



# Cleveland Teachers Union

## News & Notes

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### CTU NEGOTIATIONS

The CTU and the District have begun contract negotiations. Thank you to our members that have been a huge help in assisting our preparation. In September, members were asked to complete an online survey. In October, members were asked to provide proposal input. In November, you were again asked to complete a survey regarding more specific school day issues. More surveys are coming as we prepare for each step of negotiations. These surveys ask more in-depth questions to gauge your thoughts and feelings on important upcoming topics.

### MANDATORY TRAINING

Starting on December 1, members began receiving an email from Victoria Brian mandating that members watch videos on at least 9 various topics. CTU members should not be pulled from instructional time to take these trainings and tests. Principals cannot assign you to do this during your unassigned time. Your APT can develop a schedule to allow time to complete the trainings during the 100 minutes or on the January Professional Development Day, but the district cannot assign or mandate how you use this time. Principals can also use their monthly faculty meetings to complete the trainings. Note: According to the company that created these modules, it would take approximately 8 hours to do complete all of the modules.

Jillian and Shari are trying to work with the district to resolve this in a way that is appropriate for people to meet state mandates in way that does not encroach upon your time. If your administration is requiring you to complete these trainings by assigning it during the school day without APT agreement, or to complete them on your own time, please email Jillian immediately.

**No one should do anything until more information comes out from David or Jillian.**

### TDES APPEAL

You have the right to appeal a TDES event within 10 working days of the event. You first need to appeal to the Academic Superintendent by email. The Academic Superintendent has 10 working days to respond. If the appeal is not resolved at that time, or if you do not receive a response, you have the right to email [TDES@clevelandmetroschools.org](mailto:TDES@clevelandmetroschools.org) to have the TDES Co-Chairs review your appeal. The CTU Co-Chair is Jillian

Ahrens. The CMSD Co-Chair is Lora Cover. The Co-Chairs have 10 working days to respond. If the issue is not resolved, or if you do not hear a response from the Co-Chairs within the timelines, you have a right to file a grievance.

### REAUTHORIZATION ESSA

Congress voted to approve and President Obama is set to sign the reauthorization of the Elementary and Secondary Education Act (ESEA) this week. In 1965 ESEA was passed as a part of President Johnson's War on Poverty. The last reauthorization was in 2002 and was called No Child Left Behind (NCLB) which was filled with lots of federal mandates (which we are all well aware of). This latest iteration is known as the Every Student Succeeds Act (ESSA). This reauthorization of the education law shifts the power from the federal government to state government. The power of the Secretary of Education will be significantly restricted. ESSA still mandates reading and math tests for all students in grades 3-8 and once in high school (as it is now). The states are also mandated to publish results and must address the lowest 5% of schools. The state will determine what progress means, what assessments to use, how this impacts evaluation of teachers, etc. The federal government is no longer dictating – now it is our Republican led (many anti-teacher) state legislators that will make these significant decisions that will impact all students, teachers, and school districts.

### CTU WELCOMES AFT PRESIDENT

Members of the Cleveland Teachers Union welcomed American Federation of Teachers President Randi Weingarten to Cleveland. Along with CTU President David Quolke she visited Max Hayes and Buhner Dual Language Academy. Weingarten visited classrooms and met with teachers during her visits. Later that afternoon Weingarten met with Chapter Chairs and Delegates at Cretans in Kamms Corner. President Weingarten pledged the AFT's continuing support to the CTU and especially during these contract negotiations. Here is a one hour (+) talk with questions and answers by Weingarten in 10 sentences: "You are giving your life to educate children and all that happens is you are regulated to death. It's not personal but they do want us dead. The political atmosphere does not make sense when they really know nothing about education. Here you have kept collective bargaining. Wisconsin didn't. When they wrote mini Senate Bill 5 just for Cleveland – the Cleveland Plan, you



kept collective bargaining and preserved educator voice. Everyone in the Union must come together to use collective voice to demand respect and dignity and the schools that students deserve. Power never yields willingly. Let's help all schools succeed – we know the pathway. Are you in?" President Weingarten also asked the audience if they wanted to evaluate the evaluation which was met with enthusiasm. More on that in future writings.

