

Boston Teachers Union Candidate Statements and Voting Information



See pages 5-12.

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President's Report Jessica Tang

A Hope for AAPI Heritage Month

May first is International Workers Day as well as the first day of Asian American Pacific Islander (AAPI) Heritage Month. It is a day to celebrate workers everywhere, including AAPI workers and labor history! Unfortunately, much of this history is not as well known as it could or should be.

For example, many people don't know about the fact that AAPIs were purposely excluded from joining labor unions. Or that the founder of the AFL, Samuel Gompers, in addition to excluding AAPIs from joining actively lobbied for the Chinese Exclusion Act. Or that Harry Itlong, a Filipino union leader, was a critical partner in starting the United Farm Workers with Cesar Chavez during the Delano Grape Strike.

As the first AAPI to serve as the president of the Boston Teachers Union,

and first to serve on the boards of Greater Boston Labor Council, MA AFT, MA AFL-CIO and AFT Executive Council, I am painfully and personally aware of the lack of AAPI visibility not just in the labor movement, but in the education sector as well. Growing up, I didn't have a single AAPI teacher. Many former students that are now in college have let me know that I was their only AAPI teacher. I know first-hand why educator diversity and culturally relevant curriculum matter and make a difference.

Recently, I attended an event that, unfortunately, reminded me how little has changed since I myself was a student over twenty years ago. I ran into one of those former students there. A group of local AAPI students put together a presentation report called Truth from Youth and their stories resonated and felt too familiar. I was glad to see that the *Boston Globe* covered the event and

report, as it shined some light on the experiences of too many AAPI students, however, the findings were troubling. The major takeaway was that BPS AAPI students felt invisible and overlooked.

The good news is that today, there are more resources than ever to ensure our AAPI students have culturally relevant experiences in school. Resources on Share My Lesson and Color in Colorado. The bad news is that they are often underutilized or educators don't know they exist. Similarly in the labor world, there are new resources that outline the history of AAPIs, including a new book, *Asian American Workers Rising: APALA's Struggle to Transform the Labor Movement* that was published this past year. However, if we as a labor movement and we as educators don't take the time to learn about what exists, we, too, are contributing to the invisibility of the AAPI community.



Jessica J. Tang
BTU President

My hope is that this month, we all take a moment to expand our knowledge a bit more—to learn more about AAPIs—our past, our present, and our hopes for the future. As we continue as a union to advocate for educator diversity, ethnic studies, multicultural and multilingual education as well as an inclusive, welcoming community for all, AAPI students and educators should no longer have to feel invisible or overlooked.



AFT President Randi Weingarten Makes Clarion Call to Defend Public Education, Transform Learning and Support Children

American Federation of Teachers President **Randi Weingarten** has issued a clarion call to defend public education, transform learning and support children as the institution comes under existential threat from extremist, culture-war peddling politicians.

In an address to the National Press Club, the leader of the 1.7 million-member union urged civil society to fight for the future of public schools and help kids learn in the face of relentless attacks from the far-right intent on dismantling the schools that 90 percent of kids attend.

"Attacks on public education are not new. The difference today is that the attacks are intended to destroy it. To make it a battlefield, a political cudgel," Weingarten said.

"But we also must do better to address the learning loss and disconnection we are seeing in our young people. We can make every public school a school where parents want to send their kids, educators want to work and all students thrive."

Weingarten outlined a four-part plan to help kids' recovery and reclaim the purpose and promise of public education: 25,000 community schools, experiential learning for all kids including career and technical education, the revival and restoration of the teaching profession, and deepened partnerships with parents and the community.

From book bans and censorship of honest history to the removal and rejection of Black, LGBTQIA+

and minority students' existence and experiences, MAGA lawmakers have used culture wars to divide communities and other schemes that drain resources from public education.

"The Betsy DeVos wing of the school privatization movement is methodically working its plan: Starve public schools of the funds they need to succeed. Criticize them for their shortcomings. Erode trust in public schools by stoking fear and division, including attempting to pit parents against teachers. Replace them with private, religious, online and home schools.

"All toward their end goal of destroying public education as we know it, atomizing and balkanizing education in America, bullying the most vulnerable among us and leaving the students with the greatest needs with the most meager resources."

Weingarten began with a moment of silence in honor of the children and adults killed in Nashville and renewed her call for an assault weapons ban and commonsense gun safety measures.

She launched a Freedom to Teach and Learn hotline for parents, in conjunction with the Campaign for Our Shared Future, for educators and the public to report instances of political interference and censorship. Poll after poll has shown that parents and voters don't want politicized culture wars, they want schools and administrators to focus on what kids and communities need.

The hotline-888-873-7227—will serve

as a clearinghouse for reports of political interference. If Americans see something, they should say something.

"It's a place to call if you've been told to remove a book from the curriculum or from the library, if you've been told that there are topics that can't be discussed in your classes or that you cannot teach honestly and appropriately, or if politicians in your district or state are targeting vulnerable student groups to score political points."

Rejecting the far-right's fearmongering, Weingarten outlined four essential strategies to promote greater investment and family and community engagement as an antidote to the tarring of schools with the politics of division and hate.

Expanding community schools, scaling experiential learning, addressing staff shortages, and deepening the partnership between families and educators "can help us create safe and welcoming environments and bring joy back to learning."

Community schools wrap academic counseling services, nutrition services, primary health and dental care, and much more around traditional schools to transform them into hubs that connect families and students with supports to learn and live. Weingarten called for 25,000 more community schools by 2025, noting that California just approved an investment of \$45 million for community schools and that President Joe Biden has doubled

federal community schools funding.

Experiential learning is based on the idea that students learn—and become engaged with the world, new ideas and each other—by doing. In one application, career and technical education, students use their minds and their hands to learn everything from welding and auto repair to nursing, IT, graphic design, plumbing, culinary skills and hospitality.

"Experiential learning embeds the things that make kids want to be in school. The excitement of learning that is deeply engaging, and the joy of being together, especially after the isolation of the last few years. The camaraderie and responsibility of working together on a team. And in the age of AI and chatGPT, this type of learning is critical to being able to think and write, solve problems, apply knowledge and discern fact from fiction."

The formula of starting by high school and identifying school-to-career pathways, including community colleges, partnering with employers, and ensuring the opportunities are paid, can be replicated everywhere.

The AFT is working closely on CTE and robust workforce strategy with the AFL-CIO, Commerce Secretary **Gina Raimondo**, Education Secretary **Miguel Cardona**, acting Labor Secretary **Julie Su** and the Bloomberg Foundation and is reaching out to other business groups

continued on page 4

Educators of Color Night

"This is an event that has been long overdue," BTU president Jessica Tang said welcoming the crowd. "This is work that many of us have been interested in for a very long time."



Participants checking in.



Elizabeth Pimentel and Joan Dikibo.



**"The work we do as educators is ridiculously important. The hustle means how we can't stop learning and we won't stop learning."
- Dr. Shaun Woodly, guest speaker and best selling author**



Jonathan Long and Janelle Engerman from the He Is Me Institute, a Boston based organization: "We create pathways to teaching for black men."



What's the New Religious Holiday Policy?

Beginning the start of the new contract, Sept. 1, 2023, any BTU member may take up to two (2) days for observance of religious holidays in all faiths, without loss of pay or personal time. At least 10 work days prior to the date the holiday falls, BTU members may request the following days on the Employment Self-Service (ESS) portal on Access Boston based on your personal religious practices: Diwali; Eid al Fitr; Lunar New Year; Orthodox Good Friday; Rosh Hashanah; Three Kings Day; Yom Kippur; or one "Approved by Equity/Other" which is a code that can only be used based upon the info described next. If the religious holiday you observe is NOT on that list, you may request a religious accommodation to take a religious holiday on a different day by completing a "Religious Accommodation Request Form" and submitting it to the Office of Equity at Accommodations@bostonpublicschools.org. If your request is approved, you may take the day as a religious absence and select "Approved by Equity/Other" on ESS. The "Approved by Equity/Other" option can only be used once you receive a formal approval from the Office of Equity. If you choose to take more than two religious holidays in one school year, and have already taken two religious holidays, you may use a personal day, or a No Pay approved absence.

What is the Employee Attendance Policy and How Could It Impact You?

The Superintendent's Circular HRS-PP05 "Employee Attendance" states in part... "Any excessive absences, tardiness, or perceived abuse of time/leave benefits will be investigated and may subject the employee to discipline"... The BPS **Attendance Monitoring Process** is briefly outlined here:

Sign in/out procedure documenting the arrival and departure of all employees. "Employees must comply with the sign in/out process. An employee who fails to comply with the procedure, falsifies such a record, and/or fraudulently reports their or another's time will be subject to discipline up to and including termination."

Report your absence/early departure: "Each school/work site has a procedure to report and absence/early departure due to illness & employees must follow the process for each occurrence or the occurrence will be unexcused and the employee may be docked pay for the day(s)/hour(s) of absence(s) as well as potentially being subject to further discipline." [BTU members who are absent more than five consecutive school days require a doctor's note to be submitted to Office of Human Capital/site administrator. If absent beyond that, refer to the "Absence and Leaves" circular in order to appropriately document your continued absence and request for leave. Informing your site administrator is not sufficient. OHC must receive proper documentation as outlined in the aforementioned circular on leaves.]

Reasonable accommodations: "Chapter 151B And the ADA (Americans with Disabilities Act) define a person with disability as someone who (1) has a physical or mental impairment that substantially limits one or more major life activities. (2) Has a record of such an impairment, or (3) is regarded as having such an impairment. Major life activities include, but are not limited to: caring for one's self, performing manual tasks, seeing, hearing, speaking, breathing, or learning. An employee seeking reasonable accommodations for a disability

may contact the Office of Equity (617-635-9650) to begin an interactive dialogue process. The district [claims] it will attempt to provide reasonable accommodations unless it would cause an undue hardship or fundamentally alter the district's programs. Medical information any employee will reportedly be maintained in strict confidence. The person may also qualify for an extended or intermittent leave of absence. Refer to the Absence and Leave policy and your BTU contract for more information. The BPS circular on reasonable accommodations is Superintendents Circular EQT-07."

Patterns of Abuse are explained in the following manner: "When an employees' absences and/or tardiness exhibits a pattern of abuse and/or raises concern, the manager will address it directly with the employee in the manner in which the manager deems appropriate (i.e. informal meeting vs. investigatory meeting). The employee will have the right to union representation at all types of meetings." [BTU members must make sure they bring a BTU Building Representative to represent them in any meeting that could result in discipline]. The circular details; "In the past, the following scenarios have been deemed as patterns of abuse (the list is not exhaustive/exclusive):

1. Four (4) or more separate absences before or after the weekend or holiday/vacation
2. Six absences lasting (6) six or more consecutive days without a physicians' certificate
3. Scattered sick days/leave throughout the school year exceeding or projected to exceed fifteen (15) or more days
4. Two (2) or more absences, consecutive or closely patterned, following layoff notification
5. Two (2) or more absences, consecutive or closely patterned, following contract non-renewal notification
6. Two (2) or more absences immediately following poor performance evaluation
7. Absence during a previously scheduled investigatory meeting
8. Absence after receiving a notice of an investigatory meeting
9. Absence on a day of release or scheduled release of poor performance evaluation
10. Patterns of two (2) days out, two in, one out, etc.
11. Tardiness: two (2) or more days within a one-week period
12. Tardiness: two (2) or more days within a two-week period

Consequences for abuse and/or excessive absenteeism/tardiness: The following are the consequences an employee will face when they have been deemed to engage in a pattern of abuse and/or excessive absenteeism/tardiness. These consequences can be applied individually or in conjunction with one another." [A BTU member will have due process rights adhered to relative to #'s 1-3 below].

1. "Discipline up to and including termination

BTU Phone Numbers

| | |
|---------------------------|--------------|
| Office..... | 617-288-2000 |
| Health & Welfare..... | 617-288-0500 |
| AFT Massachusetts..... | 617-423-3342 |
| Function Office..... | 617-288-3322 |
| Lounge Office..... | 617-288-3322 |
| Vision Center..... | 617-288-5540 |
| Tremont Credit Union..... | 781-843-5626 |

2. Requirement to provide medical documentation substantiating each and every absence (past, present and future)
3. No pay for time out of work if the employee fails to provide requested medical documentation for absences; the absences will be unexcused
4. Issuance of an "unsatisfactory/does not meet standards" rating on the employee's performance evaluation attendance/punctuality standard"



Caren Carew
BTU Secondary
Field Representative

Health Insurance – When is Open-Enrollment to Change or Sign Up, What if Someone Gets Rehired or Returns From an Unpaid Leave and the Like?

City of Boston Employees join health plans by contacting the **Health Benefits and Insurance Division (Group Insurance)** located on the 8th floor of **Boston City Hall, telephone 617-635-4570**. New hires have 30 calendar days from the time they are hired in order to sign up for health insurance. Provisional or permanent teachers, who were laid off and then recalled/rehired, must contact Group Insurance within 30 days of being rehired from lay off in order to re-enroll to obtain insurance if needed.

Open enrollment is the window of time when you can change your type of health insurance plan, or sign up for the first time if you've missed another deadline. This period is held annually and **this year it's from May 1-19** for coverage effective starting July 1, 2023.

Some people assume that because they have their job back, the insurance is automatically reinstated – this is not often the case. *These deadlines are hard and fast.* Those wanting to partake in open re-enrollment must contact Group Health Insurance at City Hall.

If a teacher takes a **leave of absence** and decides to let their insurance lapse during their leave, they must sign up to reinstate their health insurance during the spring open-enrollment period prior to their return in the fall. They will have to pay premiums out of pocket beginning on July 1 through September 1 after which time deductions will be taken from their paychecks. Their insurance will take effect July 1 as a result.

During the year if a teacher gets **married/divorced, has a baby, or the**

spouse who carried the health insurance for the BPS teacher loses their job triggering a loss of coverage, the BPS teacher has 30 calendar days to notify and submit proof to Group Insurance of this event in order to qualify for the change to be made in their health insurance coverage.

How are Bylaws/Operational Procedures for SSC's Determined?

Each School-Site Council determines most of its own operating procedures through the adoption of SSC bylaws. Each SSC is required to pass bylaws to govern its operation. The bylaws must be approved by two-thirds of the BTU members in the school and by two-thirds of the parents who come to a parent meeting for which there must be at least two week's notice.

The SSC bylaws must include the following operational procedures: how elections will be organized and conducted; when meetings will be held; the notice procedure for announcing meetings; who is responsible for co-chairing the SSC with the Principal and for recording minutes; what the system is for selecting alternates who have the same racial identity as the members they would be representing; the terms of office and how they will be staggered; and what the salary is in regards to members who fail to regularly attend.

The bylaws may also include provisions that address the following: what subcommittees will be established in addition to the Personnel Subcommittee; if a portion of each meeting is set aside for public comment by individuals in attendance who are not SSC members; how the SSC will inform the wider school community of its decisions and activities; where minutes will be posted and distributed; what the process is for amending the bylaws.

Boston Union Teacher

EVERYONE IS WELCOME HERE!

¡TODOS SON BIENVENIDOS AQUÍ!

EVERYONE IS WELCOME HERE!

BLACK LIVES MATTER

EDITORIAL NOTE:
The opinions expressed in the *Boston Union Teacher* do not necessarily represent the views of the Boston Teachers Union, or those of its members.

WHEN WRITING:
All correspondence to the *Boston Union Teacher* must be typewritten and include the author's name and school or department if not school-based. All articles must be appropriate to the publication, and in good taste. Letters to the Editor should be sent to letters@btu.org

DEADLINE:
The deadline for submitting articles for the next issue of the *Boston Union Teacher* is May 17th. All copy should be e-mailed to mmaguire@btu.org and aslater@btu.org. This deadline will be strictly adhered to.

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"Cool" Author Lulu Delacre with Sarah Greenwood School librarian Eva Gerena.

A "Cool" Author's Visit

By Eva Gerena, Sarah Greenwood School Librarian

On March 29, 2023, I had the pleasure of meeting **Lulu Delacre**, a well-known author and illustrator of children's books. Her visit to the Sarah Greenwood School was sponsored in part by Wondermore (**Pam Yosca**). Lulu came to our school promoting her book *Cool Green* and in Spanish *Verde Fresco*.

The Sarah Greenwood is a dual-language school and since the author was born and raised in Puerto Rico, she was able to present her book in Spanish and English. She spent most of the day at the school meeting with three groups of students; K2, 1st and 3rd graders for 50 minutes. The students had **NEVER** met an author or an illustrator. They were delighted to ask questions and learn about her experiences creating a book and illustrations. She also provided a signed copy of her book to each student, 150 copies!

As a new librarian, it gives me great joy to see how we can bring these memorable experiences to our students.



AFT President Makes Clarion Call to Defend Public Education...

continued from page 1

large and small.

Weingarten would also **renew and revive the teaching profession** "by treating educators as the professionals they are, with appropriate pay; time to plan and prepare for classes, to collaborate with colleagues, and to participate in meaningful professional development; and the power to make day-to-day classroom decisions."

To achieve this, the entire community must be involved and engaged at every juncture. Weingarten called for a **deepening of the connection between parents, educators, employers and the community.**

The AFT has ramped up its Powerful Partnerships Institute, distributing 27 grants to locals totaling more than \$1.5 million. For example, Montana is engaging thousands of public education-supporting families and educators across the state around a shared agenda. And

New Haven is working with educators, families and students on equitable school funding across Connecticut.

Weingarten ended by underlining the tipping point facing the nation on public schools with a rallying cry for allies to join her and the AFT in the fight ahead.

"This is our agenda. But this can't just be the work of our union or of school staff and schools alone. This is the work of a great nation—to ensure that our children's basic human needs are met so they are ready to learn to their full potential.

"Our public schools shouldn't be pawns for politicians' ambitions. Or defunded and destroyed by ideologues. We are at a crossroads: Fear and division, or hope and opportunity. A great nation does not fear people being educated. A great nation does not fear pluralism. A great nation chooses freedom, democracy, equality and opportunity.

"All of that starts in our public schools."

