



BTU Goes to the Polls!



**Finals
Wednesday,
June 5th, 2013**
See story below
and on pages 4-7

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Black and Hispanic Teachers Bear Disproportionate Impact of New “Objective” Evaluation System

Performance Evaluation May Be a Lot of Things, But is it Objective?

(Note: The following report appeared in the BTU e-bulletin on March 23 (<http://www.btu.org/btu-publications/ebulletin/2012-13/2013-04-23t000000>) and the Globe followed up with a report on March 24 (<http://www.bostonglobe.com/metro/2013/04/23/boston-union-officials-black-and-hispanic-teachers-disproportionately-targeted-under-new-evaluation-system/LCghntHAh8zM2R8qPmYrzM/story.html>). The readership of the e-bulletin that day was the highest ever recorded for an e-bulletin in the e-bulletin's 10-year existence. The school department then put out a survey the same day (<https://s.zoomerang.com/s/BPSTEACHERS>) seeking feedback on the performance evaluation system. Why is the BPS suddenly interested in surveying people about the performance evaluation process? Where there's smoke, there's fire.

There are a great many people who feel that the current PE system is anything but 'objective.' While more sophisticated (complicated) than the old system, the new system still lends itself to the potential bias of the observer, despite the district's position that the system is objective, even bordering on science. More like **pseudoscience** is the position of many of our members.)

Black and Hispanic Teachers Bear Disproportionate Impact of New “Objective” Evaluation System

A BTU analysis of the impact of the new performance evaluation system has revealed that Black teachers are **more than three times as likely** as white teachers to be placed on either a *Directed Growth Plan* or an *Improvement Plan*, both of which convey negative ratings that could lead ultimately to an intention to dismiss. Hispanic teachers are **one and one-half times as likely** as white teachers to be similarly situated.

School Department: Evaluation Rubric is Fair BTU: Results Show Otherwise

The district claims that it is adhering to the rubric agreed to by both parties, and that, in their mind, gets them off the hook. Here's what they responded to our request for the data used in the above analysis: "...While BPS understands the Union is entitled to this information, I must address the inference made in your March 27 correspondence. It is BPS position that evaluators are adhering to the rubric agreed to by the parties and apply that rubric to evaluations conducted."

The rubric that was agreed to is identical to the state-designed performance evaluation system that is in place in more than 60 other districts statewide. There is no evidence that any other district has shown the same disturbing patterns that Boston has.

The above patterns were brought to the attention of the school district on April 3 at a meeting between the parties. We have received no response to our claim that the implementation of the performance evaluation system appears to be skewed along racial lines.

Extreme Disparities Found at Mattahunt

What's more, it is our contention that the new system has been used selectively to "make a point," furthering a claim that the system is anything but objective. Consider what's going on now at the Mattahunt Elementary School.

The Mattahunt Elementary School has been designated for Turnaround status by the state, after years of indifference and neglect by the school district. It will become



**Richard Stutman
BTU President**

a Turnaround school this fall. The school department has suddenly uncovered at least 12 less-than-satisfactory permanent teachers at the Mattahunt who have been placed on either a Directed Growth Plan or an Improvement Plan, at a rate that is almost 9 times the rate found citywide. As has been seen elsewhere, the teachers chosen are disproportionately Black teachers

Instead of admitting its own failed leadership at the Mattahunt, the school district has looked for scapegoats. Its weapon of choice: performance evaluation.

BTU: Convene Outside Group to Examine Unequal Practices

We look forward to the school department's explanation of all of the above as well as what corrective measures it will take. One good place for the department to begin would be to convene a group of outside experts to examine district practices. It is very clear that the system as constructed—rubrics and all—is anything but objective or fair.

Percentage of Staff on Either a Directed Growth Plan or an Improvement Plan

By Race	Number of Teachers	# of Teachers on Either Improvement Plan	% of Teachers on Either Improvement Plan
Black Teachers	1153	68	5.9%
White Teachers	2921	53	1.8%
Hispanic Teachers	494	14	2.8%
Asian Teachers	258	5	1.9%
Other Minority Teachers	13	0	0%
Total Staff	4839	140	2.9%

This data was requested under the Freedom of Information Act by the BTU and verifies what many believe: The performance evaluation system, notwithstanding claims to the contrary by the school department, is neither objective nor fair.

Two Ways to Vote in Union Election: In Person or Mail-In

by Kristen Pinto, BTU Election Committee Chairperson

The BTU Election Committee will be conducting our 2013 Biennial Election this spring with a new absentee ballot option which resulted from the passage of a by-law change voted by the membership. The rationale for this move is to hopefully increase election participation. We have hired the American Arbitration Association to work with us this year in order to ensure a smooth election.

The proposed timeline for this new election process is as follows:

Final Election - June

Week of 5/6 – BTU will mail out Absentee Ballot Request forms with a business reply envelope