### **NWEA 3<sup>rd</sup> GRADE**

The 3<sup>rd</sup> Grade Reading Guarantee law is still in effect. 3<sup>rd</sup> graders must pass NWEA test (winter or spring) or the new ELA Assessment developed by AIR in order to pass to the 4<sup>th</sup> grade. The winter administration of the NWEA is underway throughout CMSD. This administration of the reading NWEA does count toward third graders being promoted to fourth grade. Students that score 186 or higher are eligible to be promoted to 4<sup>th</sup> grade.

### **CTU TEE SHIRTS**

Have you seen the posting for CTU tee shirts at your school? Have you had a chance to order your CTU polo shirt? Shirts are royal blue with a white logo. For more information email Wendi Kral ([wkral@ctu279.org](mailto:wkral@ctu279.org)).

### **LICENSE/PERMIT RENEWAL**

All CTU members that have a license or certificate that expires June 2016 – please renew your license ASAP. Members that have a license or certificate that expires June 2016 were sent an email from HR on Monday, December 7 with instructions and helpful tips on how to renew the license. Everyone must complete the renewal application and pay for the license or permit online. ODE is accepting renewal applications now. Usually, one must wait until the actual year of the renewal, this year you can actually do it now. After applying and paying online, teachers and related service providers must submit a sealed transcript or CEUs, IPDP approval email, and a copy of current license to CMSD. Teachers, related service providers, and paraprofessionals must also be fingerprinted. CMSD is accepting document drop off starting now, but the licenses will not be processed until January.

### **CMSD OFFICES**

CMSD is open during winter break. For many people that is a good time to turn in paperwork required for license renewal, get fingerprints done, and get new or updated staff IDs. CMSD Safety & Security does fingerprinting at East Professional Center (formerly East High) on Monday, Wednesday, & Friday from 9:00-11:00 and 2:00-4:00. You can contact their office at (216) 838-0420 to make sure that hours are not changed over break. Staff IDs are also done at East Professional Development Center. Paperwork for license renewal is turned in at the district offices located at 1111 Superior Avenue. CMSD has its

own Welcome Center where CMSD employees will take your documents. There are 2 free 15 minute parking spots on 12<sup>th</sup> Street (right by the entrance to 1111 Superior) as well as metered parking. The CMSD Welcome Center is on the first floor and the entrance to the building is on the corner of East 12<sup>th</sup> & Superior.

### **FINGERPRINTING**

Fingerprints - Educators who are renewing and have lived continuously in Ohio for the previous 5 years and have a BCI check on file – will only need to have FBI background check. If you have NOT lived continuously in Ohio, then both BCI and FBI are required. The cost for fingerprints through CMSD are BCI = \$22.00 and FBI = \$24.00. This is payable ONLY by money order. Please see above for times and location of CMSD fingerprinting for employees.

### **IPDP**

Every certificated member must have an approved IPDP on file. If you need an IPDP approval email to renew and you do not have your IPDP email, here is what to do. Go into the IPDP system; go to the screen with your name, address, licenses, etc.; on that screen it will show your IPDP approval date – print this screen.

If you need IPDP username and password - email Jim Wagner (James Wagner in CMSD), Bonnie Hedges, or Tracy Radich.

### **GRIEVANCES**

The CTU Grievance team has been processing grievances and taking many to arbitration. The upcoming arbitrations will be dealing with TDES issues, compensation, assault language, and other topics. Please remember that if you have a procedural issue that arises in your building first work with your CTU Chapter Chairperson to try to resolve it in the building. You have the right to file an Initiation of Grievance at the building level. After three days, if the issue is not resolved, or if the Principal does not respond you proceed to Step 2. Send the Step 2 Appeal of Decision of Principal/Supervisor and a copy of the Initiation of Grievance to Jillian Ahrens and Mary Moore at the CTU office to process.

### **TEXT ALERTS**

A text service is available for members of the CTU. You can sign up right now to receive mobile text message alerts from AFT-Cleveland Teachers Union. You will receive updates, notices, and reminders. Get your phone out right now and send a text message with the word **ctu279** (lowercase, no spaces) in your message box. Send to the phone number 69238.

AFT-CTU will never charge you for text messages, your carrier's Message & Data rates may apply.