Commentary Betsy Drinan

Climate Justice Workshop

On a recent Saturday morning, over 50 people logged on to Zoom to participate in a climate justice workshop facilitated by the Zinn Education Project and hosted by the BTU Climate Justice Committee.

By all accounts, it was an excellent workshop that provided abundant resources that participants could bring back to their classrooms. The morning session was a 'climate mixer' with participants assuming the role of individuals from across the globe who were all affected differently by climate change. Some were being forced to leave

their homes due to disastrous storms and flooding, while others were struggling with health and food issues exacerbated by climate change, and still others were profiting from their fossil fuel investment decisions or working as climate activists. In small groups, participants shared their stories and examined connections, implications and common themes. It was easy to see how this activity would engender robust conversation among students and push their understanding of climate change ramifications.

Another session was focused on envisioning a future informed by climate

activism, an effort to counter climate despair which is so easy to sink into when confronted by the existential crisis we all face. Supporting our students (and ourselves) in these types of visioning activities can be so important in order to maintain momentum and positivity as we work for a sustainable future.

There are many resources available on the Zinn Education Project at www.zinnedproject.org. You will find resources on teaching about climate justice but also about many other important people's

history topics. Check it out! And if you want to be added to the BTU Climate Justice google group, email **Betsy Drinan** at bdrinan@gmail.org.



Boston Teachers Union Election Information 2023



Confirmed Candidates for BTU Offices and Delegates

BTU OFFICERS

President

Jessica Tang

Vice President

Erik Berg

Secretary-Treasurer

1. Trevour Smith
2. Karen Cross
3. Nora Paul-Schultz

Elementary Field Rep.

Lea-Antoinette Serena

Secondary Field Rep.

Caren Carew

Para/Sub/ABA Field Rep.

Colleen Hart

Political Director

Johnny McInnis

PARAPROFESSIONAL COUNCIL

1. Sharon O'Dwyer
2. Todd Kerr
3. Mary Thomas
4. Debra Brown
5. Sau Yip
6. CasSandra Samuel
7. Vanessa LaRocque
8. Christine Buttiglieri
9. Bianca Pierre
10. Adrienne Jordan
11. Carla Johnson
12. Sacha Ruiz
13. Tracy Romain
14. Cynthia Ferris
15. Derrick Smith

RETIRED TEACHERS CHAPTER

Chair

Marilyn Marion

Vice Chair

Roz Avant

Secretary

Joan Devlin

Treasurer

Mae Bishop

EXECUTIVE BOARD, By Ballot Position

- | | | |
|---------------------|----------------------|-------------------------|
| 1. Tracy Doyle | 8. Danielle West | 14. Maria Brooks |
| 2. Matthew Ruggiero | 9. Cecil Carey | 15. Keisha Lewis |
| 3. Michael Maguire | 10. Robert Carroll | 16. Tracy Romain |
| 4. Brenda Chaney | 11. Alice Yong | 17. CasSandra Samuel |
| 5. Michelle Carroll | 12. Vanessa LaRocque | 18. James (Timo) Philip |
| 6. Nicole Mullen | 13. Kafunda Banks | 19. Caitlin Gaffny |
| 7. Allison Doherty | | |

DELEGATE, by Last Name

- | | | |
|-------------------------|-------------------------|----------------------------|
| Maritza Agrait | Adrienne Jordan | Bianca Pierre |
| Roz Avant | James Kennedy | Kristen Pinto |
| Kafunda Banks | Todd Kerr | Declan Power |
| Mary Bell | Karen Kilmain-Patriquin | Teresa Reaves |
| Erik Berg | Heather King | Tracy Romain |
| Denise Berkley | Erica Kouka | Dana Royster-Buefort |
| Mae Bishop | Samantha Laney | Matthew Ruggiero |
| Maria Brooks | Vanessa LaRocque | Chelsea Ruscio |
| Debra Brown | Josefina Lascano | CasSandra Samuel |
| Molly Bryson | Nina Lessin-Joseph | Ivelisse Santos-Hicks |
| Christine Buttiglieri | Sylvaine Lestrade | Lea-Antoinette Serena |
| Layla Cable | Keisha Lewis | John Simonetti |
| Caren Carew | Michael Maguire | Trevour Smith |
| Cecil Carey | Tim Maher | Elisa Sota |
| Michelle Carroll | Katie Mallon | Jessica Tang |
| Robert P. Carroll | Marilyn Marion | Regina Temple |
| Brenda Chaney | Gayle Marrow | Josette Teneus |
| Paul Christian Jr. | Katina McClain | Paul Tenney |
| James Cordero | Suzanne McGlone | Paul Tritter |
| Diane Crain | Johnny McInnis | Teresa Underwood |
| Michael Crain | Lucinda Mills | Mary Ann Urban |
| Marjie Crosby | Nicole Mullen | José Valenzuela |
| Karen Cross | Kimvy Nguyen | Samantha Weintraub |
| Natalia Cuadra-Saez | Sharon O'Dwyer | Darren Wells |
| Amrita Dani | Catherine O'Flaherty | Danielle West |
| Jukurious Davis | Noah Patel | Tatiana Williams-Rodriquez |
| Randi Davis | Nora Paul-Schultz | Stephanie Wing |
| Joan Devlin | Sherry Pedrone | Karen Wood |
| Allison Doherty | James (Timo) Philip | Alice Yong |
| Betsy Drinan | | |
| Connor Echols-Jones | | |
| John Enright | | |
| Cynthia Ferris | | |
| Danielle Fraine | | |
| Caitlin Gaffny | | |
| Amy Gebo | | |
| Christine Gorman-Arnold | | |
| Thomas Gosnell | | |
| Colleen Hart | | |
| Thomas Hocker | | |
| Claude James Jr. | | |
| Carla Johnson | | |
| Charles Johnson | | |
| Marta Johnson Faldasz | | |

BTU Election in Full Swing!!!

A primary election for the full-time position of Secretary/Treasurer was held in April/May – with mail in ballots due Tuesday, May 2nd and in-person voting at the BTU on Wednesday, May 3rd, 8:00 am-6:00 pm. Results were not available in time to report in this issue, but watch for the e-bulletin.

FINAL ELECTION ballots for all candidates will be mailed out by May 15 and MUST be RECEIVED at the Post Office by Tuesday, June 6th. Please return your ballot early to ensure it is received on time. Any BTU/RTC member** who did not vote by mail may vote in person at the BTU on Wednesday, June 7th, 8:00 am-6:00 pm. The positions of President, Vice President, Elementary, Secondary and Para/Sub/ABA Field Reps, and Political Director, RTC President, RTC Vice President, RT Secretary and RTC Treasurer are not contested. 19 members are running for 12 executive board slots, and 15 candidates for the 15 para council slots. Write in votes for any position including Delegate to all Affiliated Bodies are still possible. In order to be considered, write in candidates must receive at least as many votes as signatures that were required to be listed on the ballot.

continued on page 12

Candidate Statements

BTU OFFICERS

President

Jessica Tang



Since first being elected as President in 2017, I have been proud and honored to represent the incredible in-service and retired educators of the Boston Teachers Union. During the last 6 years, we have successfully negotiated and ratified 3 master contracts and dozens of additional MOU's covering issues ranging from the creation of new BTU positions to health and safety conditions. The contract wins included historic advances including a full-time nurse in every school, significant increases in social workers, school psychologists and school counselors, lower class sizes, paid parental leave, and higher pay for paraprofessionals and educators overall. We unionized the first Commonwealth charter schools in Boston and led coalition campaigns to fight for and win the Student Opportunities Act, Fair Share Amendment and many other legislative victories.

We have also come together to overcome unprecedented and historic challenges including the Janus Supreme Court decision, instability of leadership both within the district and city, threats of receivership from the state and, of course, the Covid pandemic. Together, we have continued to build upon the strong foundation of our union, and we still have much more to do. While we continue to implement and enforce our latest contract, we will need to begin a new round of contract negotiations imminently so that we can meet our goal of negotiating a successor agreement before the current contract expires. We must also continue to build on the successes of open bargaining, the Silent Representatives initiative and Contract Action Teams as we continue to build power for our union.

We must also continue to engage not just our BTU educators in all of our schools and work sites, but also our students, families and community allies as we address the many issues that continue to impact our school communities. Building a strong, member-led union that continues to advance educational, social and racial justice is what I set out to do from the time I was first elected as a Building Representative, Executive Board member and then also as founding Organizing Director and then President. I would be honored to continue to serve as President of the BTU, and hope to have your vote in the upcoming election so that, together, we can continue to tackle the many issues and challenges that we continue to face and create a stronger union and the schools and communities we all deserve.

Vice President

Erik Berg



It continues to be my honor and privilege to be part of the great BTU team working to support the educators of Boston, and I hope to earn another two-year term.

Over the past two years, we have had many important victories. We settled a contract with BPS which included paid parental leave, a major new benefit for our members, along with an agreement to provide more resources, staffing and educator voice in our inclusion programs, and salary increases for our members. Believe it or not, we will soon begin the process of negotiating another agreement that provides conditions that are fair to our members, and provides our students the education they deserve. We look forward to continuing to open up the bargaining process and leverage the strength of our members in that effort.

Also this term, we were able to bring a new group of employees into our union with a negotiated settlement to include family liaisons, we have limited class size overages, and ensured members are paid fairly for their work and successfully represented members who have been treated unfairly with regard to leaves of absences. I'm proud that, working with our legal team, we have prevailed in a large majority of the arbitration decisions that have come in since I have been in office, and we've been able to settle many other cases on favorable terms.

I also chair the Educator Supports Panel, the Health and Welfare Trustees, and have worked on many other issues ranging from impact bargaining over smaller employee groups and job descriptions, to working with our members at City on a Hill School, to employee discipline cases, evaluation concerns, BTU building issues, mediations and facilities issues.

Over the next two years, I hope to work with our team to settle a fair contract, and continue to enforce it with vigor and candor. I also look forward to working on the process of constructing a new headquarters building for the BTU. It is my hope that we can move forward with renewed strength, and continue the struggle for the schools our educators and our students deserve.

The dedication and expertise of our members never ceases to amaze me, and it is with humility that I ask for your support for another term as Executive Vice President of the BTU.

Secretary-Treasurer

Please Note: The top two finishers of the May primary election will appear on the final June ballot. The primary election had not been held when this edition of the newspaper went to press. Therefore we are reprinting all three candidates' statements from the previous edition of the Boston Union Teacher.

Trevour Smith



My name is Trevour Smith and I'm a mathematics teacher at Boston Latin School. I'm excited to be running for Boston Teachers Union's (BTU's) next Secretary-Treasurer because I truly believe in the power of education to transform lives.

Throughout my involvement with the BTU, whether it's been as a Building Rep, a member of the Action Committee working to build safe and welcoming sanctuary schools, or working as a Silent Rep on our latest contract campaign, I've become increasingly passionate about the ways BTU can use its power to fight for a better district for members as well as our students and their families.

I've experienced firsthand the challenges that educators of color face in Boston Public Schools, and I'm ready to work together to create a more equitable and inclusive education system that supports the success of *all* students.

My passion, coupled with my background in business, is why I'm excited to run for Secretary-Treasurer. Through a strategic and data-driven approach, I will help ensure our resources are allocated efficiently and effectively to benefit all teachers and students.

I'm committed to building strong, collaborative partnerships with stakeholders to find innovative solutions to our district's complex issues. By working together, we can create a stronger, more vibrant educational community that provides every student with the support and opportunities they need to succeed!

Karen Cross



I grew up as an English Language Learner. My mom, a North Korean immigrant, didn't know a word of English. Thus, she encouraged me

to listen carefully and to take copious notes to help her with anything that needed translating. That note-taking has stuck with me ever since. Even today, as appointed Secretary of the Asian American Pacific Islander task force, I am still taking notes! Since one key role

of Secretary-Treasurer requires **record keeping** and **note-taking**, I believe I more than fit the bill!

Twenty-years as a Math Teacher and 25 years as a former owner of successful businesses and serving as **Secretary and Trustee of the Pre-paid Legal Fund** have certainly paid off. The position of Secretary-Treasurer is multifaceted and these various roles have provided me with such experiences as:

- Working alongside accountants;
- Scrutinizing monthly ledgers;
- Making strategic financial decisions w/Pre-paid integral to the BTU;
- Increasing revenue during my 5-year tenure as board member;
- Introducing "Countrywide," a financial wellness program.
- Overseeing all operations of my businesses including accounting, payroll and accounts receivable;
- Managing multiple employees.

My varied Union experience that will inform me as an elected officer include:

- Building relationships as a **Building Rep** of 9 years;
- Participating in **Silent Negotiations, Racial Justice Committee** and Asian Pacific American Labor Alliance (**APALA**) member;
- Promoting awareness about the **Thrive Act**, (a bill to eliminate receivership) as **Member Organizer**;
- Being an **SEIU 509** member as **Adjunct Faculty of Northeastern Graduate School**

BTU must ensure there are no cracks where members fall through! **No BTU member left behind!** My vision for our next contract includes advocating for:

- **Increasing mental health support** for students and members;
- **Improving working conditions that produce better learning conditions**;
- Providing greater **support for new members** to encourage participation & retention
- **Ensuring presence at all School Committee meetings** by recruiting members to attend;
- Participating in/sitting on the Public Employee Committee (**PEC**) who negotiates our health insurance benefits;
- Serving on the **Boston Retirement Board**, as a majority of active members will spend more years in retirement than they have remaining in the field.

The position of Secretary-Treasurer is, indeed, a huge undertaking. I believe I am the right person for the job! I pledge to work to grow our finances and to be transparent about how and where our monies are spent.

I respectfully ask for your vote. Please visit: www.karencross4btu.org

Candidate Statements

BTU OFFICERS

Secretary-Treasurer

Nora Paul-Schultz

I am excited to be running for Secretary-Treasurer of our union. I am a 11-year veteran physics and engineering teacher at the John D. O'Bryant School of Mathematics and Science, a current BTU Executive Board member, and co-chair of BTU's Unafraid Educators Committee. I am running for Secretary-Treasurer because I believe in the strength of our union and I want to continue to grow our power. In the last contract fight, I helped transform our negotiation process by creating the structures for silent representatives so that any member could take part in the negotiations. As a leader of the silent representatives, I attended nearly all negotiating sessions and helped to draft summaries to inform members about the process. I hope to bring this experience into the role of Secretary-Treasurer in order to increase transparency and member engagement.



Outside of my work with the BTU, I have been the finance chair of Kavod, a Jewish community in Boston. In that role, I came to see how the budgets of organizations are value statements. I want to bring this view into how we view the BTU's budget. As Secretary-Treasurer, I would help lead conversations about our financial choices as a union so that we can be grounded in our vision of a more just district and city while ensuring that our union remains in a strong financial position.

As a leader of Unafraid Educators, the BTU's immigrants rights organizing committee, I have helped to build and promote a scholarship for undocumented BPS Students. I have worked with students, grassroots organizations, and legal groups to create and advocate for a district policy that would limit unhelpful and dangerous information-sharing between our schools and the Boston Police Department and therefore limit the access ICE and the FBI have to our students and their families. This activism led to the passage of an ordinance at the City Council level as well. Additionally, I am on the BTU's Racial Justice Standing committee and was appointed to the national AFT's Civil and Human Rights Committee.

As Secretary-Treasurer, I am eager to work alongside students, community groups, and other educators to fight for policies in BPS that humanize us all — young people, their families, and school staff alike. I would be honored to have your vote. To learn more go to www.nora4btu.com.

Elementary Field Rep.

Lea-Antoinette Serena

I have been proud to serve as the Elementary Representative for the Boston Teachers Union for the last two years. It has been quite a journey and I am thrilled to have the opportunity to serve you again. In the last two years I have learned so much not only about our schools and systems, but our amazing educators. I have been honored to serve not only our elementary school educators but our Coordinators of Special Education, Hub School Coordinators, Physical Therapist, Psychologist, Supervisors of Attendance, Transportation Specialist, RCD specialist, and many other groups. I have just begun learning the intricacies of all of our different schools and roles and would love the opportunity to continue to support you.



Over the past two years, I have been committed to engaging our BTU members who are in central office positions and not school based. I have also been committed to maintaining my relationships with students and families. Furthermore, as a new representative I wanted to make sure that when I walked into a building, educators knew it was for more than a Grievance Meeting or Investigation Meeting. I have been committed to visiting schools through Lit with Lea, where I have read to over 100 classes and visited over 40 schools. I have also been consistent with attending training and shadowing our educators in order to ensure I am staying connected to the work happening inside our schools.

Over the next two years, I hope to continue to represent our educators, especially as we roll out inclusion. I also hope to continue to advocate for and create space for anti-racist leadership within our Union. I would be honored to continue to serve as your Elementary Representative and humbly ask for your vote again this June!

Secondary Field Rep.

Caren Carew

You can count on my experienced proactive leadership and tenacious, tireless advocacy as your Secondary Field Representative during these sometimes overwhelming and challenging times. As your Field Rep, I've developed a wealth of first-hand, in-depth union knowledge listening to your concerns and expeditiously addressing them while fighting with and for you to attain the respect we all deserve. I've also been a strong and effective teacher



in under-resourced schools which have honed my leadership skills enabling me to be your vigorous, vigilant advocate.

My cumulative experience and knowledge on the job of the teacher's unit contract and historical / past practices not always enumerated in the contract is imperative to preserve for the good of the Union and YOU. I support great teaching by speaking up on your behalf while effectively dealing with administration, prosecuting grievances, through arbitration testimony, providing representation at hearings, prompt email/call responses, addressing work condition changes, conducting SSC trainings, providing evaluation / performance support, promoting conflict resolution, organizing and holding school-based meetings, as well as simultaneously problem-solving and thinking outside of the box. While sugar-coating isn't my style, you'll find that my direct, factual, empathetic, and passionate approach is effective.

Working for racial / gender / social / economic justice, we'll strengthen community and political partnerships through increasing our influence while maintaining hard-fought collective bargaining rights pursuing excellence for all of the children we educate. I effectively and passionately speak up making sure your voice is heard during contract negotiations and beyond!