5/16 – Deadline for Receipt of Absentee Ballot Request

5/20 – Deadline for Mailing of Absentee Ballot to voters

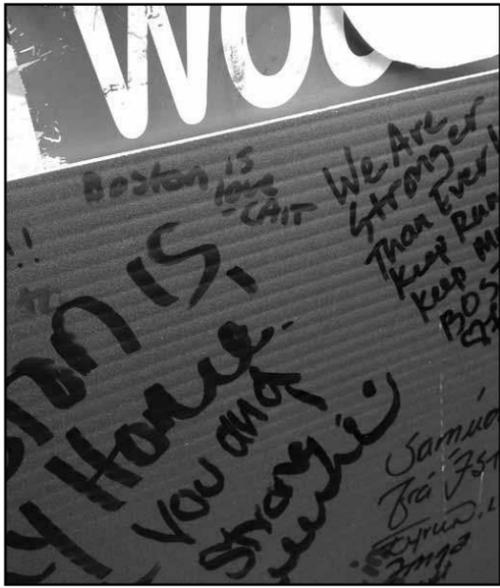
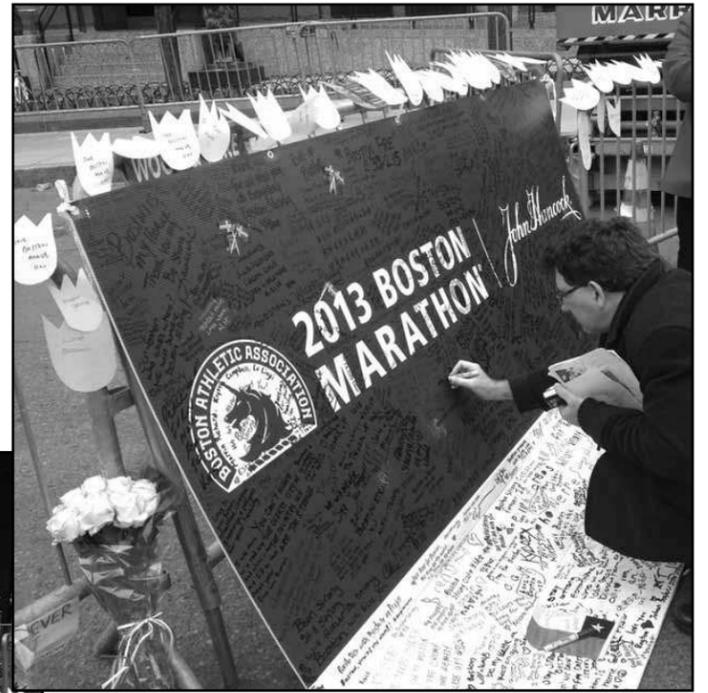
6/4 – Deadline for Receipt of Absentee Ballots

6/5 – In-person polling at BTU

Only absentee ballot requests on the official form will be accepted since there are several pieces of information that must be verified in order to certify qualified voters. Please note that Retirees had to be signed up with the Retired Teachers' Chapter by April 1, 2013 in order to vote in this year's election.



Boston Strong: The World Responds in the Aftermath of the Boston Marathon Tragedy



Photos by Caitlin Cox,
Latin Teacher, Boston Latin Academy

Where We Learn Matters

Where our children learn and our teachers teach, matters. Especially in Boston where our school children have some of the highest asthma rates in the state - it is critical that we keep our school infrastructure in good shape and ensure schools are healthy places to be throughout the day. If we can keep students and teachers healthy - out of the hospital and in school - we will be more successful in advancing students healthy development and readiness to learn.

The "State of our Schools" report, recently released by The Center for Green Schools at the US Green Building Council, highlights the unfortunate condition of schools across America. The report calls for billions of dollars to be invested to modernize our k-12 academic facilities to meet current health, safety and educational standards. With budget shortfalls in Boston, our school buildings are no exception. Fortunately though, all across the city wonderful community partners are working hard to implement innovative initiatives to improve the health of our buildings and health of our staff and students.

One of those groups is the Healthy Schools Taskforce (HST), which was established in 2002 to address school environmental conditions that affect health and learning. The HST is open to the public and is made of members from BPS Facilities and Health & Wellness Departments, the Boston Public Health Commission, Custodial and Teacher Unions, and a community coalition - the Healthy Homes, Healthy Schools Collaborative. Over the years, this group has initiated several environmental policies and procedures (Green Cleaning, Integrated Pest Management (IPM), Environmental Inspection/Audit program) that have had significant impacts on improving indoor air quality and school building conditions across Boston schools.

Healthy School Highlight: Trotter School

The Trotter School, on the edge of Dorchester and Roxbury, has one of the highest student asthma rates in the district. School leaders came together in



an Environmental Committee to address this issue. They focused on the results of the Annual Environmental Inspection/Audit, which was completed by BPHC and BPS Facilities Department, and working with MasCOSH as a technical advisor, the Trotter has made significant advances in reducing asthma triggers over the past two years. As a result of these great accomplishments, the Trotter's Environmental Committee (TEC) applied for the "Building Connections" Health & Wellness Award which will be announced at the 6th annual Health & Wellness Summit.

Much of the success in the school has been a result of leadership and proactive efforts by the school nurse, **Margaret VanCleve-Rocchio** and members of the TEC. "When I arrived at the Trotter a few years ago, I didn't know there was a committee and was not even aware there was a problem with the environment," said Margaret. "I was overwhelmed by the number of children with asthma even though parents said that their children were fine when they were at home. The committee helped me make the connections between conditions in the school and the large number of asthma exacerbations."

Working through the committee and the Trotter staff three to four years ago, BPS Facilities Management conducted a major clean-out of clutter throughout the school building. This clutter cleanout allowed the school and Facilities Management to enhance the Trotter's Integrated Pest Management program by allowing more thorough IPM inspections and treatments.

This school year the TEC recruited the senior custodian and the recycling team to

participate in the Committee in an effort to improve communication and progress with some of the initiatives. The custodians know the building best, and there was a need to closely coordinate with the new single stream recycling program, which greatly reduces excess paper, clutter and dust in the classrooms. In addition, this year the TEC has engaged students across the school in simple efforts to foster a greater respect for the school environment, to become good recyclers and play an active part in keeping the school clean and pest free. BPS has shown a further commitment to reducing the asthma triggers at the Trotter School by weatherizing the building, fixing leaks, walls and the roof.

