Forms are posted on the CTU website. Each day that there is a change to the Open Position List a new list will be posted on the CTU website.

### CHICAGO ONE DAY STRIKE

In March, the Chicago Teachers Union gave notice of their intention to go on a one day strike on April 1. The job action was to put pressure on Republican Governor Bruce Rauner and his standoff with the Democratic Legislature that has left Illinois without a budget for 9 months. The strike was to call attention to the financially crippled school system which has been unable to hire more teachers or boost compensation. Chicago Teachers Union President Karen Lewis said, “The fact is that we need to do something major. When people are inconvenienced, they have to have some place to focus, and they need to focus on him.” City officials including Mayor Rahm Emmanuel agree that the city schools are in a financial crisis that can only be resolved with the help from the state government. They also blame the Governor for not helping and supporting the school system. Chicago teachers and paraprofessionals walked with those in higher education and others that are impacted by the state government stalemate. Parents, students, and community members stood with and marched in solidarity with Chicago’s teachers and paraprofessionals.

### SUPPORT A STUDENT

For all of the members that were at the Board of Education Meeting in February, you had the opportunity to hear a wonderful speech from Deontay Shakespeare. Deontay is a student at Jane Addams Business Career Center who gave a speech that was from the heart, supportive of educators, and brought the crowd to their feet. It was truly inspiring to hear this young man share such passion with the CEO and the Board of Education.

Unfortunately, Deontay was reprimanded by his Assistant Principal. He was told he needed to be more careful about how he represents Jane Addams and that he was disrespectful to CEO Gordon and the Board. I was there and anyone else that was there knows that is just not true. No student can give a speech like that if it is not from his heart. Deontay told truth to power. If you would like to send a note to Deontay, please send it to the Cleveland Teachers Union c/o Shari Obrenski. She will be sure to deliver the notes and letters to Deontay.

### MISSING EMAILS???

Check your CMSD email account to make sure you are not missing any emails. One of the new features of the email is Clutter. Some of your emails are automatically sent there if the system does not think that you need/read them. Check the Clutter (it is on the left between Inbox and Drafts).

Missing Emails? Check Clutter...

Some users are “missing emails” that have been found to be stored in “Clutter”. To prevent this from happening in the future, simply drag the desired email back into your “inbox” which will train your mailbox to no longer place emails from that particular sender inside clutter again.

How do I turn "Clutter" off?

You can turn Clutter off any time in Office 365.

1. Go to **Settings > Options > Mail > Automatic processing > Clutter**.
2. Unselect **Separate items identified as Clutter**, and then click **Save**.

### PARAPROFESSIONAL NEWS

The Professional Development workshop scheduled for Thursday, April 28 (The year-end review) has been cancelled because the presenter is out on sick leave.

The workshop scheduled for Thursday, May 19 has been rescheduled and will take place at the Paraprofessional Annual Leadership Workshop Luncheon which will be held on Saturday, May 7, 2016. The Keynote speaker for the luncheon will be Melissa Cropper, President of Ohio Federation of Teachers. Invitations for this event will be forthcoming. Please look out for your information regarding the Para luncheon. We will also be honoring Sandra Bennett who passed away on February 22, 2016 for all that she accomplished as a paraprofessional and a union leader.

### ROSTER VERIFICATION

A message from Mark Baumgartner: ***Roster Verification notices were sent out yesterday for some teachers. They will also be sent out after the next round of post assessments. This is a reminder that sometimes emails get sent to Clutter in the new email system. Please remind your members to check their Clutter folder in their CMSD email. It is actually good to check that Clutter folder regularly.***