As members of a public sector union, we frequently find ourselves characterized as self-serving. We must work together with each other joining our public allies, parents and the community as one to refocus the agenda through our collective actions and the continued pursuit of excellence for all of the children we educate in the BPS. We are at a crossroads in public education. Strong public schools are our democracy's cornerstone. Our work conditions are the children's learning conditions. Maintaining and strengthening our voice in collective bargaining only serves to lift up our profession, our work, as well as the students we hold dear. Public education and labor rights are social justice issues.

Schools our *#StudentsDeserve*
#FundOurFuture *#BTUProud!*

I'm fighting for you — standing together in *BTUnity!*

It is my honor to be your advocate.

I appreciate and thank you for your consideration and vote.

Para/Sub/ABA Field Rep.

Colleen Hart

My name is Colleen Hart I am your Paraprofessional/ Substitute / ABA Field Rep. I am hopeful I will get the chance to represent you in this upcoming term. In my time in this position, I have had



the chance to negotiate three contracts/ sub-bonuses and COVID agreements. I had pleasure of organizing alongside with the Family Liaisons to become BTU members. I have created peer mentorship/facilitator programs, and have been able to offer programs like Tech Goes Home, Para LED PD and other professional development opportunities. We need to continue to advocate for better working conditions, pay, educational opportunities, professional development and more pathways. I want to continue to stand with you to implement a more equitable working environment and work with you to better our contract.

I hope you consider me for re-election, there is still lots of work to be done. In your Hart you know she is right! Thank you very much for your vote and consideration.

Political Director

Johnny McInnis

I am campaigning for re-election to the office of Political Director for the Boston Teachers Union. Since being elected I have worked to keep our members informed about our union's political advocacy locally, statewide, and nationally. We have recommended candidates to our members who have been elected into public office who support issues important to our active and retired members. We continue to organize our members to support campaigns by knocking door to door for our endorsed candidates, making phone calls to our members, and participating with coalitions for legislative advocacy ballot initiatives and various other campaigns. I have spent time meeting with many elected officials advocating for issues that are important for our union.

I have served our union as a Delegate to All Affiliated Bodies, Chair of AFT Black Caucus Boston Chapter, Building Rep, Building Rep Regional Leader, 2007 Secondary Building Rep of the Year, BTU Intervention Team, Music Teacher Faculty Senate, and BTU Arts Committee. In another role I serve as a Vice-President to AFT-MA. Being in the advocacy role as Political Director allows me the opportunity to represent the BTU locally by having conversations with local elected officials and nationally with AFT by having conversations to advocate with our state's legislators in Washington DC to address issues on a national level. This work has allowed me to advocate for policies that support sustaining high quality schools that our students deserve.

Representing our active and retired members during good times and tough times will continue in keeping our BTU Strong! I am asking for your vote while continuing to keep our union Politically Strong!



Candidate Statements

EXECUTIVE BOARD

Tracy Doyle

This city is near and dear to my heart. I am a lifelong resident of Dorchester and proud mother of three sons who graduated from Boston Public Schools.



I've worked at the Perry K-6 School for the past twenty years, taking every leadership opportunity available such as multiple years of leading the Faculty Senate, multiple terms on School Site Council and Hiring Committee to advocate for my peers.

But I have what it takes to advocate on a larger scale.

Going forward, I will be a voice working for those of you who feel you've been forgotten. I have seen many principals and superintendents come and go. Teachers, paras and building staff are the backbone of our city's youth and their families. So many have forgotten how we rose, and met unprecedented challenges during the pandemic, going back to work side by side with police, fire and EMS, while so many sat safely at home.

Earning my Masters in Special Education at night while raising a family, I understand the struggle of working parents. I want to fight for those of us who may be too tired or busy to fight for what they need. We are the boots on the ground that can make real changes that matter and our voices need to be heard. We need to ensure we can take care of **OUR** families, **OUR** health benefits so we can be **OUR** best each day for **OUR** students.

I will fight for teachers, paras and staff who irrefutably know what our students need to succeed.

Matthew Ruggiero

My name is Matthew Ruggiero and I am running for BTU Executive Board. As a student and teacher, I have spent more than half my life in Boston



Public Schools. I have taught middle and high school ESL, special education, ELA, and social studies. I have been a building rep, faculty senate facilitator, delegate, member organizer, and member of organizing committees (including Restorative Justice, Ethnic Studies, and Hub Schools) and the Collective Bargaining Committee. In all this, I've been guided by the beliefs that the people most impacted by decisions should be the ones making them, and that we are stronger the more we are together.

Last year, I was a co-chair of the Our City, Our Schools campaign against the threat of top-down state intervention. We won this fight by connecting with educators, families, and students to understand the problems that affected our working conditions and

students' learning, and to demand real, community-centered solutions instead of greater instability and failed reforms. The same year, I worked together with colleagues, students, and families from Charlestown High School to fight back against an outside effort to close and take over our school.

As a union, we must continue to work together to guard against threats to public education, and to organize for the conditions in which we, our students, and our communities can thrive.

As an educator, organizer, activist, and union member, my most important experiences have been with people coming together to understand the problems affecting them, and advocate for solutions together. I hope to carry this work with me on the Executive Board.

I'm grateful to all of you that I've learned from and worked with, and to this community I've gotten to be a part of as a union member. Thank you for your consideration.

Michael J. Maguire

I love teaching. I fell into the profession as a substitute teacher at Boston Latin Academy in March, 1994. As I was preparing for the LSAT, I finished out a teacher's maternity leave. Then I taught summer school (since no one else wanted to). By then I knew that law school was not for me.



It's now 29 years later and I still love teaching. In that time I learned that teaching extends far beyond my classroom door. I learned that thousands of other teachers toil alongside me. I also learned that thousands of teachers before me fought hard to improve my students' learning conditions. By running for Executive Board, I hope to do my part.

Since the last union election, I have worked at improving school lunches, adding air conditioning to our classrooms, and attracting more substitute teachers. I'm glad things are moving in the right direction. In our next contract we must improve our pay. Inflation for the past few years has been running >7% but our pay raise is only 3%. We must do better next time.

As we move forward we can't simply return to the status quo ante. The Green New Deal offers us the opportunity to modernize our buildings. Having a plan to fix our buildings is a good start, as a union we ought to work together to ensure that our students and teachers get the best facilities possible.

My wish to remain on the Executive Board is rooted in my desire to help improve the working conditions of our union brothers and sisters. Towards this end we need to band together to promote a well-funded public school system.

I ask for one of your 12 Executive Board votes. Thank you.

Brenda Chaney

My name is Brenda Chaney and I'm running for Re-Election to the BTU Executive Board and Delegate to All Affiliated Bodies.



I'm a long-time member of the Boston Teachers Union. I've held and continue to hold many positions within the BTU.

I have held the part-time position of Community Outreach Liaison for the BTU since 2003, a position that was created by the past President Richard Stutman. In this position I established open communication with several parent and community organizations, helped organize BTU Back to School Book Fair and Homework Helper Program.

I was an educator in BPS for 38 years, the last 26 years at the John D O'Bryant School of Math and Science. I was a building representative 35 of those years, as a building representative I handled many grievances and mediations.

I'm considered by many to be a hard-working, dedicated and knowledgeable person on BTU issues.

I'm proud to be an advocate for all educators, students, parents and the Boston Public Schools community. I want to continue with the work that needs to be done to make our union, schools and community, a better space for everyone.

- Delegate to AFT Mass, AFT, AFL-CIO and GBLC since 1989
- AFT Mass Vice-President since 1990
- BTU Executive Board 1993-2001, 2013 – present
- BTU Community Outreach Liaison 2003 – present
- Member of AFT Mass COPE Committee
- Member of the BTU Racial Justice Standing Committee

To continue the work that is needed, I need your help. Please consider voting for me.

Michelle Carroll

My name is Michelle Carroll and I am running for BTU Executive Board. Currently, I teach 5th / 6th grade science at O'Donnell Elementary in



East Boston and have experience working in both Transformation schools and In-District charter schools in BPS.

My experience working and organizing alongside all of you has left me with a desire to be more engaged in decision making and to take a larger role in our Union. I've gained institutional knowledge and leadership experience as a member of our Collective Bargaining Committee, Contract Organizing Committee, Action Team, and as a Summer

Organizing Union Leader, Member Organizer, and Silent Representative.

I firmly believe that teaching conditions are inseparable from learning conditions, and the years of pandemic recovery have brought new stresses to both educators and students. I'm eager to think about how the BTU can support the needs of educators by supporting the social and emotional needs of our young people. Students are experiencing very real injustices in our school system which heavily contributes to educator burnout and adversely affects school climate. Our Union has worked hard to fight for students in contract negotiations, however, we must also use that muscle to support the very real day to day crises facing both the students of BPS and our classrooms. We must build structures that fight for student justice and student safety in the moment, not just within a contract season. We cannot wait for BPS to dictate learning conditions, but instead must proactively take charge; we need to partner with students and families to define and demand the support our students deserve and do everything in our power to protect children from harm. I'm excited to learn more from all of you and continue to build power with, and in service of, our larger communities.

Nicole Mullen

I respectfully ask for your vote to re-elect me for the position of Executive Board and Delegate of the Boston Teachers Union. I firmly believe that



by working together, our union can be a strong voice that advocates for public education and always strives to support and energize educators, students, and our communities. I feel that listening and advocating for the issues and policies that directly affect our members should be at the forefront of everything that we do at the BTU. I am a proud Boston resident and I have worked in BPS since 1998, five years as a classroom paraprofessional and since as a special education teacher at both the Mary Lyon K-8 and The Boston Arts Academy Pilot School. I have served as a BTU building representative for many years and have held various other leadership roles.

I have worked collaboratively with BTU members, administrators and management to include educator voice in decision making, negotiate working conditions, educate members on their rights outlined in the contract and uplift due process. In addition, I have served on many BTU/BPS task forces to make sure the BTU voice is at the table. I have helped to facilitate communication, transparency and advocacy in the school community and beyond.

continued on page 9



Candidate Statements

EXECUTIVE BOARD

Nicole Mullen

continued from page 8

- In 2011, I was awarded as an Education Policy Leadership Fellow from the National Institute for Educational Leadership
- In 2013, Election Committee, a founding chair of the Inclusion Committee
- Since 2015, BTU Negotiating Team and Delegate
- Since 2017, Executive Board and Grievance Committee
- In 2019, BPS/BTU Inclusion Working Group
- In 2020-2021, Safe Reopening and Creative Schedule Taskforces during the Pandemic
- In 2023, Inclusion Task Force.

I respect all the unionists that fought before me and I am not afraid to elevate the voices of today's BTU members. I believe we must fight for the policies and working conditions that make being a BPS teacher a sustainable, retirement worthy profession now and for educators to come.

Allison Doherty

I am innovative, experienced, outspoken and a proud member of the powerful Boston Teachers Union. It would be an honor for me to be a re-elected member of the Boston Teachers Union Executive Board. Here are my qualifications:



I was elected to, and served on, the BTU Executive Board from 2003-2013 and 2019-current, BTU Delegate 2001-2021 the Greater Boston Labor Council Executive Board from 2011-2013, where I created the GBLC's Futures Committee, I was elected Young Worker "Futures" representative for the MA AFL-CIO 2010 and appointed by Randi Weingarten and AFT National to be on the Nation AFL-CIO Young Worker Advisory Council in 2012. I was a building representative at West Roxbury High and West Roxbury Education Complex for 19 years and currently am a Building Representative at Fenway High School where I am the teacher of students with a diagnosis of autism. I received the Building Representative of the Year Award in 2019 and was the recipient of AFTMA's "Distinguished Service Award" in the category for members 35 years of age or younger. I have been a member of impact bargaining teams for three separate

negotiations fighting for the rights of BTU members. I have shown my vigor and commitment to stand up for Boston Public Schools, BTU members and students.

I am a BPS graduate, a BPS teacher and a BPS parent!

Please vote for Allison Doherty, BTU Executive Board and Delegate to all Affiliated Bodies.

Danielle West

I believe in the power of unions. I was raised in a strong union family and have been witness to the tremendous impact strong unions can have. Our



union is a critical vehicle for building strong schools for our students and a professional, supportive workplace for all union members. Educator voice is essential for decisions that impact our schools. I believe that the BTU is the most democratic way to have our voices heard and respected. Current educators have the most keen insight into what is required to educate our students, which is why I am running for Executive Board and Delegate to All Affiliated Bodies.

I am an 8th grade special education/ESL teacher at the Curley K-8. At Curley, I serve on the Inclusion Planning Team, and helped write one of the first inclusion plans BPS will implement based on our new contract. As a Member Organizer, I am using what we have learned from our inclusion planning process to advocate across the BTU for clear systems as other Inclusion Planning Teams across the district begin this important work. It is imperative inclusion is done right and, if elected to the Executive Board, I will continue to fight for appropriate and funded inclusion.

I am an active member of the BTU as Building Representative, Delegate, Member Organizer, and Silent Representative for contract negotiations. In these roles, I have the opportunity to spark dialogue, organize and lead members, and advocate for better work conditions. The future success of our union depends on its ability to unite and incorporate all member voices when addressing new challenges and resistance to our hard fought rights and benefits. Please consider voting for me for Executive Board and Delegate. A vote for me is a vote for collaboration and communication.

Cecil Carey

I'm running for BTU Executive Board because I am a passionate fighter for Workers Rights and Education Justice. I've put in the work, and I'll continue to do so whether I win or lose. As the son of a BPS educator and a proud BPS educator myself, I hope to dedicate even more of my time to improving all of our working conditions, which are our students' learning conditions.



I am tired of seeing passionate educators get pushed out or burned out of the BPS system. We need to make a career in BPS sustainable.

How? We need to strengthen our unity and solidarity so that every member's voice is heard and every issue gets elevated and resolved. We need to enforce our contract so that DESE and BPS can't put endless responsibilities (without support) on our plates and abuse workers. We need to work with communities to create safe schools, and we need to stand against right-wing attacks on public education.

As a Building Rep at Charlestown High, I know how it feels to work at a school under crushing pressure to increase MCAS scores, enrollment, and attendance with little to no support. My proudest organizing moments include creating a strong Faculty Senate and mobilizing our community to push back against a plan to create a "Charlestown Innovation School" that would replace Charlestown High, its staff, and students.

In addition, I:

- served as a Coach and Organizing Committee member during our last contract campaign
- planned rallies to oppose State Takeover
- played a leading role in the struggle for school safety in 2020, including planning our 300+ member Car Caravan
- served on the Ethnic Studies, Housing Justice, Inclusion Done Right, Black Caucus, and New Educators Committees
- won the AFT-MA "Rising Star" Award

Robert P. Carroll

Thank you for your support by signing my nomination papers for the Executive board and delegate positions. Now I ask you for your vote! My name is Rob Carroll



and I have been a union advocate/activist for over 37 years. During that time, I have been a building rep. (Holland, Sumner), a Regional Rep. (West Roxbury/Roslindale), a delegate and an Executive Board member. I have always sought to bring support and protections for my union brothers and sisters. During the past years of the COVID crisis, as a member of the leadership, I have strived to make sure that the children, parents, community, and YOU were safe and had all the protections possible. As we continue to navigate the fall out of the covid crisis I will continue to make sure we have the necessary protections for our safety.

I have worn many hats in my role as a union activist, but I particularly enjoy welcoming and engaging new members to our union. Someone did it for me when I was new and it's incumbent upon us to do the same. It is important that we pass on the history, struggles and knowledge of the BTU to the next generation of union activists!

I have recently retired (June 2020) but am back substitute teaching on a daily basis at the Sumner School in Roslindale. I enjoy working with my new family, the Retired Teachers Chapter of the BTU. This past year, I have continued to serve actively in the BTU as a member of the Social committee, Grievance committee, and member of the Executive board. I was a member of the Collective Bargaining team and continue to work as a member organizer with the organizers' action teams.

In closing, I would like to add that we must continue to engage and build our membership. We must advocate for the best possible solutions to our members' concerns. We need to create opportunities so our members' voices will be heard and I promise you – I will LISTEN! Thank you for your continued support!

CANDIDATE STATEMENTS
continue on page 10

Candidate Statements

EXECUTIVE BOARD

Alice A. Yong

Once again, I come before you to ask for your vote. The future of the union is to enable all members to be committed in our efforts to be united together as a strong "Boston Teachers Union." We have many battles ahead of us to be masterful teachers, paras, nurses and substitutes as we forge ahead through various evaluations of our performances in the academic environment. I am committed to building a stronger union and motivated to unite all members including our Retired Teachers Chapter who consistently continue to energize our efforts in regards to pensions and educational issues.



We must join our voices and talents together to be seen as a united force to instill all bargaining rights, salaries, and class size issues. I am determined more than ever to work for our contract. This contract is fair and when utilized well it meets the needs necessary for BTU members to be successful in our jobs.

A. Vanessa LaRocque

A. Vanessa LaRocque is a long-time Boston resident who has over 25 years in education, 18 of those years has been dedicated to supporting Special Education students in the BPS. LaRocque is seeking re-election as an Executive Board member, Delegate of All Affiliated Bodies and Para Council. She is dedicated to continue working hard to not only advocate for all of our members but also give the paraprofessionals a stronger and deserved voice on the board. Our CFC's, Security Paras and other non classroom support staff in our unit needs to be represented. As a longtime building representative, LaRocque has been engaged in many union issues and battles, including but not limited to COVID-19 related matters, flexible schedule planning, advocating for schools our students deserve and helping lead the charge to save McKinley SEA from eviction. She believes the distinction and hard work exemplified by paraprofessionals is not fully appreciated, and would continue to be a powerful advocate for them to have their unique concerns addressed. She is also committed to make certain the needs of paraprofessionals in all areas of the school system need to be strongly advocated.



LaRocque's excellence has been recognized in many ways. She was amongst the first group selected for the Regional Building Representative Leaders. She is the past recipient of the AFT's Distinguished member award, In 2016, she was selected as the Paraprofessional Building Representative

of the year. LaRocque also represents the union as a Delegate at state and national conventions, Sergeant-At-Arms and as a member of the following committees: Collective Bargaining Committee, COPE, Greater Boston Labor Council (E-Board Member), Silent Rep during contract negotiations, Social Committee Chair, Women In Leadership Development and she serves as an officer for A. Philip Randolph Institute Boston Chapter.