The good news is that these efforts are paying off! The rates of chronic absenteeism have decreased at the Trotter as a result of these concerted efforts involving the TEC, the classroom teachers, City Year corps members, and attendance buddies. School staff members have also noted that there are fewer pest sightings due to aggressive reporting and monitoring of needed repairs, such as door sweeps to keep the mice out!

(Submitted by Phoebe Beierle, Green Schools Fellow, Boston Public Schools and Tolle Graham, Labor Environment Coordinator, MassCOSH (MA Coalition for Occupational Safety and Health) a member of the Boston Healthy Homes and Schools Collaborative and BPS Healthy Schools Taskforce (HST), has partnered with BPS to develop and foster healthy school models to address school building conditions that affect health and learning for over twelve years.)

How Healthy is Your Classroom?

Schools all across the country took part in Healthy Schools Day on April 30 2013. There's still time to take some actions and make progress before the end of the school year. What will you do in your building to make a difference?

As a teacher you have control over your classroom environment. Check out these ideas for keeping your room green and healthy!

- Download and review your school Environmental Audit/Inspection from the school website (on BPS.org) to understand what improvements could be made in the building.
- Keep the pests and dust out by keeping your room clutter and food free.
- Regularly report signs of pests in the Integrated Pest Management log, which is typically in the main office.
- Start or join your school based Wellness Council or Environmental Committee to raise environmental health and green school topics.
- Clean the "green" way. Ask your custodian for a spray bottle with the approved green cleaner.
- Keep blinds up to let daylight in which helps students stay alert.
- Educate yourself by taking the Center for Green Schools, Green Classroom Professional Certificate course - \$30 for BPS teachers.



BPS 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

What is the New Process for Scheduling the 18 Professional Development Hours?



Caren Carew

The new contract language for Article V, Section E (a) 8 reads; *"The building administrator may establish the professional development schedule provided that the meeting schedule be provided to the staff no later than the end of school for the proceeding year, none of the time scheduled over the summer unless there is a waiver vote under CBA, and provided that no professional development time be scheduled on the 2nd Wednesday of the month, and must be at least two hours in length."*

The CBA (Collective Bargaining Agreement/Contract) provision referred to (above) speaks to the section under SSC (School Site Council) which calls for PD time if proposed by administration to be held in the summer, Saturdays, etc. as part of the 18 hours must be subject to a waiver vote of 66 2/3rds to pass. For this type of vote the waiver provision under SSC in the contract must be followed.

The new contract allows the administration to both set the content and the schedule of the 18 hours of mandatory paid (as part of our salary) PD time, with the exceptions noted in the above paragraph. This is a change from the prior contract provisions.

What are BPS Safety Contingency Procedures for Schools?

The Superintendent's Circular, 'School Safety Contingency Plans' FSE-1 details in 31 pages what these procedures are. The Circular states, *"It is the responsibility of each school administrative head to update, review with staff and submit their School Safety Contingency Plan no later than September 21 each school year"*. The circular begins, *"Emergencies happen randomly in time and place, but they can be handled efficiently if you have an adequate school action plan and an informed staff. A plan without a crisis is better than a crisis without a plan. School administrators and staff routinely manage crisis and a well thought out plan will ensure guidance in a major emergency."* If this has not occurred at your school, I strongly suggest you seek out your school's plan and review it immediately along with this circular in total.

I will touch on some elements of the circular, but encourage you to review it in its entirety. There are three tiers defining incident responses. These situations will be categorized by the designated Site Incident Control Manager (SICM). All incidents or behavior categorized as Tier I – III will require action and follow up to ensure the safety of students, staff and facilities. **Tier I** presents imminent danger to students, staff and property beyond the schools ability to control which would require an immediate 911 response [such as; bomb threat, kidnapping, hazardous materials, violent behavior, school bus accidents, fire and the like]. **Tier II** presents potential danger to students, staff and property calling for a stand by response planning mode, gathering info and notification of proper agencies [such as facilities failures, gang activities, communicable diseases, weather warnings and the like]. **Tier III** are conditions indicating a threatening situation is in the formative stage calling for proactive prevention and monitoring mode as well as collaborating and communicating within and beyond BPS support structure [such as; sexual harassment, intimidating behavior, obscene calls, increasing vandalism and the like].

In the emergency response guide section of the circular, there is a detailed component assessing the emergency response which is up to the Site Incident Control Manager to ID and then implement

the appropriate response for. A response of containment would be implemented if: the situation presents a threat of illness, injury or death to persons moving in, around, or about the campus and it is determined that containment will provide a greater level of safety for those persons [situations such as; riot, shooting, hazardous material spill outside, hostage, suicide]. A response of evacuation would be implemented if: the situation presents a threat of illness, injury or death to persons remaining inside a building and it is determined that evacuation will provide a greater level of safety for those persons [situations such as; fire, explosion, hazardous spill inside, hostage, bomb threat, gas leak].

Containment procedures classroom teachers' guide as outlined in the circular is as follows. **BRACE: Barricade, Report, Assess, Control and Communicate, Evacuation. Barricade:** Teachers should acquaint themselves with items in the classroom that may be used to prevent or slow forced entry to their rooms. If the threat is from airborne contamination, teachers should use jackets, sweaters, etc. to seal entry points. **Report:** During the containment, teachers should contact Emergency Responders using windows, cell phones, written signs, hand signals, flashing room lights, or other means. Identifying the number and condition of occupants in your area is a priority. **Assess:** assess the situation. If safe to do so report your info to Emergency Responders and/or Site Incident Control Team [these members are identified in the circular in detail]. **Control and Communicate:** Try to keep students quiet and out of the line of sight from class doors/interior or exterior windows to avoid detection by intruders. Maintain communication with Emergency Responders if safe to do so. **Evacuation:** Some items to consider before moving your class; Is it safe to remain in your present location or safer to evacuate? Considerations before evacuation should include the hazards faced during evacuation: broken glass, sharp metal, height, surface. Do you know where to go? Is there cover along the route? Are there places to hide along the route?

Evacuation procedures: 1) Call 911 and advise reason for evacuation and stay on the line if safe to do so. Do not hang up. 911 dispatchers will route call to appropriate agencies. 2) Start evacuation procedures according to normal fire drill procedures. 3) If the threat of an explosion is present, or hazardous material spill has occurred, it may be necessary to move the students further than a normal evacuation distance. 4) Teachers: Bring Roll Book. It will be necessary to keep roster of all students moved. Each teacher will be responsible for their own class. The Safety Coordinator will organize any dismissal of students and the release of each student must be documented. 5) Staging areas should be set up if needed separately for: injured, ill persons, parents, media. 6) Students and employees with special needs may require assistance. Paras assigned to students and staff will remain with their assignments throughout the duration of the incident. 7) Ending the evacuation status: When it has been determined by the Emergency Responders and the SICM that conditions are safe to resume normal activities, the SICM will inform staff that it is safe to reenter the building.

Please review entire circular in that it goes into great detail concerning what I have excerpted as well as additional components contained within the context of

school safety procedures.

What is the Policy on Religious Expression in Public Schools?

In the Superintendent's Circular, *Religious Expression in Public Schools' LGL-17*; explain that issues concerning this topic are constantly evolving and subject to constitutional law, so that specific questions regarding this should be directed to the BPS Office of Legal Advisor; 617-635-9320.

The circular highlights general principles that should be followed including; *"Teachers, administrators and other school employees who when acting in their official capacities are acting as agents of the state, must not encourage, discourage or participate in prayer or other religious expression. Although the First Amendment forbids religious activity that's sponsored by the government, it protects religious activity initiated by private individuals that is non-disruptive, including student prayer before meals or during non-instructional time. Such non-disruptive religious activity may also include speakers at student assemblies, extracurricular events or graduation ceremonies who are selected on the basis of genuine neutral, evenhanded criteria, who retain control over the content of their expression.. Under such circumstances, school officials may make neutral disclaimers that the speech is the speaker's and not of the school. School officials may not compel students to participate in prayer or other religious activities."* Amen!

Who Are the People Coming Into My Classroom?

Our contract language states that, *"All visitors to a classroom shall knock on the door and, if invited to do so, will introduce themselves."* This is significant in that it means that you, as the teacher in the classroom have the right and *duty* to request the person entering your class to identify who they are and what organization they represent. If they are an administrator in the BPS, are an elected official, or a member of the Department of Education, we must let them enter. If, however, they are an intern with a University, a parent un-

announced, or some other random individual, we do not have to allow them entrance. It is not just your right to ask who they are, but in this day and age it is a matter of safety that we request their identity. If we do not request this, they are not obligated to tell us. If something unusual occurs, and we are then asked who the person was who entered and our response is, that we don't know, we just let them in unquestioned, then we are allowing ourselves and more importantly, our children to be vulnerable to anyone who happens to make the way into the school. People who are not BPS employees, elected officials, or DESE employees; do not have a right into our classes without our expressed permission.

How Many Bereavement Days Are Teachers Entitled To?

"In the event of a death in the immediate family, including mother-in-law, father-in-law or anyone residing in the same household with the teacher, up to five (5) days without loss of pay shall be provided. Days are consecutive school days immediately preceding, following or including the day of death. Holidays, vacations or suspended sessions shall be considered school days under this provision. One (1) day without loss of pay shall be provided for a niece, nephew, uncle, aunt, and in-law other than above. Three (3) days without loss of pay shall be provided for a grandchild/parent."

Is There Any Life Insurance Through the BPS for Teachers?

The BTU/BPS labor management agreement details; *"The employer [City of Boston] contribution to the life insurance portion of the group insurance plan (\$5,000 policy) shall be 50% with a provision for teachers to purchase more life insurance at a low rate."* If you are interested in looking into this option, contact the City of Boston's Group Health Insurance Office at 617-635-4570, located on the 8th floor of Boston City Hall.

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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 15th.

All copy should be e-mailed to gvirchick@btu.org and mmaguire@btu.org. This deadline will be strictly adhered to.

180 Mount Vernon Street ❖ Boston, MA 02125
617-288-2000 ❖ 617-288-2463 ❖ Fax 617-288-0024 ❖ www.btu.org



BTU Goes to the Polls!

Finals ★ Wednesday, June 5th, 2013

The Ballot

President

1. Richard Stutman.....O'Bryant/BTU

Executive Vice-President

2. Patrick J. Connolly.. Madison Park TVHS/BTU

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3. Charles R. Johnson.....Madison Park TVHS/BTU

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4. Angela Cristiani ...Psychological Services/BTU