LaRocque will continue to be a powerful voice for all our members as they fight for a fair contract that recognizes their value to the system, and defend those who are not treated fairly and respectfully. If you are looking for a dedicated person who will work tirelessly on your behalf, then look no further than Vanessa LaRocque.

www.votelarocque.com

Kafunda Banks

Dear BTU Members, I would love the opportunity to serve you as delegate and executive board member. Together we can continue to make gains to get what educators, families and children need.



I feel that my experience as co-facilitator of the ABA of Color Affinity Group (AOC), co-chair of the Inclusion Done Right Committee, as well as the newly formed ABA Faculty senate has proven my leadership abilities and my deep commitment to improve the conditions of my colleagues as well as champion the rights of our students. As a member of the School Based Inclusion Planning Team at the Curley K-8 School and the District's Inclusion Work Group, I have exhibited my commitment to see that Inclusion is done right. I have further shown a deep interest in writing policy reform through my involvement with the Education Policy Program. It was here that I created a presentation focused on best practices and inclusion in the public school sector. I have gained a deeper understanding and appreciation of the strength of our union by serving on the Collective Bargaining Committee as well as participating in Summer Organizing Union Leader (SOULS) and as a Silent Representative. I have fought alongside my BTU brothers and sisters on various BPS task force committees regarding the safe opening of our schools during the pandemic. As a 19 year veteran ABA educator in BPS, I have no fear of working hard for the things that I believe in. It is my desire to continue this work through the BTU where creativity meets policy reform. We can't wait for a fair school district to happen, together we have to make it happen and accept no substitute.

Please help me continue the work with you by voting me in for the position of delegate and executive board member for the BTU.

Maria Brooks

I am asking for you to vote for me for Executive Board and Delegate. I teach Second Grade Special Education at the Mather School. I have 25 years of teaching experience and the last ten years have been in BPS.



I have served as a building Rep for the last 8 years. I was previously a Regional Building Rep for three years, served as one of the co-chairs of the BTU Inclusion Committee, was an Executive Board member, and worked on the No On 2 Campaign.

I am running for the Executive Board because I believe in Public Education, unity, and most of all voice. I desire to be a voice for our membership in order to protect our members' best interests. As a Union we are better and stronger together, which can only happen when our members are involved and our voices are strong. Please help me to amplify your voice by voting for Maria Brooks.

Keisha Lewis

I have been a BTU member for over 20 years. I worked as a paraprofessional for many years before becoming a special education teacher. I currently teach high school students diagnosed with autism.



I served as a building representative in the past and received the Building Representative of the Year Award in 2017. I am a current member of the COPE Committee, the Woman's Rights Committee for The BTU and the Woman's Rights Committee for AFT. I was extremely active during the "No On 2" campaign by knocking on doors, phone banking and being interviewed by local newspapers and radio stations. I graduated from a Boston Public School and my children attend Boston Public Schools. I am dedicated to the success of both students and teachers of BPS.

Please vote for Keisha Lewis, BTU Executive Board and Delegate to all Affiliated Bodies.

Tracy Romain

Hi BTU Members, My name is Tracy Romain, I am a 20 plus veteran ABA Para. I would like to take this time to ask for your upcoming vote as your next voice in our BTU Community, coming soon. On the next 2023 BTU ballot you will have the opportunity to see my name please vote for me for the following positions by numbers: 16 Executive Board, 13 Para Council and Delegate no number just by name. In the past couple of years I've learned and come to realize how important it is to play a part in our union and have a voice. Our union is a huge part of our work and lives and so many of us don't know and realize how important it is to show up and speak up, it took me a long time to do that! In my years in BPS I have witnessed good changes and not so good changes. I would love to be that extra voice for our community and most importantly our students. I have had the great opportunity to help each year with our Welcome Back to School Book Fair and book give away. Along with railing for DESE to understand what we really do for our students. Participating in (SOULS) Summer Organizing Union Leader gave me the clarity on how much our union needed more voices to help our families and students with housing. I am an ABA Para, Back to School fair volunteer, Housing Justice committee member, Inclusion Done Right participant, Black Caucus committee member and a Building Representative. I hope to gain your vote! Look for me on our upcoming BTU voting ballot coming soon. Thank you Tracy Romain. On your ballot: 16 Executive Board 13 Para Council and Delegate.



CasSandra Samuel

My name is CasSandra Samuel and I am a candidate running for re-election to the BTU's Executive Board, Paraprofessional Council and Delegate to All Affiliated Bodies. As a Paraprofessional re-elected candidate for the Executive Board, I am determined to continue to bring that voice to the forefront as well as serve all members of the Union.



My experience with Boston Public Schools started as a student and then as a parent of a Boston Latin Academy Alumna. I have been a BPS paraprofessional for 20+ years, currently working as a Library Paraprofessional at the Curley K-8. As a Paraprofessional, I have served in Lab class grades 3-5, 4th/5th grade SAR, Library/Media,

continued on page 11



Candidate Statements

EXECUTIVE BOARD

CasSandra Samuel

continued from page 10

Early Childhood and as a One to One. Additionally I have served as a Tech Goes Home Trainer, BTU Tech Goes Home Trainer for Paraprofessionals and Subs, Faculty Senate Representative, Building Representative, Volunteer Organizer with Texas AFT Back to School Campaign, Volunteer of The Parent Association EBoard at Bridgewater State University, Health and Welfare Para Trustee & BTU Negotiation Team member. Some of my work as a BTU member has been recognized with the BTU Building Rep Award in 2012 and AFT Mass Distinguished Service Award in 2019.

I will bring my experience as an educator to represent you with honesty, integrity and energy. With this opportunity my knowledge will allow me to bring my skills and strategies to help coordinate decisions and facilitate new opportunities for all members that will move our Union forward in solidarity. Your Voice is your Vote!

Your support of my re-election to the Executive Board, Paraprofessional Council and Delegate to All Affiliated Bodies is much appreciated.

James (Timo) Philip

Please, vote to re-elect me to the BTU Executive Board and as a Delegate to all BTU affiliates. Throughout my 49 years of membership, I have been a **LOUD**



advocate for full participation of all members, chances for members to connect with colleagues from around the country, and **DIVERSITY** within the leadership.

I have represented us nationally at AFT Conventions and as Parliamentarian of the AFT Black Caucus, statewide as a 30 year Vice President of AFT Massachusetts, and locally – wrote the first Code of Discipline for the BPS, selected a Superintendent, and served for 38 years on the E-Board. If re-elected, I shall your interests in the struggle for Quality Public Education in Boston.

As a retiree, I am one of 3,000+ members who value the BTU's impact on our lives – professionally and afterwards. We support your efforts by volunteering in schools, testifying at hearings when school is in session, swelling crowds at demonstrations, and lobbying for **IMPROVED RETIREMENT BENEFITS**.

I NEED YOUR VOTE to keep me in the fight.

P.S. I urge you to vote for: Karen Cross for Secretary-Treasurer Cecil Carey & Matt Ruggerio for E-Board

Vote for collaboration and communication.

Caitlin Gaffny

I am honored to serve as your Executive Board member for the last four years and as a Tobin K-8 School teacher for the last twenty-three.



We deserve Executive Board members who are vocal and active in the position, and I pursue that goal in a multitude of ways.

In co-facilitating the Election Bylaws Review Committee, a collaborative effort of retired and active members, we improved and strengthened the voting process for our membership.

As a Collective Bargaining Committee member, Contract Organizing Committee member, and Member Organizer, I advocate for equity of resources for all students, remain deeply invested in union activism, and commit to ensuring our bargaining rights are upheld by improving working conditions.

As a vocal supporter of the R+ Committee and New Educator Committee, I have proven my core belief that the more connections we establish within our union, the stronger we will be.

I will keep working jointly with our RTC, so that we can learn from those who fought to achieve so much for our union and open more spaces to hear from experienced members.

I participate in our rallies and events, help plan union efforts, and have continued to speak out at hearings and to the media. My growth as an antiracist perdures as I listen to and learn from colleagues, supporting our ongoing social justice work.

I will persist in advocating that educator spaces in BPS, BTU, and higher education are representative of the students that we serve. My ongoing goals are to help increase our power, focus on fulfillment of PILOT, and strengthen our connection with families, the community, and fellow unions.

I will continue devoting myself to the work and respectfully ask for your vote for Executive Board and Delegate.

PARAPROFESSIONAL COUNCIL

Sharon O'Dwyer

No statement submitted.

Todd Kerr

My name is Todd Kerr and I am again grateful to accept your nomination to serve as a member of the Paraprofessional Council. I have served on the Council for four years. With your vote in the June election I will be able to **SERVE** you for another two years where it has been my pleasure to serve.



Currently I serve on the Election Committee where I have served for the past two elections. This Committee is approved by the Executive Board and voted by membership. While working as a Para I have fought for Para and Substitutes on a variety of issues on various Union committees from Collective Bargaining and Silent rep for our last contract and Collective bargaining for Impact Bargaining regarding Covid issues. This past summer I served as an elected delegate to the AFT National Convention and the AFT-MA Convention. I also had the opportunity to join several Para colleagues at a PSRP conference this past April.

I ask for your vote for Para Council and Delegate for all Affiliated Boards. I have always put your self-interest first.

Mary Thomas

No statement submitted.

Debra Brown

My name is Debra Brown and I am running for the position of Para Council and Delegate to all Bodies. I would like to present my history with the Boston Public Schools and the Boston Teachers Union:



- Paraprofessional for 30 years
- Worked in the classroom in a variety of settings
- Currently an inclusion Para at the Kenny, former Librarian Para at Charles Sumner
- Was Building Representative for the Charles Sumner School for over 25 years
- Para Council for over 20 years
- Trustee to the Health and Welfare Fund
- Member of the Collective Bargaining Unit
- Delegate for all bodies of the Union

To keep our union strong and to build this union, we need everyone's energy, talents and ideas, making it more important than ever that we bridge the gap between seasoned activists and new members. Paraprofessional / Substitute Teacher and ABA roles are changing,

and I want to insure the paras, ABAs and substitutes receive the dignity and respect they deserve from the BPS as well as the Boston Teachers Union. I will not let the Paraprofessionals, ABAs and Substitutes be forgotten in the Union. It's a whole new world out there for Unions and times may be tough, but I am ready for the challenge.

Please consider me for the positions of Para Council and Delegate to all Bodies when voting.

Sau Yip

No statement submitted.

CasSandra Samuel

Hello BTU Paraprofessionals,

First and foremost, Thank you for many years of electing me to be a voice on Para Council for you. As a re-elected candidate for Paraprofessional Council, I will continue to bring my experience as an educator to represent you with honesty, integrity and the energy to help us move forward in the coming year. For years I have been a Paraprofessional in the Boston Public Schools for 20+ years. My experience includes: LAB paraprofessional in grades 3/4/5, 4/5 grade SAR classroom Paraprofessional, Library / Media Paraprofessional, Early Childhood Paraprofessional, One to One Paraprofessional, Tech Goes Home Trainer, BTU Tech Goes Home Trainer for Paraprofessionals and Subs, Faculty Senate Representative, Building Representative, Alumni of Boston Technical High School, Parent of Boston Latin Academy Alumni, Building Rep. Award 2012 and AFT Mass Distinguished Service Award in 2019, member of the BTU Negotiation Team for 2 1/2 contracts, appointed BTU Paraprofessional Health & Welfare Trustee, volunteer of the Parent Association E-Board at Bridgewater State University. I will continue to bring my experience as an educator to help the board facilitate new opportunities for Paraprofessionals on every level. Please cast your vote for me in June. Remember again, your vote is your voice! Your support is very much appreciated.



A. Vanessa LaRocque

A. Vanessa LaRocque is a long-time Boston resident who has over 25 years in education, 18 of those years has



continued on page 12

CANDIDATE STATEMENTS
continue on page 12



Candidate Statements

PARAPROFESSIONAL COUNCIL

A. Vanessa LaRocque

continued from page 11

been dedicated to supporting Special Education students in the BPS. LaRocque is seeking re-election as an Executive Board member, Delegate of All Affiliated Bodies and Para Council. She is dedicated to continue working hard to not only advocate for all of our members but also give the paraprofessionals a stronger and deserved voice on the board. Our CFC's, Security Paras and other non classroom support staff in our unit needs to be represented. As a longtime building representative, LaRocque has been engaged in many union issues and battles, including but not limited to COVID-19 related matters, flexible schedule planning, advocating for schools our students deserve and helping lead the charge to save McKinley SEA from eviction. She believes the distinction and hard work exemplified by paraprofessionals is not fully appreciated, and would continue to be a powerful advocate for them to have their unique concerns addressed. She is also committed to make certain the needs of paraprofessionals in all areas of the school system need to be strongly advocated.

LaRocque's excellence has been recognized in many ways. She was amongst the first group selected for the Regional Building Representative Leaders. She is the past recipient of the AFT's Distinguished member award, In 2016, she was selected as the Paraprofessional Building Representative of the year. LaRocque also represents the union as a Delegate at state and national conventions, Sergeant-At-Arms and as a member of the following committees: Collective Bargaining Committee, COPE, Greater Boston Labor Council (E-Board Member), Silent Rep during contract negotiations, Social Committee Chair, Women In Leadership Development and she serves as an officer for A. Philip Randolph Institute Boston Chapter.

LaRocque will continue to be a powerful voice for all our members as they fight for a fair contract that recognizes their value to the system, and defend those who are not treated fairly and respectfully. If you are looking for a dedicated person who will work tirelessly on your behalf, then look no further than Vanessa LaRocque.

Christine Buttiglieri

Hello, BTU members, my name is Christine Buttiglieri.

I am retired Library / Para Professional, I worked at The Mario Umana School in East Boston for over 30 years. Even though I am retired, I have



been active with our union, some of my favorite things to do is to work with the Election Committee and Paras. I am also presently active with Para Council, Health & Welfare as a trustee, I am also part of the RTC Board and a Delegate. I enjoy working with the Union supporting all members. This is where I ask for your support by voting for me in the coming election. So, I will be able to continue my support to all our Union members. I am a candidate for Para Council and Delegate. I would appreciate your consideration in both positions. Remember you can vote by mail or in person. Thank you.

Bianca Pierre

My name is Bianca Pierre, and I have been a proud employee of Boston Public Schools for the past 8 years! My goal as a member of the para council is to be a primary voice for all concerns shared with me. I believe that every opinion deserves to be brought forward and considered, and I am not afraid to speak out. I used my considerable experience as a paraprofessional to facilitate Para 101 workshops for the past three years to help paraprofessionals grasp an understanding about their roles and responsibilities, as well as information about further involvement within the BPS/BTU community. As the chair of the Haitian Educators Committee, I learned quickly that several children in my community had significant reading challenges and needed more learning opportunities and guidance. After becoming a family liaison at Beethoven Elementary last year, I was able to secure the Teacher Leadership Fund grant to run a series of literacy workshops called Reading avèk Jwa (Reading with Joy). The children and families showed tremendous growth and improvement throughout our workshops, and I hope we are able to continue these efforts again next year. I am eager to be a part of this council and help create more opportunities for paraprofessionals to have a bigger role in the education of our children. Please vote for me.



Adrienne Jordan

No statement submitted.

Carla Johnson

No statement submitted.

Sacha Ruiz

No statement submitted.

Tracy Romain

No statement submitted.

Cynthia Ferris

No statement submitted.

Derrick Smith

No statement submitted.

RETIRED TEACHERS CHAPTER OFFICERS



The RTC Team

We are running for officers of the RTC and ask for your vote.

Marilyn Marion
Chair

Roz Avant
Vice Chair

Joan Devlin
Secretary

Mae Bishop
Treasurer

We thank you for the opportunity to continue to work on your behalf to promote pension improvement, maintain health benefits, provide opportunities to continue connections to the BTU and your colleagues.

The team is committed to finding solutions to raising the COLA base and to providing enhanced benefits to those retirees who have fallen far behind with pensions inadequate to maintain an income that provides sufficient money in order to survive in this super inflationary cycle.

None of us can guarantee a successful outcome, but we can guarantee that we will continue to fight to raise the pension, provide information and connections to services to assist our members, and continue our fight to improve our schools and communities.

We ask for your continued support and your vote for the positions as your RTC officers and for Delegate to All Affiliated Bodies.

BTU Election in Full Swing!!!...

continued from page 5

Candidates for all positions except Delegate have been invited to make a 2 minute video that can be found by going to the BTU website (btu.org) to introduce themselves to members. Take some time to review the videos to help you make an informed choice.

This is a chance for every BTU/RTC member to exercise their voice. A robust turn out helps build the strength of the BTU!!

**You must be a member in good standing in order to run and to vote.

Please be aware of the following by-laws change, which was passed in January:

- a member must be in good standing to vote;
- a member who is in arrears in dues payments for three (3) or more months is not in good standing and not eligible to vote;
- members on unpaid leave may make arrangements to pay their dues directly to the Union;
- upon payment of all back dues, the member shall be restored to good standing;
- members on unpaid leave shall be required to pay only half the amount of dues that would normally be due; this reduction shall only apply to each full month of unpaid leave;
- a written message containing the above information must be provided to all members electronically or by regular mail; or, in the alternative, it can be included in the election information provided to each member from the election committee;
- a member on paid leave as a result of a criminal indictment shall not be eligible to vote.

Fighting For Our Pensions

**By Joan Devlin, Secretary
Retired Teachers Chapter**

At the April BTU membership meeting, **Janey Frank**, the Chair of the RTC Legislative Committee gathered signatures on a petition to Mayor **Michelle Wu** to raise the Cost of Living Adjustment (COLA) base. The current COLA base is \$15,000. When the Boston Retirement Board (BRB) votes to give its retirees a 3% COLA annual increase in the pension, it is based only on 3% of the first \$15,000. Unlike Social Security, Retirees do not receive the increase on the rest of their pension.