Secondary Field Representative

5. Caren Carew.....King MS/BTU

Elementary Field Representative

6. Michael W. McLaughlin Murphy K-8/BTU

Paraprofessional/Substitute Field Representative

7. Debra Brown..... Sumner ES

8. Josefina Lascano..... Edison K-8

Executive Board

9. Michael J. Maguire Boston Latin Academy

10. Robert P. Carroll..... Sumner ES

11. Ann O'Keefe..... Mildred Ave. K-8

12. Sherry Pedone..... Mildred Ave. K-8

13. Garret Virchick..... Brighton HS

14. John Allocca..... Alternative Ed

15. Erik Berg..... Philbrick ES

16. Jessica Tang..... Young Achievers K-8

17. Christine Choukas McKay K-8

18. Alice M. Yong Mildred Ave. K-8

19. Laura Lee Johnson..... Occupational Therapist

20. Cheryl L. Kelly, R.N..... Edwards MS

21. Brenda Chaney O'Bryant

22. Allison Doherty..... Urban Science Academy

23. James (Timo) Philip..... Retired

24. Mary Ann Urban..... Retired

Paraprofessional Council

25. Donna Adame..... West Roxbury Academy

26. Debra Brown..... Sumner ES

27. Christine Buttiglieri Umana Academy K-8

28. Connie Concetta Campea Charlestown HS

29. Arleta Faulkner..... Curley K-8

30. Cynthia Ferris Excel, SBHS

31. Shauntell Foster..... Umana Academy K-8

33. Irma Ortega Hernandez..... Condon ES

34. Jeanne Hogan..... Condon ES

35. Debra Irby..... Mather ES

36. Adrienne Jordan..... Chittick ES

37. Carol Kirkland-Small Ellison/Parks EES

38. Josefina Lascano..... Edison K-8

39. Donna Lashus..... Mattahunt ES

40. Sharon Butler O'Dwyer..... Condon ES

41. CasSandra Samuel Young Achievers K-8

42. Sheila Yetman..... Condon ES

Delegates to All Affiliated Bodies

43. Alice M. Yong Mildred Ave. K-8

44. Colum Whyte Lee ES

45. David Weinstein..... BTU Pilot School

46. Brenda Webster..... Retired

47. Garret Virchick..... Brighton HS

48. Mary Ann Urban..... Retired

49. Paul R. Tritter Snowden HS

50. Paul Tenney..... Retired

51. Jessica Tang..... Young Achievers K-8

52. Richard Stutman..... O'Bryant/BTU

53. Linda O. Simonetti..... Retired

54. John Simonetti..... Retired

55. Ivelisse Santos-Rodriguez Boston Latin Academy

56. CasSandra Samuel Young Achievers K-8

57. Gilberto Rivera..... Edison K-8

58. Declan Power. Counseling & Intervention Ctr.

59. Kristen W. Pinto Umana Academy K-8

60. James (Timo) Philip..... Retired

61. Seth Peterson Snowden HS

62. Sherry Pedone..... Mildred Ave. K-8

63. Carol Pacheco..... Retired

64. Musabwase Mugemana (Moogie)..... Madison Park TVHS

65. Leonard Miraglia..... Retired

66. Tricia Melanson..... Madison Park TVHS

67. Emily McNeal Philbrick ES

68. Michael W. McLaughlin Murphy K-8/BTU

69. Johnny McInnis BTU Pilot School

70. Karen L. McCarthy Brighton HS

71. Lillie Marshall Boston Latin Academy

72. Gayle Marrow Mildred Ave. K-8

73. Marilyn F. Marion Retired

74. Michael J. Maguire Boston Latin Academy

75. Josefina Lascano..... Edison K-8

76. Roselaine C. Koech..... WR Ed. Complex

77. Ross Kochman..... Harbor MS

78. Karen Kilmain-Patriquin Sumner ES

79. Cheryl L. Kelly, RN..... Edwards MS

80. Adrienne Jordan..... Chittick ES

81. Marta Johnson-Faldasz Roosevelt K-8

82. Laura Lee Johnson..... Occupational Therapist

83. Charles R. Johnson..... Madison Park TVHS/BTU

84. Carla M. Johnson..... Ellison/Parks EES

85. Debra Irby..... Mather ES

86. Darcel Hunt..... Urban Science Academy

87. Karen Wood Hocker Holmes ES

88. Tom Hocker Boston Latin Academy

89. Lynette Harrell..... Holland ES

90. Keith Guyette Dorchester Academy

91. Thomas J. Gosnell Boston Latin Academy

92. Heather L. Gorman..... Blackstone ES

93. Riana Good BTU Pilot School

94. Mary Gaughan Retired

95. Janey Frank Retired

96. Jenna Fitzgerald..... BTU

97. John Enright..... Madison Park TVHS

98. Betsy Drinan..... BTU Pilot School

99. David J. Donovan..... Retired

100. Edward J. Doherty AFT Massachusetts

101. Allison Doherty..... Urban Science Academy

102. Marjie Crosby..... Occupational Therapist

103. Angela J. Cristiani... Psychological Services/BTU

104. Mike Crain Career & Technical Ed

105. Martha Cotton Retired

106. Patrick J. Connolly..... BTU

107. Christine Choukas McKay K-8

108. Brenda Chaney O'Bryant

109. Ted Chambers Edwards MS

110. Robert P. Carroll..... Sumner ES

111. Caren Carew..... King MS

112. Cornelia "Connie" Callahan..... Retired

113. Christine Buttiglieri Umana Academy K-8

114. Nia A. Burke..... Chittick ES

115. Debra Brown..... Sumner ES

116. Anne Broder..... Retired

117. Berta Berriz..... BTU Pilot School

118. Erik Berg..... Philbrick ES

119. Sandra Baler-Segal Retired

120. Roslyn "Roz" Avant..... Retired

121. Christine Arnold Sumner ES

122. Patricia Armstrong Retired

123. John Allocca..... Alternative Ed

124. Maritza Agrait..... Occupational Therapist

125. Donna Adame..... West Roxbury Academy

Candidate Statements

President

Richard F. Stutman O'Bryant HS/BTU

Thank you very much for the privilege of serving as your president for the last two years. It is an honor to represent the 7,000 members of our fine organization.

We continue to be in the crosshairs in the debate on the future of public education. On one side are those who see our union and members as obstacles to corporate educational reform. Those are the people who see charters as the best option for parents, more standardized testing as a key to improved learning, and our benefits as a hindrance to their quest to decrease everyone's standard of living. On the other side are those of us who work in our imperfect but improving public schools, who see hope and not despair, who relish and aspire to great teaching, and, yes, who believe that our work force ought to receive appropriate compensation and benefits to match our profession.