We ask you to join us in contacting the Mayor, City Council and Retirement Board by signing our petition to raise the COLA Base to \$20,000 with annual future increases. The success we have in increasing the base now means that all members--active members and retired--will benefit from this effort.

There are two bills, An Act to Provide Fair and Affordable Public Retire Benefits, at the State House which have gone to the Joint Committee on Public Service--**Massachusetts H.2505** and **S.1638**. We urge you to call your state senators and representatives to encourage them to vote for passage.

If it is Spring...

Can our annual Spring Luncheon be far off? By now you have received your invitation and information about our Spring events.

Our business meeting will include a hearing test by TruHearing (formerly Hear USA) and a presentation by **Michelle Rosander**, National Account Manager of TruHearing on how RTC members can access their services.

In addition, we will hear from one of our members about the need to repeal the WEP/GPO provisions that affect public employees in seven to twenty-seven states. The focus will be on the GPO bill and how we can help support its repeal. The GPO disallows any spouse of a public employee receiving their spouse's pension benefits from Social Security if they receive a public pension of their own. The two bills filed at the federal level are HR 82 and S.5497. Contact your congressional representatives and senators to vote for these bills.

Spring Luncheon

Our Spring Luncheon is time to celebrate with our colleagues. The deadline for purchasing tickets - and setting up tables of friends - is **April 28. No Exceptions.**

The doors at the Venezia Restaurant in Dorchester open at 11:00 a.m. on Thursday, May 18. Tickets may be purchased for \$50. Unlike the Fall luncheon, these tickets are nonrefundable.



Members at the RTC Business Meeting share information about the city's survey.



Members waiting to take the hearing survey and listening to the report from the Legislative Committee.

Election Time

It is election time at the BTU. You have received a mail-in ballot. Please fill it out and send it in. Don't wait until it is too late and you have misplaced it. Keeping our union functioning well and fighting for us depends on you. You make the difference. Find out as much as you can about the candidates and then chose from those candidates people that you want to represent you. Yes, people can win or lose by one vote and sometimes there is only one person seeking the office but your engagement, your choosing counts.

If you don't want to mail your ballot in you can cast your ballot in person at the BTU hall from 8:00 a.m. to 6:00 p.m.

No One Ever Tells Me Anything

If you haven't been receiving the RTC email bulletin call us and share your email address with us. Check on your home address, phone number while you are sharing. We will not share your email or phone number with anyone without your permission.

If You Are Looking For Us

You can find either **Marilyn** or **Roz** in the RTC office in the BTU every Wednesday and Thursday from 10:00 a.m. to 2:00 p.m. If you have a question about health benefits, please call the Health and

Insurance division of City Hall. If you are not getting your pension or it is incorrect contact payroll at City Hall.

You are always welcome to drop by and visit, but the phones will drive you crazy!!



Vice Chair Roz Avant informs the members that the city needs you to answer their questionnaire or have your pension checks stopped!

Our 13-month CD and IRA rates are at an all-time high!



Learn more at www.tremontcu.org or call 800-370-1939

*APY is Annual Percentage Yield. Rates available for a limited time and are subject to change at anytime. Advertised APY is offered at the Credit Union's discretion. At end of term, CD will automatically rollover into the current rate of the same term. An early withdrawal penalty may apply.



37th Annual Statewide Paraprofessional Conference

Colleen Hart, BTU Paraprofessional and Substitute Teacher Field Representative, was joined by BTU president **Jessica Tang** and AFT-MA president **Beth Kontos** in kicking off the 37th annual statewide paraprofessional conference held at the BTU Hall on Saturday, April 1, 2023.

The conference attended by paraprofessionals from Chelsea, Fall River, Lawrence, Lowell, Lynn, Medway, New Bedford, Salem, Springfield and Boston was divided into three sections with participants rotating through each section. **Awde Jeranian** led the session on “*Transformative ESL*”, **Violet Knoll** led the session on “*What We’re Asking For: Respect!*” In this session, presenters discussed how any campaign is a statement of urgency – of what we value and why and asked the questions: What do we mean when we say we want respect? What are concrete steps unionists and school support staff can take to move a respect campaign forward? **Jeremy Shenk** led a panel discussion called: “*This Is How We’ve Done It.*” This session focused on sharing successes, failures and what we’ve learned along the way.

After lunch the attendees regrouped for a stress management session on mindfulness and meditation led by **Krysta-Lyn Martinelli** of Radiate Wellness. During the afternoon session, Krysta-Lyn talked to the room full of paraprofessionals about spending less time on screens and making sure that we save at least 20 minutes a day for time to destress. Krysta-Lyn talked about Burnout and how it can be defined as a feeling of overwhelming exhaustion, cynicism and inefficacy and how the fatigue that is a result of prolonged stress and overworking can have serious impact on health, business and relationships.

“Paraprofessionals and School Related Personnel (PSRPs) came together [at the conference] to demand respect. We are the backbone of our educational system and we deserve fair pay for our work.”

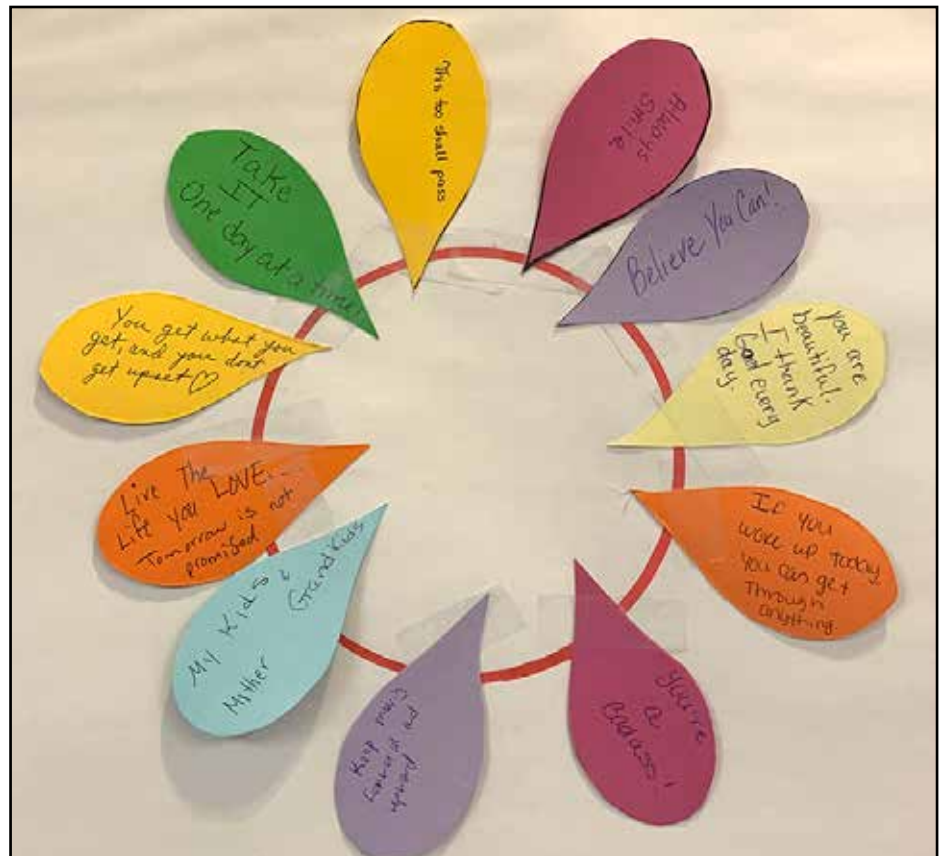
“No matter who you are or where you live across Massachusetts, we all depend on paraprofessionals and school related staff to make our schools and communities run.”

AFT-Massachusetts via Twitter (@AFTMass)



| Cut Out Activities That Increase Stress | Instead Try |
|---|--|
| <ul style="list-style-type: none"> • Watching the news • Caffeine • Social Media • Alcohol • TV time right before bed • Focusing on the negative • Cell phone time | <ul style="list-style-type: none"> • Turn off the news • 1-2 cups a day • Limit Social Media • Limit Alcohol • Turn off to calm the nervous system • Focus on the positive • Remove the Cell phone from the bedroom |

“Stress not only affects mental states, but physical health as well. Finding ways to slow down and be mindful, connecting with yourself creates a better state of mind.”
– Krysta-Lyn Martinelli



| Cut Out Activities That Increase Stress |
|--|
| <p>Stop, stand up and step back Tune into the body, mind and spirit Observe something beautiful around you Proceed – with new possibilities</p> |

“SEL is important to me because we need to care for ourselves or we cannot take care of others. You always need to make sure you fill up your soul so that you can be your best self and your best self for your students and family. We shared what mantras as a group. We were asked for a mantra that we lived by and got us charged to keep going. My mantra was “Bloom where you are planted.”

– Colleen Hart







CELEBRATE
PARAPROFESSIONAL APPRECIATION DAY!
WEDNESDAY, APRIL 5, 2023

We want to extend a Thank You to all of the Paraprofessionals. Three Cheers to You for supporting the students every day!

You teach...
 You lead...
 You care...
 You rock...

Your dedication is appreciated!

Sincerely,
 From all of us at AFT and BTU



We're Learning Here!

By Amika Kemmler Ernst, Ed.D.



(Amika Kemmler Ernst is a retired BPS New Teacher Developer with extensive experience as a classroom teacher, curriculum developer, and graphic artist. Her "We're Learning Here" Project features images of everyday learning in our public schools, along with the words of the students pictured.)

West Zone Early Learning Center

The West Zone Early Learning Center is tucked into a corner of the Hennigan K-8 building on Heath Street in Jamaica Plain and provides "Surround Care" for children from 7:30 AM to 4:30 PM every day. With only seven classrooms, it serves 107 K0 > Grade 1 students this year. The atmosphere is warm and welcoming — a bulletin board at the entrance invites adults to thank a colleague for support and everyone on the staff appreciates the "family feeling" of working in a small school.

Dance teacher **Kerry Glennon** teaches ELC-West students during and after school, currently preparing for an end-of-year tap dancing performance. In the Hennigan gym with **Scott Chamberlain**, K0 students practice throwing and catching balloons.

In K1 classes, children are exploring light and shadow at various activity centers — using mirrors, making collages with "shiny things" and shining flashlights on plastic animals to watch their shadows change size. With a bit of coaching from their teacher, **Margaret Anne Mikita**, students come up with the word **REFLECTION** to describe how light "bounces off" mirrors and other shiny materials.

A bit later in the day, science teacher **Maria Pires** brings in a variety of seeds for examination and reviews the parts of a flowering plant. On a hallway wall outside the classroom, drawings accompany expressions of appreciation for family members as "**Women in Our History**" — Arthenie writes, "My sister is special because she plays with me."

Sarah Amaral's K2 students are drawing and writing about "good dirt" while, in **Tiffany Young's** K2 classroom next door, children are learning how to write the letter Z — making the shape in the air, with their fingers, and then on paper. These children tell me they're also learning about architects who plan buildings and the construction workers who pour foundations!

Several classes are studying animals and there is a hallway display on camouflage. **Mirabelle** writes: "Predator and prey animals use camouflage so they don't attract too much attention." In first grade, students have each selected an animal to study and are working diligently on writing about them. Animal habitat dioramas top a shelf at the entrance to **Erika Barros'** room. When asked what he'd like to share with teachers throughout the district, her colleague **Thomas Foster** says using the movement and hands-on activities of the Orton-Gillingham approach has been a "game-changer" for his first graders: "The kids are now really wanting to read!"

What's working in **YOUR** school?

Amika 
Amika Kemmler-Ernst, Ed.D.
amika45@gmail.com



We were using our fingers to make the letter Z in the air. We are learning our letters and lots of other things this year. We've learned that architects make plans and construction workers dig to make a foundation for buildings. We're learning about animals like wolves and frogs and salmon and owls, too!
K2 students in Tiffany Young's classroom

We were drawing pictures of dirt. We learned that dirt is good for growing food and other plants. We also learned that worms and bugs live in the dirt.
Arya Coote & Maliya Holley, K2



We are making collages with shiny stuff. We learned that light bounces off things that are shiny and that's called REFLECTION!
Hadasha Muñoz Castillo, B Smith, & Jeliselle Tolentino, K1



I wrote my name and was holding my paper up to the mirror. Ms. Downing was helping me. My name looked different in the mirror — the capital A was at the end of it instead of the beginning! I learned that light bounces off a mirror.
Armani Negron DeJesus, K1



I was working on my animal book and Mr. Foster was helping me with my writing. One interesting thing I learned about dolphins is that their calves can swim as soon as they are born. I really like animals!
Manit Gupta, Grade 1

We are looking at different seeds that Ms. Pires [our science teacher] brought into the classroom. The big seed was from an avocado. We learned that all kinds of plants — even trees — make seeds. They have leaves and they make food with light from the sun. This is called photosynthesis!
K1 students in Margaret Anne Mikita's classroom



We are working on our animal projects. Ms. Parker is helping us. King is writing about how a seahorse can change colors when an enemy gets near, and Kendrick has learned that pigs like to roll in the mud to keep their skin cool. We have also learned that the "Magic E" at the end of a word jumps over one consonant and makes the vowel in front long.
Kendrik Harrison & King Baker McCoy, Grade 1



We are playing catch with a purple balloon. We are making friends in gym class.
Amelia Qin & Emily Sun, K0, with a little help from Surround Care Paraprofessional, Cora McNeil

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Amika Kemmler-Ernst, Ed.D.
amika45@gmail.com

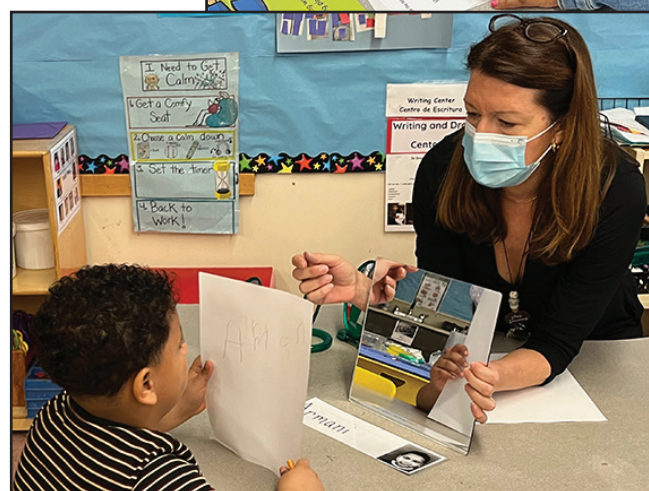


We were using our fingers to make the letter Z in the air. We are learning our letters and lots of other things this year. We've learned that architects make plans and construction workers dig to make a foundation for buildings. We're learning about animals like wolves and frogs and salmon and owls, too!
K2 students in Tiffany Young's classroom

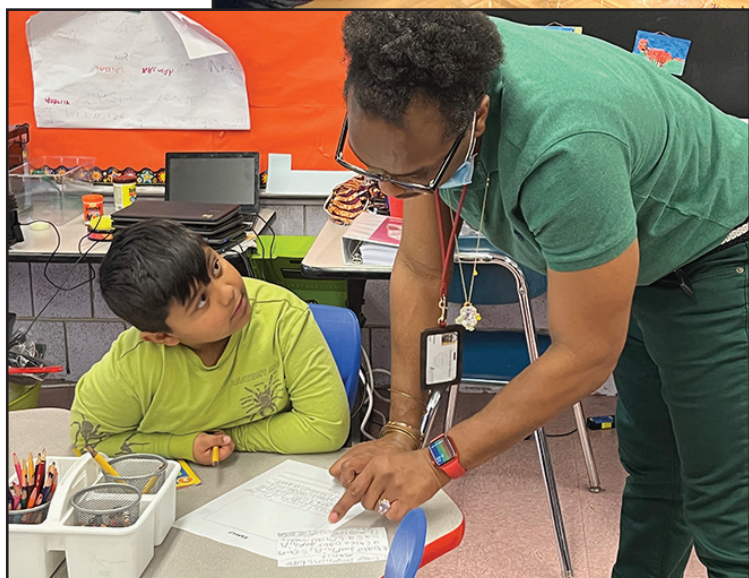
We were drawing pictures of dirt. We learned that dirt is good for growing food and other plants. We also learned that worms and bugs live in the dirt.
Arya Coote & Maliya Holley, K2



We are making collages with shiny stuff. We learned that light bounces off things that are shiny and that's called REFLECTION!
Hadasha Muñoz Castillo, B Smith, & Jeliselle Tolentino, K1

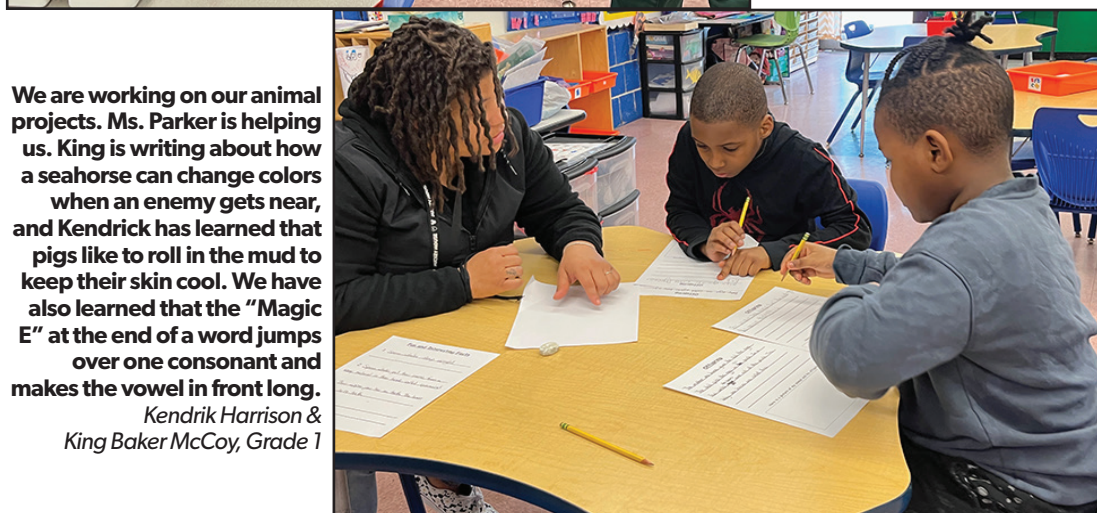


I wrote my name and was holding my paper up to the mirror. Ms. Downing was helping me. My name looked different in the mirror — the capital A was at the end of it instead of the beginning! I learned that light bounces off a mirror.
Armani Negron Dejesus, K1



I was working on my animal book and Mr. Foster was helping me with my writing. One interesting thing I learned about dolphins is that their calves can swim as soon as they are born. I really like animals!
Manit Gupta, Grade 1

We are looking at different seeds that Ms. Pires [our science teacher] brought into the classroom. The big seed was from an avocado. We learned that all kinds of plants — even trees — make seeds. They have leaves and they make food with light from the sun. This is called photosynthesis!
K1 students in Margaret Anne Mikita's classroom



We are working on our animal projects. Ms. Parker is helping us. King is writing about how a seahorse can change colors when an enemy gets near, and Kendrick has learned that pigs like to roll in the mud to keep their skin cool. We have also learned that the "Magic E" at the end of a word jumps over one consonant and makes the vowel in front long.
Kendrik Harrison & King Baker McCoy, Grade 1



We are playing catch with a purple balloon. We are making friends in gym class.
Amelia Qin & Emily Sun, K0, with a little help from Surround Care Paraprofessional, Cora McNeil

Boston Teachers Union Election Information 2023



Confirmed Candidates for BTU Offices and Delegates

BTU OFFICERS

President

Jessica Tang

Vice President

Erik Berg

Secretary-Treasurer

1. Trevour Smith
2. Karen Cross
3. Nora Paul-Schultz

Elementary Field Rep.

Lea-Antoinette Serena

Secondary Field Rep.

Caren Carew

Para/Sub/ABA Field Rep.

Colleen Hart

Political Director

Johnny McInnis

PARAPROFESSIONAL COUNCIL

1. Sharon O'Dwyer
2. Todd Kerr
3. Mary Thomas
4. Debra Brown
5. Sau Yip
6. CasSandra Samuel
7. Vanessa LaRocque
8. Christine Buttiglieri
9. Bianca Pierre
10. Adrienne Jordan
11. Carla Johnson
12. Sacha Ruiz
13. Tracy Romain
14. Cynthia Ferris
15. Derrick Smith

RETIRED TEACHERS CHAPTER

Chair

Marilyn Marion

Vice Chair

Roz Avant

Secretary

Joan Devlin

Treasurer

Mae Bishop

EXECUTIVE BOARD, By Ballot Position

- | | | |
|---------------------|----------------------|-------------------------|
| 1. Tracy Doyle | 8. Danielle West | 14. Maria Brooks |
| 2. Matthew Ruggiero | 9. Cecil Carey | 15. Keisha Lewis |
| 3. Michael Maguire | 10. Robert Carroll | 16. Tracy Romain |
| 4. Brenda Chaney | 11. Alice Yong | 17. CasSandra Samuel |
| 5. Michelle Carroll | 12. Vanessa LaRocque | 18. James (Timo) Philip |
| 6. Nicole Mullen | 13. Kafunda Banks | 19. Caitlin Gaffny |
| 7. Allison Doherty | | |

DELEGATE, by Last Name

- | | | |
|-------------------------|-------------------------|----------------------------|
| Maritza Agrait | Adrienne Jordan | Bianca Pierre |
| Roz Avant | James Kennedy | Kristen Pinto |
| Kafunda Banks | Todd Kerr | Declan Power |
| Mary Bell | Karen Kilmain-Patriquin | Teresa Reaves |
| Erik Berg | Heather King | Tracy Romain |
| Denise Berkley | Erica Kouka | Dana Royster-Buefort |
| Mae Bishop | Samantha Laney | Matthew Ruggiero |
| Maria Brooks | Vanessa LaRocque | Chelsea Ruscio |
| Debra Brown | Josefina Lascano | CasSandra Samuel |
| Molly Bryson | Nina Lessin-Joseph | Ivelisse Santos-Hicks |
| Christine Buttiglieri | Sylvaine Lestrade | Lea-Antoinette Serena |
| Layla Cable | Keisha Lewis | John Simonetti |
| Caren Carew | Michael Maguire | Trevour Smith |
| Cecil Carey | Tim Maher | Elisa Sota |
| Michelle Carroll | Katie Mallon | Jessica Tang |
| Robert P. Carroll | Marilyn Marion | Regina Temple |
| Brenda Chaney | Gayle Marrow | Josette Teneus |
| Paul Christian Jr. | Katina McClain | Paul Tenney |
| James Cordero | Suzanne McGlone | Paul Tritter |
| Diane Crain | Johnny McInnis | Teresa Underwood |
| Michael Crain | Lucinda Mills | Mary Ann Urban |
| Marjie Crosby | Nicole Mullen | José Valenzuela |
| Karen Cross | Kimvy Nguyen | Samantha Weintraub |
| Natalia Cuadra-Saez | Sharon O'Dwyer | Darren Wells |
| Amrita Dani | Catherine O'Flaherty | Danielle West |
| Jukurious Davis | Noah Patel | Tatiana Williams-Rodriquez |
| Randi Davis | Nora Paul-Schultz | Stephanie Wing |
| Joan Devlin | Sherry Pedrone | Karen Wood |
| Allison Doherty | James (Timo) Philip | Alice Yong |
| Betsy Drinan | | |
| Connor Echols-Jones | | |
| John Enright | | |
| Cynthia Ferris | | |
| Danielle Fraine | | |
| Caitlin Gaffny | | |
| Amy Gebo | | |
| Christine Gorman-Arnold | | |
| Thomas Gosnell | | |
| Colleen Hart | | |
| Thomas Hocker | | |
| Claude James Jr. | | |
| Carla Johnson | | |
| Charles Johnson | | |
| Marta Johnson Faldasz | | |

BTU Election in Full Swing!!!

A primary election for the full-time position of Secretary/Treasurer was held in April/May – with mail in ballots due Tuesday, May 2nd and in-person voting at the BTU on Wednesday, May 3rd, 8:00 am-6:00 pm. Results were not available in time to report in this issue, but watch for the e-bulletin.

FINAL ELECTION ballots for all candidates will be mailed out by May 15 and MUST be RECEIVED at the Post Office by Tuesday, June 6th. Please return your ballot early to ensure it is received on time. Any BTU/RTC member** who did not vote by mail may vote in person at the BTU on Wednesday, June 7th, 8:00 am-6:00 pm. The positions of President, Vice President, Elementary, Secondary and Para/Sub/ABA Field Reps, and Political Director, RTC President, RTC Vice President, RT Secretary and RTC Treasurer are not contested. 19 members are running for 12 executive board slots, and 15 candidates for the 15 para council slots. Write in votes for any position including Delegate to all Affiliated Bodies are still possible. In order to be considered, write in candidates must receive at least as many votes as signatures that were required to be listed on the ballot.

continued on page 8

Candidate Statements

BTU OFFICERS

President

Jessica Tang



Since first being elected as President in 2017, I have been proud and honored to represent the incredible in-service and retired educators of the Boston Teachers Union. During the last 6 years, we have successfully negotiated and ratified 3 master contracts and dozens of additional MOU's covering issues ranging from the creation of new BTU positions to health and safety conditions. The contract wins included historic advances including a full-time nurse in every school, significant increases in social workers, school psychologists and school counselors, lower class sizes, paid parental leave, and higher pay for paraprofessionals and educators overall. We unionized the first Commonwealth charter schools in Boston and led coalition campaigns to fight for and win the Student Opportunities Act, Fair Share Amendment and many other legislative victories.

We have also come together to overcome unprecedented and historic challenges including the Janus Supreme Court decision, instability of leadership both within the district and city, threats of receivership from the state and, of course, the Covid pandemic. Together, we have continued to build upon the strong foundation of our union, and we still have much more to do. While we continue to implement and enforce our latest contract, we will need to begin a new round of contract negotiations imminently so that we can meet our goal of negotiating a successor agreement before the current contract expires. We must also continue to build on the successes of open bargaining, the Silent Representatives initiative and Contract Action Teams as we continue to build power for our union.

We must also continue to engage not just our BTU educators in all of our schools and work sites, but also our students, families and community allies as we address the many issues that continue to impact our school communities. Building a strong, member-led union that continues to advance educational, social and racial justice is what I set out to do from the time I was first elected as a Building Representative, Executive Board member and then also as founding Organizing Director and then President. I would be honored to continue to serve as President of the BTU, and hope to have your vote in the upcoming election so that, together, we can continue to tackle the many issues and challenges that we continue to face and create a stronger union and the schools and communities we all deserve.

Vice President

Erik Berg



It continues to be my honor and privilege to be part of the great BTU team working to support the educators of Boston, and I hope to earn another two-year term.

Over the past two years, we have had many important victories. We settled a contract with BPS which included paid parental leave, a major new benefit for our members, along with an agreement to provide more resources, staffing and educator voice in our inclusion programs, and salary increases for our members. Believe it or not, we will soon begin the process of negotiating another agreement that provides conditions that are fair to our members, and provides our students the education they deserve. We look forward to continuing to open up the bargaining process and leverage the strength of our members in that effort.

Also this term, we were able to bring a new group of employees into our union with a negotiated settlement to include family liaisons, we have limited class size overages, and ensured members are paid fairly for their work and successfully represented members who have been treated unfairly with regard to leaves of absences. I'm proud that, working with our legal team, we have prevailed in a large majority of the arbitration decisions that have come in since I have been in office, and we've been able to settle many other cases on favorable terms.

I also chair the Educator Supports Panel, the Health and Welfare Trustees, and have worked on many other issues ranging from impact bargaining over smaller employee groups and job descriptions, to working with our members at City on a Hill School, to employee discipline cases, evaluation concerns, BTU building issues, mediations and facilities issues.

Over the next two years, I hope to work with our team to settle a fair contract, and continue to enforce it with vigor and candor. I also look forward to working on the process of constructing a new headquarters building for the BTU. It is my hope that we can move forward with renewed strength, and continue the struggle for the schools our educators and our students deserve.

The dedication and expertise of our members never ceases to amaze me, and it is with humility that I ask for your support for another term as Executive Vice President of the BTU.

Secretary-Treasurer

Please Note: The top two finishers of the May primary election will appear on the final June ballot. The primary election had not been held when this edition of the newspaper went to press. Therefore we are reprinting all three candidates' statements from the previous edition of the Boston Union Teacher.

Trevour Smith



My name is Trevour Smith and I'm a mathematics teacher at Boston Latin School. I'm excited to be running for Boston Teachers Union's (BTU's) next Secretary-Treasurer because I truly believe in the power of education to transform lives.

Throughout my involvement with the BTU, whether it's been as a Building Rep, a member of the Action Committee working to build safe and welcoming sanctuary schools, or working as a Silent Rep on our latest contract campaign, I've become increasingly passionate about the ways BTU can use its power to fight for a better district for members as well as our students and their families.

I've experienced firsthand the challenges that educators of color face in Boston Public Schools, and I'm ready to work together to create a more equitable and inclusive education system that supports the success of *all* students.

My passion, coupled with my background in business, is why I'm excited to run for Secretary-Treasurer. Through a strategic and data-driven approach, I will help ensure our resources are allocated efficiently and effectively to benefit all teachers and students.

I'm committed to building strong, collaborative partnerships with stakeholders to find innovative solutions to our district's complex issues. By working together, we can create a stronger, more vibrant educational community that provides every student with the support and opportunities they need to succeed!

Karen Cross



I grew up as an English Language Learner. My mom, a North Korean immigrant, didn't know a word of English. Thus, she encouraged me

to listen carefully and to take copious notes to help her with anything that needed translating. That note-taking has stuck with me ever since. Even today, as appointed Secretary of the Asian American Pacific Islander task force, I am still taking notes! Since one key role

of Secretary-Treasurer requires **record keeping** and **note-taking**, I believe I more than fit the bill!

Twenty-years as a Math Teacher and 25 years as a former owner of successful businesses and serving as **Secretary and Trustee of the Pre-paid Legal Fund** have certainly paid off. The position of Secretary-Treasurer is multifaceted and these various roles have provided me with such experiences as:

- Working alongside accountants;
- Scrutinizing monthly ledgers;
- Making strategic financial decisions w/Pre-paid integral to the BTU;
- Increasing revenue during my 5-year tenure as board member;
- Introducing "Countrywide," a financial wellness program.
- Overseeing all operations of my businesses including accounting, payroll and accounts receivable;
- Managing multiple employees.

My varied Union experience that will inform me as an elected officer include:

- Building relationships as a **Building Rep** of 9 years;
- Participating in **Silent Negotiations**, **Racial Justice Committee** and Asian Pacific American Labor Alliance (**APALA**) member;
- Promoting awareness about the **Thrive Act**, (a bill to eliminate receivership) as **Member Organizer**;
- Being an **SEIU 509** member as **Adjunct Faculty of Northeastern Graduate School**

BTU must ensure there are no cracks where members fall through! **No BTU member left behind!** My vision for our next contract includes advocating for:

- **Increasing mental health support** for students and members;
- **Improving working conditions that produce better learning conditions**;
- Providing greater **support for new members** to encourage participation & retention
- **Ensuring presence at all School Committee meetings** by recruiting members to attend;
- Participating in/sitting on the Public Employee Committee (**PEC**) who negotiates our health insurance benefits;
- Serving on the **Boston Retirement Board**, as a majority of active members will spend more years in retirement than they have remaining in the field.

The position of Secretary-Treasurer is, indeed, a huge undertaking. I believe I am the right person for the job! I pledge to work to grow our finances and to be transparent about how and where our monies are spent.

I respectfully ask for your vote. Please visit: www.karencross4btu.org

Candidate Statements

BTU OFFICERS

Secretary-Treasurer

Nora Paul-Schultz

I am excited to be running for Secretary-Treasurer of our union. I am a 11-year veteran physics and engineering teacher at the John D. O'Bryant School of Mathematics and Science, a current BTU Executive Board member, and co-chair of BTU's Unafraid Educators Committee. I am running for Secretary-Treasurer because I believe in the strength of our union and I want to continue to grow our power. In the last contract fight, I helped transform our negotiation process by creating the structures for silent representatives so that any member could take part in the negotiations. As a leader of the silent representatives, I attended nearly all negotiating sessions and helped to draft summaries to inform members about the process. I hope to bring this experience into the role of Secretary-Treasurer in order to increase transparency and member engagement.



Outside of my work with the BTU, I have been the finance chair of Kavod, a Jewish community in Boston. In that role, I came to see how the budgets of organizations are value statements. I want to bring this view into how we view the BTU's budget. As Secretary-Treasurer, I would help lead conversations about our financial choices as a union so that we can be grounded in our vision of a more just district and city while ensuring that our union remains in a strong financial position.

As a leader of Unafraid Educators, the BTU's immigrants rights organizing committee, I have helped to build and promote a scholarship for undocumented BPS Students. I have worked with students, grassroots organizations, and legal groups to create and advocate for a district policy that would limit unhelpful and dangerous information-sharing between our schools and the Boston Police Department and therefore limit the access ICE and the FBI have to our students and their families. This activism led to the passage of an ordinance at the City Council level as well. Additionally, I am on the BTU's Racial Justice Standing committee and was appointed to the national AFT's Civil and Human Rights Committee.

As Secretary-Treasurer, I am eager to work alongside students, community groups, and other educators to fight for policies in BPS that humanize us all — young people, their families, and school staff alike. I would be honored to have your vote. To learn more go to www.nora4btu.com.

Elementary Field Rep.

Lea-Antoinette Serena

I have been proud to serve as the Elementary Representative for the Boston Teachers Union for the last two years. It has been quite a journey and I am thrilled to have the opportunity to serve you again. In the last two years I have learned so much not only about our schools and systems, but our amazing educators. I have been honored to serve not only our elementary school educators but our Coordinators of Special Education, Hub School Coordinators, Physical Therapist, Psychologist, Supervisors of Attendance, Transportation Specialist, RCD specialist, and many other groups. I have just begun learning the intricacies of all of our different schools and roles and would love the opportunity to continue to support you.



Over the past two years, I have been committed to engaging our BTU members who are in central office positions and not school based. I have also been committed to maintaining my relationships with students and families. Furthermore, as a new representative I wanted to make sure that when I walked into a building, educators knew it was for more than a Grievance Meeting or Investigation Meeting. I have been committed to visiting schools through Lit with Lea, where I have read to over 100 classes and visited over 40 schools. I have also been consistent with attending training and shadowing our educators in order to ensure I am staying connected to the work happening inside our schools.

Over the next two years, I hope to continue to represent our educators, especially as we roll out inclusion. I also hope to continue to advocate for and create space for anti-racist leadership within our Union. I would be honored to continue to serve as your Elementary Representative and humbly ask for your vote again this June!

Secondary Field Rep.

Caren Carew

You can count on my experienced proactive leadership and tenacious, tireless advocacy as your Secondary Field Representative during these sometimes overwhelming and challenging times. As your Field Rep, I've developed a wealth of first-hand, in-depth union knowledge listening to your concerns and expeditiously addressing them while fighting with and for you to attain the respect we all deserve. I've also been a strong and effective teacher



in under-resourced schools which have honed my leadership skills enabling me to be your vigorous, vigilant advocate.

My cumulative experience and knowledge on the job of the teacher's unit contract and historical / past practices not always enumerated in the contract is imperative to preserve for the good of the Union and YOU. I support great teaching by speaking up on your behalf while effectively dealing with administration, prosecuting grievances, through arbitration testimony, providing representation at hearings, prompt email/call responses, addressing work condition changes, conducting SSC trainings, providing evaluation / performance support, promoting conflict resolution, organizing and holding school-based meetings, as well as simultaneously problem-solving and thinking outside of the box. While sugar-coating isn't my style, you'll find that my direct, factual, empathetic, and passionate approach is effective.