So where will this tug-of-war go? What direction? Well, one thing's for certain: Those who favor corporate reform agenda are not going away. There will be more charters, more standardized testing, and continued attacks on our salary and benefits. We can turn these fights around, but we need to do things differently. We cannot turn the other cheek.

It is no longer adequate to say, "I am an excellent classroom teacher and I will continue to work within my school and profession to provide exemplary service and leadership." While admirable, those goals no longer go far enough. What is hurting us is not necessarily from within — but from without — and we have to challenge the forces outside our schools and profession to survive. We need to rally support for pro-student policies that will allow our schools to be great, without settling for what the corporate reformers want. We'll need your help. Thank you.



Executive Vice-President

Patrick J. Connolly Madison Park TVHS/BTU

I am proud and honored to have served as the BTU Executive Vice President for the past seven years. With a new contract in place it would be easy to hope for a period of relative calm in labor relations and major issues. Unfortunately this is not the case.

There is still a continued pressure on public service unions and teacher unions in particular to make more and more concessions. Despite changes in retirement regulations and health benefits, there is still continued demand to make even more changes. Issues such as evaluation and recertification requirements require our constant attention. There is a great deal of legislation that could adversely impact our membership if enacted into law.

It is important to enforce hard won contractual mandates on issues such as scheduling, planning and development time, and administrative assignments. We should oppose any proposals that would allow our members' work to be removed from our bargaining unit. I will be there to support teachers, nurses, paraprofessionals, and substitute teachers. I will work diligently to protect your rights and benefits. I ask for your continued support and humbly ask for your vote on June 5, 2013.



Secretary-Treasurer

Charles R. Johnson Madison Park TVHS/BTU

The first Wednesday in June 2013 is Election Day for all officers, staff, executive board members, and delegate to all affiliated bodies. These positions will steer the union for the next two years. It is important for all members to vote and share in choosing the leaders they feel will work best for all members of Local #66.

The past few years have demonstrated to union members, both active and retired that legislative law change and business have influenced changes in teaching requirement, evaluation of educators, length of the school day, and benefit packages. Your choice to vote is not to be dispatched as a frivolous effort.

I am asking you to come out to vote and choose the leadership that you feel will best reflect your interest and best serves the membership. "Get out to vote" is not a snappy slogan, it a necessity for you to have good leadership moving us into the future. Make sure when you are asked you can state, "I voted"!



Political Director

Angela Cristiani Psychological Services/BTU

It has been an honor to serve as your Political Director. I ask for your vote for re-election.

BTU members are increasingly agents of political change. Ongoing political action has helped us impact pertinent issues and solidify relationships with our elected officials. I will continue to work with you to expand these opportunities.

Our successes include an increase in the retiree COLA base, passage of HB 52, granting all children access to hearing aids, and seeing many of our endorsed candidates elected but our work is far from done. Legislative mandates are increasing- turnaround schools, health care, pensions, extended learning time, lifting the charter school cap. The list goes on. I firmly believe that continuing to increase our presence in the community and at the State House is critical.

The grassroots approach we are now using includes both active and retired members. I have made a concerted effort to keep you informed through all means of communication, including the *Boston Union Teacher*, Internet, and social media. A Legislative Action Center via the BTU website is in the works.

Whether you are a member of the Rapid Response Team, reviewing and recommending pertinent pieces of legislation, testifying at a hearing, calling or emailing elected officials, or lobbying at the State House, you are making your voice heard. Campaign work for pro-public education candidates is ongoing. A significant municipal election is on the immediate horizon. It is an opportunity for us to shape the conversation about public education and what it means for our schools.

Remember, **you** are the face and voice of this Union. I remain eager to work with you and for you!

I respectfully ask for your vote on June 5th. Thank you.



Preliminary Election Results for Paraprofessional/Substitute Field Representative

1. Adrienne Jordan, Chittick ES..... 19 votes
 2. Carla Johnson, Ellison/Parks EES..... 29 votes
 3. **Debra Brown, Sumner ES 70 votes**
 4. Colleen Hart, Murphy K-8 50 votes
 5. CasSandra Samuel, Young Achievers K-8..... 44 votes
 6. **Josefina Lascano, Edison K-8 73 votes**
- The top two finishers (in red) run against each other in the final election.

Secondary Field Representative

□ Caren M. Carew King MS/BTU

You can count on me as your Secondary Field Representative, to provide proactive, experienced leadership and tenacious, tireless advocacy in these challenging times. Working *with* and *for* you, listening to your concerns and expeditiously addressing them, I've developed a wealth of first-hand, in-depth knowledge to get the job done while fighting for the respect we deserve. As a SPED-ucator I taught over 20 years, five subjects daily in under-resourced schools. I appreciate how necessary it is to support great teaching. I love our kids and want them to reach their potential. I know you do, too. But we need to be able to do our jobs. To that end, I speak up on behalf of our membership while effectively dealing with administrators, prosecute grievances, testify at arbitrations, provide representation at hearings, negotiate with management, promptly respond to your emails/calls, address changes in work conditions, provide SSC trainings, activate new members, resolve conflicts, provide support concerning evaluation/performance issues, meet with members at schools, and am able to problem-solve by thinking outside the box.

As the landscape of public education continues to change, we must work together as colleagues side-by-side with parents strengthening community/political partnerships supporting Boston's children and the public schools that educate them. In doing so, we'll reinforce our ranks through internal organizing/professional development, promoting our agenda through increased external outreach and communicating more effectively that there aren't 'adult' vs. 'student' issues, only *school issues* amplifying our voice-increasing our influence. Our work conditions are the students' learning conditions. Strong public schools are the cornerstone of our democracy. It is our charge to pursue excellence for *all* of the children we educate while maintaining our hard-fought collective bargaining rights.