Working for racial / gender / social / economic justice, we'll strengthen community and political partnerships through increasing our influence while maintaining hard-fought collective bargaining rights pursuing excellence for all of the children we educate. I effectively and passionately speak up making sure your voice is heard during contract negotiations and beyond!

As members of a public sector union, we frequently find ourselves characterized as self-serving. We must work together with each other joining our public allies, parents and the community as one to refocus the agenda through our collective actions and the continued pursuit of excellence for all of the children we educate in the BPS. We are at a crossroads in public education. Strong public schools are our democracy's cornerstone. Our work conditions are the children's learning conditions. Maintaining and strengthening our voice in collective bargaining only serves to lift up our profession, our work, as well as the students we hold dear. Public education and labor rights are social justice issues.

Schools our *#StudentsDeserve*
#FundOurFuture *#BTUProud!*

I'm fighting for you — standing together in *BTUnity!*

It is my honor to be your advocate.

I appreciate and thank you for your consideration and vote.

Para/Sub/ABA Field Rep.

Colleen Hart

My name is Colleen Hart I am your Paraprofessional/ Substitute / ABA Field Rep. I am hopeful I will get the chance to represent you in this upcoming term. In my time in this position, I have had



the chance to negotiate three contracts/ sub-bonuses and COVID agreements. I had pleasure of organizing alongside with the Family Liaisons to become BTU members. I have created peer mentorship/facilitator programs, and have been able to offer programs like Tech Goes Home, Para LED PD and other professional development opportunities. We need to continue to advocate for better working conditions, pay, educational opportunities, professional development and more pathways. I want to continue to stand with you to implement a more equitable working environment and work with you to better our contract.

I hope you consider me for re-election, there is still lots of work to be done. In your Hart you know she is right! Thank you very much for your vote and consideration.

Political Director

Johnny McInnis

I am campaigning for re-election to the office of Political Director for the Boston Teachers Union. Since being elected I have worked to keep our members informed about our union's political advocacy locally, statewide, and nationally. We have recommended candidates to our members who have been elected into public office who support issues important to our active and retired members. We continue to organize our members to support campaigns by knocking door to door for our endorsed candidates, making phone calls to our members, and participating with coalitions for legislative advocacy ballot initiatives and various other campaigns. I have spent time meeting with many elected officials advocating for issues that are important for our union.

I have served our union as a Delegate to All Affiliated Bodies, Chair of AFT Black Caucus Boston Chapter, Building Rep, Building Rep Regional Leader, 2007 Secondary Building Rep of the Year, BTU Intervention Team, Music Teacher Faculty Senate, and BTU Arts Committee. In another role I serve as a Vice-President to AFT-MA. Being in the advocacy role as Political Director allows me the opportunity to represent the BTU locally by having conversations with local elected officials and nationally with AFT by having conversations to advocate with our state's legislators in Washington DC to address issues on a national level. This work has allowed me to advocate for policies that support sustaining high quality schools that our students deserve.

Representing our active and retired members during good times and tough times will continue in keeping our BTU Strong! I am asking for your vote while continuing to keep our union Politically Strong!



Candidate Statements

EXECUTIVE BOARD

Tracy Doyle

This city is near and dear to my heart. I am a lifelong resident of Dorchester and proud mother of three sons who graduated from Boston Public Schools.



I've worked at the Perry K-6 School for the past twenty years, taking every leadership opportunity available such as multiple years of leading the Faculty Senate, multiple terms on School Site Council and Hiring Committee to advocate for my peers.

But I have what it takes to advocate on a larger scale.

Going forward, I will be a voice working for those of you who feel you've been forgotten. I have seen many principals and superintendents come and go. Teachers, paras and building staff are the backbone of our city's youth and their families. So many have forgotten how we rose, and met unprecedented challenges during the pandemic, going back to work side by side with police, fire and EMS, while so many sat safely at home.

Earning my Masters in Special Education at night while raising a family, I understand the struggle of working parents. I want to fight for those of us who may be too tired or busy to fight for what they need. We are the boots on the ground that can make real changes that matter and our voices need to be heard. We need to ensure we can take care of **OUR** families, **OUR** health benefits so we can be **OUR** best each day for **OUR** students.

I will fight for teachers, paras and staff who irrefutably know what our students need to succeed.

Matthew Ruggiero

My name is Matthew Ruggiero and I am running for BTU Executive Board. As a student and teacher, I have spent more than half my life in Boston



Public Schools. I have taught middle and high school ESL, special education, ELA, and social studies. I have been a building rep, faculty senate facilitator, delegate, member organizer, and member of organizing committees (including Restorative Justice, Ethnic Studies, and Hub Schools) and the Collective Bargaining Committee. In all this, I've been guided by the beliefs that the people most impacted by decisions should be the ones making them, and that we are stronger the more we are together.

Last year, I was a co-chair of the Our City, Our Schools campaign against the threat of top-down state intervention. We won this fight by connecting with educators, families, and students to understand the problems that affected our working conditions and

students' learning, and to demand real, community-centered solutions instead of greater instability and failed reforms. The same year, I worked together with colleagues, students, and families from Charlestown High School to fight back against an outside effort to close and take over our school.

As a union, we must continue to work together to guard against threats to public education, and to organize for the conditions in which we, our students, and our communities can thrive.

As an educator, organizer, activist, and union member, my most important experiences have been with people coming together to understand the problems affecting them, and advocate for solutions together. I hope to carry this work with me on the Executive Board.

I'm grateful to all of you that I've learned from and worked with, and to this community I've gotten to be a part of as a union member. Thank you for your consideration.

Michael J. Maguire

I love teaching. I fell into the profession as a substitute teacher at Boston Latin Academy in March, 1994. As I was preparing for the LSAT, I finished out a teacher's maternity leave. Then I taught summer school (since no one else wanted to). By then I knew that law school was not for me.



It's now 29 years later and I still love teaching. In that time I learned that teaching extends far beyond my classroom door. I learned that thousands of other teachers toil alongside me. I also learned that thousands of teachers before me fought hard to improve my students' learning conditions. By running for Executive Board, I hope to do my part.

Since the last union election, I have worked at improving school lunches, adding air conditioning to our classrooms, and attracting more substitute teachers. I'm glad things are moving in the right direction. In our next contract we must improve our pay. Inflation for the past few years has been running >7% but our pay raise is only 3%. We must do better next time.

As we move forward we can't simply return to the status quo ante. The Green New Deal offers us the opportunity to modernize our buildings. Having a plan to fix our buildings is a good start, as a union we ought to work together to ensure that our students and teachers get the best facilities possible.

My wish to remain on the Executive Board is rooted in my desire to help improve the working conditions of our union brothers and sisters. Towards this end we need to band together to promote a well-funded public school system.

I ask for one of your 12 Executive Board votes. Thank you.

Brenda Chaney

My name is Brenda Chaney and I'm running for Re-Election to the BTU Executive Board and Delegate to All Affiliated Bodies.



I'm a long-time member of the Boston Teachers Union. I've held and continue to hold many positions within the BTU.

I have held the part-time position of Community Outreach Liaison for the BTU since 2003, a position that was created by the past President Richard Stutman. In this position I established open communication with several parent and community organizations, helped organize BTU Back to School Book Fair and Homework Helper Program.

I was an educator in BPS for 38 years, the last 26 years at the John D O'Bryant School of Math and Science. I was a building representative 35 of those years, as a building representative I handled many grievances and mediations.

I'm considered by many to be a hard-working, dedicated and knowledgeable person on BTU issues.

I'm proud to be an advocate for all educators, students, parents and the Boston Public Schools community. I want to continue with the work that needs to be done to make our union, schools and community, a better space for everyone.

- Delegate to AFT Mass, AFT, AFL-CIO and GBLC since 1989
- AFT Mass Vice-President since 1990
- BTU Executive Board 1993-2001, 2013 – present
- BTU Community Outreach Liaison 2003 – present
- Member of AFT Mass COPE Committee
- Member of the BTU Racial Justice Standing Committee

To continue the work that is needed, I need your help. Please consider voting for me.

Michelle Carroll

My name is Michelle Carroll and I am running for BTU Executive Board. Currently, I teach 5th / 6th grade science at O'Donnell Elementary in



East Boston and have experience working in both Transformation schools and In-District charter schools in BPS.

My experience working and organizing alongside all of you has left me with a desire to be more engaged in decision making and to take a larger role in our Union. I've gained institutional knowledge and leadership experience as a member of our Collective Bargaining Committee, Contract Organizing Committee, Action Team, and as a Summer

Organizing Union Leader, Member Organizer, and Silent Representative.

I firmly believe that teaching conditions are inseparable from learning conditions, and the years of pandemic recovery have brought new stresses to both educators and students. I'm eager to think about how the BTU can support the needs of educators by supporting the social and emotional needs of our young people. Students are experiencing very real injustices in our school system which heavily contributes to educator burnout and adversely affects school climate. Our Union has worked hard to fight for students in contract negotiations, however, we must also use that muscle to support the very real day to day crises facing both the students of BPS and our classrooms. We must build structures that fight for student justice and student safety in the moment, not just within a contract season. We cannot wait for BPS to dictate learning conditions, but instead must proactively take charge; we need to partner with students and families to define and demand the support our students deserve and do everything in our power to protect children from harm. I'm excited to learn more from all of you and continue to build power with, and in service of, our larger communities.

Nicole Mullen

I respectfully ask for your vote to re-elect me for the position of Executive Board and Delegate of the Boston Teachers Union. I firmly believe that



by working together, our union can be a strong voice that advocates for public education and always strives to support and energize educators, students, and our communities. I feel that listening and advocating for the issues and policies that directly affect our members should be at the forefront of everything that we do at the BTU. I am a proud Boston resident and I have worked in BPS since 1998, five years as a classroom paraprofessional and since as a special education teacher at both the Mary Lyon K-8 and The Boston Arts Academy Pilot School. I have served as a BTU building representative for many years and have held various other leadership roles.

I have worked collaboratively with BTU members, administrators and management to include educator voice in decision making, negotiate working conditions, educate members on their rights outlined in the contract and uplift due process. In addition, I have served on many BTU/BPS task forces to make sure the BTU voice is at the table. I have helped to facilitate communication, transparency and advocacy in the school community and beyond.

continued on page 5



Candidate Statements

EXECUTIVE BOARD

Nicole Mullen

continued from page 4

- In 2011, I was awarded as an Education Policy Leadership Fellow from the National Institute for Educational Leadership
- In 2013, Election Committee, a founding chair of the Inclusion Committee
- Since 2015, BTU Negotiating Team and Delegate
- Since 2017, Executive Board and Grievance Committee
- In 2019, BPS/BTU Inclusion Working Group
- In 2020-2021, Safe Reopening and Creative Schedule Taskforces during the Pandemic
- In 2023, Inclusion Task Force.

I respect all the unionists that fought before me and I am not afraid to elevate the voices of today's BTU members. I believe we must fight for the policies and working conditions that make being a BPS teacher a sustainable, retirement worthy profession now and for educators to come.

Allison Doherty

I am innovative, experienced, outspoken and a proud member of the powerful Boston Teachers Union. It would be an honor for me to be a re-elected member of the Boston Teachers Union Executive Board. Here are my qualifications:



I was elected to, and served on, the BTU Executive Board from 2003-2013 and 2019-current, BTU Delegate 2001-2021 the Greater Boston Labor Council Executive Board from 2011-2013, where I created the GBLC's Futures Committee, I was elected Young Worker "Futures" representative for the MA AFL-CIO 2010 and appointed by Randi Weingarten and AFT National to be on the Nation AFL-CIO Young Worker Advisory Council in 2012. I was a building representative at West Roxbury High and West Roxbury Education Complex for 19 years and currently am a Building Representative at Fenway High School where I am the teacher of students with a diagnosis of autism. I received the Building Representative of the Year Award in 2019 and was the recipient of AFTMA's "Distinguished Service Award" in the category for members 35 years of age or younger. I have been a member of impact bargaining teams for three separate

negotiations fighting for the rights of BTU members. I have shown my vigor and commitment to stand up for Boston Public Schools, BTU members and students.

I am a BPS graduate, a BPS teacher and a BPS parent!

Please vote for Allison Doherty, BTU Executive Board and Delegate to all Affiliated Bodies.

Danielle West

I believe in the power of unions. I was raised in a strong union family and have been witness to the tremendous impact strong unions can have. Our



union is a critical vehicle for building strong schools for our students and a professional, supportive workplace for all union members. Educator voice is essential for decisions that impact our schools. I believe that the BTU is the most democratic way to have our voices heard and respected. Current educators have the most keen insight into what is required to educate our students, which is why I am running for Executive Board and Delegate to All Affiliated Bodies.

I am an 8th grade special education/ESL teacher at the Curley K-8. At Curley, I serve on the Inclusion Planning Team, and helped write one of the first inclusion plans BPS will implement based on our new contract. As a Member Organizer, I am using what we have learned from our inclusion planning process to advocate across the BTU for clear systems as other Inclusion Planning Teams across the district begin this important work. It is imperative inclusion is done right and, if elected to the Executive Board, I will continue to fight for appropriate and funded inclusion.

I am an active member of the BTU as Building Representative, Delegate, Member Organizer, and Silent Representative for contract negotiations. In these roles, I have the opportunity to spark dialogue, organize and lead members, and advocate for better work conditions. The future success of our union depends on its ability to unite and incorporate all member voices when addressing new challenges and resistance to our hard fought rights and benefits. Please consider voting for me for Executive Board and Delegate. A vote for me is a vote for collaboration and communication.

Cecil Carey

I'm running for BTU Executive Board because I am a passionate fighter for Workers Rights and Education Justice. I've put in the work, and I'll continue to do so whether I win or lose. As the son of a BPS educator and a proud BPS educator myself, I hope to dedicate even more of my time to improving all of our working conditions, which are our students' learning conditions.



I am tired of seeing passionate educators get pushed out or burned out of the BPS system. We need to make a career in BPS sustainable.

How? We need to strengthen our unity and solidarity so that every member's voice is heard and every issue gets elevated and resolved. We need to enforce our contract so that DESE and BPS can't put endless responsibilities (without support) on our plates and abuse workers. We need to work with communities to create safe schools, and we need to stand against right-wing attacks on public education.

As a Building Rep at Charlestown High, I know how it feels to work at a school under crushing pressure to increase MCAS scores, enrollment, and attendance with little to no support. My proudest organizing moments include creating a strong Faculty Senate and mobilizing our community to push back against a plan to create a "Charlestown Innovation School" that would replace Charlestown High, its staff, and students.

In addition, I:

- served as a Coach and Organizing Committee member during our last contract campaign
- planned rallies to oppose State Takeover
- played a leading role in the struggle for school safety in 2020, including planning our 300+ member Car Caravan
- served on the Ethnic Studies, Housing Justice, Inclusion Done Right, Black Caucus, and New Educators Committees
- won the AFT-MA "Rising Star" Award

Robert P. Carroll

Thank you for your support by signing my nomination papers for the Executive board and delegate positions. Now I ask you for your vote! My name is Rob Carroll



and I have been a union advocate/activist for over 37 years. During that time, I have been a building rep. (Holland, Sumner), a Regional Rep. (West Roxbury/Roslindale), a delegate and an Executive Board member. I have always sought to bring support and protections for my union brothers and sisters. During the past years of the COVID crisis, as a member of the leadership, I have strived to make sure that the children, parents, community, and **YOU** were safe and had all the protections possible. As we continue to navigate the fall out of the covid crisis I will continue to make sure we have the necessary protections for our safety.

I have worn many hats in my role as a union activist, but I particularly enjoy welcoming and engaging new members to our union. Someone did it for me when I was new and it's incumbent upon us to do the same. It is important that we pass on the history, struggles and knowledge of the BTU to the next generation of union activists!

I have recently retired (June 2020) but am back substitute teaching on a daily basis at the Sumner School in Roslindale. I enjoy working with my new family, the Retired Teachers Chapter of the BTU. This past year, I have continued to serve actively in the BTU as a member of the Social committee, Grievance committee, and member of the Executive board. I was a member of the Collective Bargaining team and continue to work as a member organizer with the organizers' action teams.

In closing, I would like to add that we must continue to engage and build our membership. We must advocate for the best possible solutions to our members' concerns. We need to create opportunities so our members' voices will be heard and I promise you – I will **LISTEN!** Thank you for your continued support!

CANDIDATE STATEMENTS
continue on page 6

Candidate Statements

EXECUTIVE BOARD

Alice A. Yong

Once again, I come before you to ask for your vote. The future of the union is to enable all members to be committed in our efforts to be united together as a strong "Boston Teachers Union." We have many battles ahead of us to be masterful teachers, paras, nurses and substitutes as we forge ahead through various evaluations of our performances in the academic environment. I am committed to building a stronger union and motivated to unite all members including our Retired Teachers Chapter who consistently continue to energize our efforts in regards to pensions and educational issues.



We must join our voices and talents together to be seen as a united force to instill all bargaining rights, salaries, and class size issues. I am determined more than ever to work for our contract. This contract is fair and when utilized well it meets the needs necessary for BTU members to be successful in our jobs.

A. Vanessa LaRocque

A. Vanessa LaRocque is a long-time Boston resident who has over 25 years in education, 18 of those years has been dedicated to supporting Special Education students in the BPS. LaRocque is seeking re-election as an Executive Board member, Delegate of All Affiliated Bodies and Para Council. She is dedicated to continue working hard to not only advocate for all of our members but also give the paraprofessionals a stronger and deserved voice on the board. Our CFC's, Security Paras and other non classroom support staff in our unit needs to be represented. As a longtime building representative, LaRocque has been engaged in many union issues and battles, including but not limited to COVID-19 related matters, flexible schedule planning, advocating for schools our students deserve and helping lead the charge to save McKinley SEA from eviction. She believes the distinction and hard work exemplified by paraprofessionals is not fully appreciated, and would continue to be a powerful advocate for them to have their unique concerns addressed. She is also committed to make certain the needs of paraprofessionals in all areas of the school system need to be strongly advocated.