I am fighting for you. *Let's stand together in BTUnity!*
Thank you for your consideration and vote.



Executive Board

□ Michael J. Maguire Boston Latin Academy

I love teaching. I started teaching over nineteen years ago and I never imagined I'd enjoy it more each year. Things haven't always been rosy. When various aspects of the job became difficult, I gained either assistance or inspiration (or both) from my fellow teachers. By working together, we can make a difficult task a pleasant one.

Just as teachers within a school rely upon each other to ensure smooth sailing; so, too, do all of us rely upon one another within the city. Our union gives us the opportunity to meet, the right to debate, and the strength to persevere.

Our union has successfully negotiated contracts which improve the learning conditions of our students, improve the quality of instruction delivered by all of us each day, and maintain a salary and benefits structure suitable to the demands of our profession. Our union is successful because we work together.

We shall have our work cut out for us in the upcoming year. We shall have a new mayor and a new superintendent. Both will want to shape Boston's schools. I suggest we offer our blueprint first. After all, we are Boston's teachers; we know best what our students need.

To wit, I ask you to join with me in promoting the good works we union teachers do every day. On Facebook please join me in the group "Solution Driven Unionism" or on Twitter follow me @MichaelJMaguire.

Like you, every day I work hard for the parents of Boston. I am also published every month in either the *Boston Herald* or *Boston Globe* advocating for our students and us. To continue this work, I ask for your vote on June 5th. I thank you for your consideration and for all you do to make teaching a noble profession.



□ Robert P. Carroll Sumner ES

As urban educators, the Boston Teacher and Boston Teachers Union face an unprecedented challenge. While addressing the educational agenda of the nation, state, and city, the teacher must deal with a number of social, economic and political complexities.

Over the last decade teachers have been under attack by government, the corporate world and private interest groups, in an attempt to dismantle public education. Education and unionism have been under steady fire from all sides.

I have been teaching in Boston for over 31 years. My teaching experience has been in both secondary and elementary schools. Also, as both a regular education and special needs teacher, I understand the issues and concerns of both.

I have been a union activist for many years; 24 of those years as a building rep. I have been active as an Executive Board member of the BTU, and delegate to the American Federation of Teachers, the AFT-Massachusetts, as well as serving on many union committees.

I will continue to fight with you, for fair wages, decent working conditions and the respect that we all have earned and deserve.

I thank you for your continued support.



Elementary Field Representative

□ Michael W. McLaughlin Murphy K-8 School/BTU

It's been an honor serving the membership of the BTU as the Elementary Field Representative. Once again, I am seeking re-election to serve as your advocate. Every day in this position brings new challenges, especially in these trying times with the implementation of a new teacher evaluation and pension law reforms. As your advocate, I will face the new challenges head-on and apply the knowledge and experience of this office in order to support you and be your strong advocate. Please vote to re-elect me as the Elementary Field Representative. My record of dedication, availability and accessibility speaks for itself. If re-elected I will continue to be a resource for our building representatives. I will address your questions and concerns in a prompt and timely manner. As the elementary field representative, I will continue to uphold your rights, enforce the contract and assist you with the grievance process. I will also continue my long standing practice of being a presence in the schools. I will do my best to keep the lines of communication open between the BTU and its members.

As your BTU representative, I am member of several committees: The Peer Assistance Committee, the negotiating team and the State-Boston Retirement Board, to name a few. My priority on these committees is to be your voice, your representative and your advocate. I will continue to respond to your calls and emails quickly and work hard to assist you in taking advantage of the BTU's resources. Thank you for the consideration. Please vote to re-elect me as the Elementary Field Representative.



Paraprofessional/Substitute Field Representative

□ Debra Brown Sumner ES

My name is Debra Brown and I am writing to thank you for your support in the Primary Election. Your support allowed me to continue on with the final election. I understand the challenges before me and it also confirms you and I share a vision on the future of the BTU. I am running for the position of Paraprofessional/Substitute Teacher Field Representative as you know and I would like your continued support.

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 teachers roles are changing, and I want to insure that the paras 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 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.

- Paraprofessional for 24 years
- Worked in the classroom in a variety of settings
- Currently the librarian at the Charles Sumner Elementary School in Roslindale, Ma.
- Building Representative for the Charles Sumner School
- Para Council for over 18 years
- Para Mentor
- Trustee to the Health and Welfare Fund
- Member of the Collective Bargaining Unit
- Delegate for all bodies of the Union
- Recipient of Para of the Year, AFT/MFT, Superintendent Focus on Children Award

I would be honored to have your vote again on Wednesday, June 5, 2013 and privileged to serve you as the Paraprofessional/Substitute Teacher Field Rep.

□ Josefina Lascano Edison K-8

First of all my most sincere thanks to all the Paraprofessionals and Substitute teachers that supported me with their vote on May 1st in the primary election for the position of Paraprofessional/Substitute Teachers Field Representative.

I am asking for you to come back on June 5th, and continue supporting me with your vote of confidence. I am a strong believer that in order to succeed you need to be a good listener, be truthful, honest, respect everyone and be prepared at all times.

If elected for this position one of my goals is to visit all the schools, meet with the paraprofessionals and substitutes and get to know all of you. I will listen to your concerns, questions and help you to the best of my ability.

My experience with the Union over the years has been serving in the Negotiating Team for the last two contracts, Paraprofessional Council, Trustee for the Health and Welfare Paraprofessional Fund, Collective Bargaining Committee, Election Committee, Delegate to Local and National Conventions and Building Representative.