LaRocque's excellence has been recognized in many ways. She was amongst the first group selected for the Regional Building Representative Leaders. She is the past recipient of the AFT's Distinguished member award, In 2016, she was selected as the Paraprofessional Building Representative

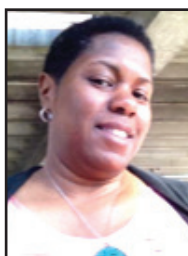
of the year. LaRocque also represents the union as a Delegate at state and national conventions, Sergeant-At-Arms and as a member of the following committees: Collective Bargaining Committee, COPE, Greater Boston Labor Council (E-Board Member), Silent Rep during contract negotiations, Social Committee Chair, Women In Leadership Development and she serves as an officer for A. Philip Randolph Institute Boston Chapter.

LaRocque will continue to be a powerful voice for all our members as they fight for a fair contract that recognizes their value to the system, and defend those who are not treated fairly and respectfully. If you are looking for a dedicated person who will work tirelessly on your behalf, then look no further than Vanessa LaRocque.

www.votelarocque.com

Kafunda Banks

Dear BTU Members, I would love the opportunity to serve you as delegate and executive board member. Together we can continue to make gains to get what educators, families and children need.



I feel that my experience as co-facilitator of the ABA of Color Affinity Group (AOC), co-chair of the Inclusion Done Right Committee, as well as the newly formed ABA Faculty senate has proven my leadership abilities and my deep commitment to improve the conditions of my colleagues as well as champion the rights of our students. As a member of the School Based Inclusion Planning Team at the Curley K-8 School and the District's Inclusion Work Group, I have exhibited my commitment to see that Inclusion is done right. I have further shown a deep interest in writing policy reform through my involvement with the Education Policy Program. It was here that I created a presentation focused on best practices and inclusion in the public school sector. I have gained a deeper understanding and appreciation of the strength of our union by serving on the Collective Bargaining Committee as well as participating in Summer Organizing Union Leader (SOULS) and as a Silent Representative. I have fought alongside my BTU brothers and sisters on various BPS task force committees regarding the safe opening of our schools during the pandemic. As a 19 year veteran ABA educator in BPS, I have no fear of working hard for the things that I believe in. It is my desire to continue this work through the BTU where creativity meets policy reform. We can't wait for a fair school district to happen, together we have to make it happen and accept no substitute.

Please help me continue the work with you by voting me in for the position of delegate and executive board member for the BTU.

Maria Brooks

I am asking for you to vote for me for Executive Board and Delegate. I teach Second Grade Special Education at the Mather School. I have 25 years of teaching experience and the last ten years have been in BPS.



I have served as a building Rep for the last 8 years. I was previously a Regional Building Rep for three years, served as one of the co-chairs of the BTU Inclusion Committee, was an Executive Board member, and worked on the No On 2 Campaign.

I am running for the Executive Board because I believe in Public Education, unity, and most of all voice. I desire to be a voice for our membership in order to protect our members' best interests. As a Union we are better and stronger together, which can only happen when our members are involved and our voices are strong. Please help me to amplify your voice by voting for Maria Brooks.

Keisha Lewis

I have been a BTU member for over 20 years. I worked as a paraprofessional for many years before becoming a special education teacher. I currently teach high school students diagnosed with autism.



I served as a building representative in the past and received the Building Representative of the Year Award in 2017. I am a current member of the COPE Committee, the Woman's Rights Committee for The BTU and the Woman's Rights Committee for AFT. I was extremely active during the "No On 2" campaign by knocking on doors, phone banking and being interviewed by local newspapers and radio stations. I graduated from a Boston Public School and my children attend Boston Public Schools. I am dedicated to the success of both students and teachers of BPS.

Please vote for Keisha Lewis, BTU Executive Board and Delegate to all Affiliated Bodies.

Tracy Romain

Hi BTU Members, My name is Tracy Romain, I am a 20 plus veteran ABA Para. I would like to take this time to ask for your upcoming vote as your next voice in our BTU Community, coming soon. On the next 2023 BTU ballot you will have the opportunity to see my name please vote for me for the following positions by numbers: 16 Executive Board, 13 Para Council and Delegate no number just by name. In the past couple of years I've learned and come to realize how important it is to play a part in our union and have a voice. Our union is a huge part of our work and lives and so many of us don't know and realize how important it is to show up and speak up, it took me a long time to do that! In my years in BPS I have witnessed good changes and not so good changes. I would love to be that extra voice for our community and most importantly our students. I have had the great opportunity to help each year with our Welcome Back to School Book Fair and book give away. Along with railing for DESE to understand what we really do for our students. Participating in (SOULS) Summer Organizing Union Leader gave me the clarity on how much our union needed more voices to help our families and students with housing. I am an ABA Para, Back to School fair volunteer, Housing Justice committee member, Inclusion Done Right participant, Black Caucus committee member and a Building Representative. I hope to gain your vote! Look for me on our upcoming BTU voting ballot coming soon. Thank you Tracy Romain. On your ballot: 16 Executive Board 13 Para Council and Delegate.



CasSandra Samuel

My name is CasSandra Samuel and I am a candidate running for re-election to the BTU's Executive Board, Paraprofessional Council and Delegate to All Affiliated Bodies. As a Paraprofessional re-elected candidate for the Executive Board, I am determined to continue to bring that voice to the forefront as well as serve all members of the Union.



My experience with Boston Public Schools started as a student and then as a parent of a Boston Latin Academy Alumna. I have been a BPS paraprofessional for 20+ years, currently working as a Library Paraprofessional at the Curley K-8. As a Paraprofessional, I have served in Lab class grades 3-5, 4th/5th grade SAR, Library/Media,

continued on page 7



Candidate Statements

EXECUTIVE BOARD

CasSandra Samuel

continued from page 6

Early Childhood and as a One to One. Additionally I have served as a Tech Goes Home Trainer, BTU Tech Goes Home Trainer for Paraprofessionals and Subs, Faculty Senate Representative, Building Representative, Volunteer Organizer with Texas AFT Back to School Campaign, Volunteer of The Parent Association EBoard at Bridgewater State University, Health and Welfare Para Trustee & BTU Negotiation Team member. Some of my work as a BTU member has been recognized with the BTU Building Rep Award in 2012 and AFT Mass Distinguished Service Award in 2019.

I will bring my experience as an educator to represent you with honesty, integrity and energy. With this opportunity my knowledge will allow me to bring my skills and strategies to help coordinate decisions and facilitate new opportunities for all members that will move our Union forward in solidarity. Your Voice is your Vote!

Your support of my re-election to the Executive Board, Paraprofessional Council and Delegate to All Affiliated Bodies is much appreciated.

James (Timo) Philip

Please, vote to re-elect me to the BTU Executive Board and as a Delegate to all BTU affiliates. Throughout my 49 years of membership, I have been a **LOUD** advocate for full participation of all members, chances for members to connect with colleagues from around the country, and **DIVERSITY** within the leadership.



I have represented us nationally at AFT Conventions and as Parliamentarian of the AFT Black Caucus, statewide as a 30 year Vice President of AFT Massachusetts, and locally – wrote the first Code of Discipline for the BPS, selected a Superintendent, and served for 38 years on the E-Board. If re-elected, I shall your interests in the struggle for Quality Public Education in Boston.

As a retiree, I am one of 3,000+ members who value the BTU's impact on our lives – professionally and afterwards. We support your efforts by volunteering in schools, testifying at hearings when school is in session, swelling crowds at demonstrations, and lobbying for **IMPROVED RETIREMENT BENEFITS**.

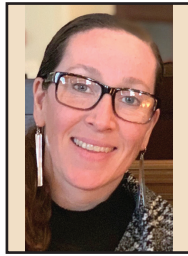
I NEED YOUR VOTE to keep me in the fight.

P.S. I urge you to vote for:
Karen Cross for Secretary-Treasurer
Cecil Carey & Matt Ruggerio for E-Board

Vote for collaboration and communication.

Caitlin Gaffny

I am honored to serve as your Executive Board member for the last four years and as a Tobin K-8 School teacher for the last twenty-three.



We deserve Executive Board members who are vocal and active in the position, and I pursue that goal in a multitude of ways.

In co-facilitating the Election Bylaws Review Committee, a collaborative effort of retired and active members, we improved and strengthened the voting process for our membership.

As a Collective Bargaining Committee member, Contract Organizing Committee member, and Member Organizer, I advocate for equity of resources for all students, remain deeply invested in union activism, and commit to ensuring our bargaining rights are upheld by improving working conditions.

As a vocal supporter of the R+ Committee and New Educator Committee, I have proven my core belief that the more connections we establish within our union, the stronger we will be.

I will keep working jointly with our RTC, so that we can learn from those who fought to achieve so much for our union and open more spaces to hear from experienced members.

I participate in our rallies and events, help plan union efforts, and have continued to speak out at hearings and to the media. My growth as an antiracist perdures as I listen to and learn from colleagues, supporting our ongoing social justice work.

I will persist in advocating that educator spaces in BPS, BTU, and higher education are representative of the students that we serve. My ongoing goals are to help increase our power, focus on fulfillment of PILOT, and strengthen our connection with families, the community, and fellow unions.

I will continue devoting myself to the work and respectfully ask for your vote for Executive Board and Delegate.

PARAPROFESSIONAL COUNCIL

Sharon O'Dwyer

No statement submitted.

Todd Kerr

My name is Todd Kerr and I am again grateful to accept your nomination to serve as a member of the Paraprofessional Council. I have served on the Council for four years. With your vote in the June election I will be able to **SERVE** you for another two years where it has been my pleasure to serve.



Currently I serve on the Election Committee where I have served for the past two elections. This Committee is approved by the Executive Board and voted by membership. While working as a Para I have fought for Para and Substitutes on a variety of issues on various Union committees from Collective Bargaining and Silent rep for our last contract and Collective bargaining for Impact Bargaining regarding Covid issues. This past summer I served as an elected delegate to the AFT National Convention and the AFT-MA Convention. I also had the opportunity to join several Para colleagues at a PSRP conference this past April.

I ask for your vote for Para Council and Delegate for all Affiliated Boards. I have always put your self-interest first.

Mary Thomas

No statement submitted.

Debra Brown

My name is Debra Brown and I am running for the position of Para Council and Delegate to all Bodies. I would like to present my history with the Boston Public Schools and the Boston Teachers Union:



- Paraprofessional for 30 years
- Worked in the classroom in a variety of settings
- Currently an inclusion Para at the Kenny, former Librarian Para at Charles Sumner
- Was Building Representative for the Charles Sumner School for over 25 years
- Para Council for over 20 years
- Trustee to the Health and Welfare Fund
- Member of the Collective Bargaining Unit
- Delegate for all bodies of the Union

To keep our union strong and to build this union, we need everyone's energy, talents and ideas, making it more important than ever that we bridge the gap between seasoned activists and new members. Paraprofessional / Substitute Teacher and ABA roles are changing,

and I want to insure the paras, ABAs and substitutes receive the dignity and respect they deserve from the BPS as well as the Boston Teachers Union. I will not let the Paraprofessionals, ABAs and Substitutes be forgotten in the Union. It's a whole new world out there for Unions and times may be tough, but I am ready for the challenge.

Please consider me for the positions of Para Council and Delegate to all Bodies when voting.

Sau Yip

No statement submitted.

CasSandra Samuel

Hello BTU Paraprofessionals,

First and foremost, Thank you for many years of electing me to be a voice on Para Council for you. As a re-elected candidate for Paraprofessional Council, I will



continue to bring my experience as an educator to represent you with honesty, integrity and the energy to help us move forward in the coming year. For years I have been a Paraprofessional in the Boston Public Schools for 20+ years. My experience includes: LAB paraprofessional in grades 3/4/5, 4/5 grade SAR classroom Paraprofessional, Library / Media Paraprofessional, Early Childhood Paraprofessional, One to One Paraprofessional, Tech Goes Home Trainer, BTU Tech Goes Home Trainer for Paraprofessionals and Subs, Faculty Senate Representative, Building Representative, Alumni of Boston Technical High School, Parent of Boston Latin Academy Alumni, Building Rep. Award 2012 and AFT Mass Distinguished Service Award in 2019, member of the BTU Negotiation Team for 2 1/2 contracts, appointed BTU Paraprofessional Health & Welfare Trustee, volunteer of the Parent Association E-Board at Bridgewater State University. I will continue to bring my experience as an educator to help the board facilitate new opportunities for Paraprofessionals on every level. Please cast your vote for me in June. Remember again, your vote is your voice! Your support is very much appreciated.

A. Vanessa LaRocque

A. Vanessa LaRocque is a long-time Boston resident who has over 25 years in education, 18 of those years has



continued on page 8

CANDIDATE STATEMENTS
continue on page 8



Candidate Statements

PARAPROFESSIONAL COUNCIL

A. Vanessa LaRocque

continued from page 7

been dedicated to supporting Special Education students in the BPS. LaRocque is seeking re-election as an Executive Board member, Delegate of All Affiliated Bodies and Para Council. She is dedicated to continue working hard to not only advocate for all of our members but also give the paraprofessionals a stronger and deserved voice on the board. Our CFC's, Security Paras and other non classroom support staff in our unit needs to be represented. As a longtime building representative, LaRocque has been engaged in many union issues and battles, including but not limited to COVID-19 related matters, flexible schedule planning, advocating for schools our students deserve and helping lead the charge to save McKinley SEA from eviction. She believes the distinction and hard work exemplified by paraprofessionals is not fully appreciated, and would continue to be a powerful advocate for them to have their unique concerns addressed. She is also committed to make certain the needs of paraprofessionals in all areas of the school system need to be strongly advocated.

LaRocque's excellence has been recognized in many ways. She was amongst the first group selected for the Regional Building Representative Leaders. She is the past recipient of the AFT's Distinguished member award, In 2016, she was selected as the Paraprofessional Building Representative of the year. LaRocque also represents the union as a Delegate at state and national conventions, Sergeant-At-Arms and as a member of the following committees: Collective Bargaining Committee, COPE, Greater Boston Labor Council (E-Board Member), Silent Rep during contract negotiations, Social Committee Chair, Women In Leadership Development and she serves as an officer for A. Philip Randolph Institute Boston Chapter.

LaRocque will continue to be a powerful voice for all our members as they fight for a fair contract that recognizes their value to the system, and defend those who are not treated fairly and respectfully. If you are looking for a dedicated person who will work tirelessly on your behalf, then look no further than Vanessa LaRocque.

Christine Buttiglieri

Hello, BTU members, my name is Christine Buttiglieri.

I am retired Library / Para Professional, I worked at The Mario Umana School in East Boston for over 30 years. Even though I am retired, I have



been active with our union, some of my favorite things to do is to work with the Election Committee and Paras. I am also presently active with Para Council, Health & Welfare as a trustee, I am also part of the RTC Board and a Delegate. I enjoy working with the Union supporting all members. This is where I ask for your support by voting for me in the coming election. So, I will be able to continue my support to all our Union members. I am a candidate for Para Council and Delegate. I would appreciate your consideration in both positions. Remember you can vote by mail or in person. Thank you.

Bianca Pierre

My name is Bianca Pierre, and I have been a proud employee of Boston Public Schools for the past 8 years! My goal as a member of the para council is to be a primary voice for all concerns shared with me. I believe that every opinion deserves to be brought forward and considered, and I am not afraid to speak out. I used my considerable experience as a paraprofessional to facilitate Para 101 workshops for the past three years to help paraprofessionals grasp an understanding about their roles and responsibilities, as well as information about further involvement within the BPS/BTU community. As the chair of the Haitian Educators Committee, I learned quickly that several children in my community had significant reading challenges and needed more learning opportunities and guidance. After becoming a family liaison at Beethoven Elementary last year, I was able to secure the Teacher Leadership Fund grant to run a series of literacy workshops called Reading avèk Jwa (Reading with Joy). The children and families showed tremendous growth and improvement throughout our workshops, and I hope we are able to continue these efforts again next year. I am eager to be a part of this council and help create more opportunities for paraprofessionals to have a bigger role in the education of our children. Please vote for me.



Adrienne Jordan

No statement submitted.

Carla Johnson

No statement submitted.

Sacha Ruiz

No statement submitted.

Tracy Romain

No statement submitted.

Cynthia Ferris

No statement submitted.

Derrick Smith

No statement submitted.

RETIRED TEACHERS CHAPTER OFFICERS



The RTC Team

We are running for officers of the RTC and ask for your vote.

Marilyn Marion
Chair

Roz Avant
Vice Chair

Joan Devlin
Secretary

Mae Bishop
Treasurer

We thank you for the opportunity to continue to work on your behalf to promote pension improvement, maintain health benefits, provide opportunities to continue connections to the BTU and your colleagues.

The team is committed to finding solutions to raising the COLA base and to providing enhanced benefits to those retirees who have fallen far behind with pensions inadequate to maintain an income that provides sufficient money in order to survive in this super inflationary cycle.

None of us can guarantee a successful outcome, but we can guarantee that we will continue to fight to raise the pension, provide information and connections to services to assist our members, and continue our fight to improve our schools and communities.

We ask for your continued support and your vote for the positions as your RTC officers and for Delegate to All Affiliated Bodies.

BTU Election in Full Swing!!!...

continued from page 1

Candidates for all positions except Delegate have been invited to make a 2 minute video that can be found by going to the BTU website (btu.org) to introduce themselves to members. Take some time to review the videos to help you make an informed choice.

This is a chance for every BTU/RTC member to exercise their voice. A robust turn out helps build the strength of the BTU!!

**You must be a member in good standing in order to run and to vote.

Please be aware of the following by-laws change, which was passed in January:

- a member must be in good standing to vote;
- a member who is in arrears in dues payments for three (3) or more months is not in good standing and not eligible to vote;
- members on unpaid leave may make arrangements to pay their dues directly to the Union;
- upon payment of all back dues, the member shall be restored to good standing;
- members on unpaid leave shall be required to pay only half the amount of dues that would normally be due; this reduction shall only apply to each full month of unpaid leave;
- a written message containing the above information must be provided to all members electronically or by regular mail; or, in the alternative, it can be included in the election information provided to each member from the election committee;
- a member on paid leave as a result of a criminal indictment shall not be eligible to vote.