Among my accomplishments, I have received the AFT MA Distinguished Service Award, Paraprofessional of the Year and the AFT Everyday Unsung Hero. I am a Para Mentor and an AFT ER&D MSBSS Strand Trainer.

Gracias por su apoyo, ven a votar el 5 de junio. Tu voto es importante.
Thank you again and don't forget to come on June 5th and vote.



□ Ann Marie O'Keefe Mildred Avenue K-8 School



□ Sherry Pedone Mildred Avenue K-8 School

My name is Sherry Pedone. I am a music teacher at Mildred Ave. K-8. There are two reasons that I am running for the Executive Board of the BTU and Delegate.

The first reason is to bring attention to the state of the arts in our schools. We need sequential learning in the arts in the BPS.

Most students in 7th and 8th grade will not get music in high school as most of the high schools do not offer music. There have been attempts to start a high school marching band in Boston, unfortunately it is set up to stumble. The arts must be taught by grade sequence, must be taught by certified teachers and must be taught within the regular school day. We had this once upon a time in Boston. Arts ARE academic!

Second, I feel as a veteran teacher, I have a responsibility to lead other interested union members into activism. This happens only if we teach other union members what the union stands for, our history, and then let them lead us into the future.

I started the Womens Rights Committee on this premise. There was a need to look at the status of women worldwide. I am proud to say that the WRC has successfully hosted two events that have honored women who have made a difference in the lives of women and girls with our Glass Ceiling Award. We also hosted a forum on Afghanistan with Afghan scholars sharing poignant and painful stories on living life under the Taliban rule. The WRC is growing stronger and is now chaired by a vibrant young woman who will lead the committee to greater strength.

I would like to continue this work. I ask for your vote.



□ Garret Virchick Brighton HS

As we enter this election season teachers and public employees are under attack like never before. The very future of public education is being called into question. So called "reformers" have been using misinformation to build public opinion against teacher unions and public schools, offering solutions that take teacher voice out of the equation. When electing our Executive Board we should be looking for candidates that understand the complexities of the issues and will advocate for progressive solutions to the problems we face as working professionals.

As editor and frequent contributor to the Boston Union Teacher I have advocated for real teaching and learning as opposed to the mindless test prep that has come to dominate our schools. As a member of the negotiating team I have helped to collectively bargain contracts that provide fair treatment and benefits for BTU members. As a member of your Executive Board I will advocate for our union to join with other unions and community organizations in the fight for social justice for all Americans.

As educators our concerns are often ignored. This needs to change, but it will not be easy. We need to reach out to our younger members, listen to their ideas, and bring them into a more active union. We need to stand with our retired members who fought hard to make teaching a more valued profession and continue to work to insure all have dignity and security in retirement. And we need to build common cause with the parents of our students who entrust us with their children in the hopes that a quality education will one day bring them a better life. As a member of the Executive Board and delegate of the Boston Teachers Union I promise to work hard for all members of the BTU. I ask for your support June 5th.

□ John Allocca ABCD University HS

We are living in challenging times. We and our students have been battered by a regimen of Race-to-the-Top, media attacks on our profession and our union and an overreliance by administrators and politicians on standardized tests and scripted curriculum as the only measures of student achievement and teacher quality.

In times like these, we need a vision for the future of our union and more activist voices in the leadership of our union to respond to these challenges. I am running for reelection to the Executive Board of the Boston Teachers Union because I can provide exactly that vision and that voice.

The vision that I support for our union is one of social justice unionism. This means that we have to combine our efforts to defend our rights on the job with active leadership in educational policy and professional development, along with a stronger focus on supporting the struggles for survival



(continued on page 6)

Executive Board

(continued from page 5)

□ John Allocca continued

of our students and their communities, especially around the need for decent, affordable housing and universal access to quality healthcare.

I have been a building representative for the last 17 years and I served as delegate to the 2008-2012 AFT national conventions and the 2008-2012 AFT Massachusetts conventions. I have also been a member of the Committee on Political Education since 2009 and a member of the BTU Community Advisory Board since 2011.

I would appreciate your vote for me for BTU Executive Board and Delegate in the election on June 5, 2013 at the union hall or by absentee ballot. If you have any further questions, please don't hesitate to contact me at john.allocca@verizon.net.

□ Erik Berg Philbrick ES

I am running for re-election to the BTU Executive Board because I believe strongly that teachers must have a voice in our profession, and that our union is the most effective and democratic way for us to express ourselves. There are many competing voices in education policy these days, and policy and political leaders are often unwilling to listen to those of us who work with students each and every day. Through our union, we can make our case for better, more equitable schools for all kids and a better, more sustainable workplace for all teachers. I want to continue to push for the Boston Teachers Union to be a widely respected, sought after voice on issues that affect our schools, whether they relate to curriculum, leadership roles for teachers, a school schedule that works for everyone, or the search for a new Superintendent.

I am a second grade teacher at the Philbrick School, and last year attained National Board Certification. I am finishing up my 22nd year as a teacher. I currently serve on the BTU Executive Board, the BTU School Governing Board, the COPE Committee, as Building Representative, Delegate, and a member of the Negotiating Team. I served on the national AFT Committee on Implementation of the Common Core Standards and am on the board of the curriculum and advocacy organization Common Core. I am the father of two students in the Boston Public Schools.

I worked hard to settle our most recent contract, which included a fair and equitable raise, while providing leadership opportunities for teachers and added services for our students. I pushed for a new method of selecting delegates to the TEACH conference, and recently advocated successfully for a new BTU organizer position. I ask for your vote on June 5 for Executive Board and Delegate.

□ Jessica Tang Young Achievers K-8

Two years ago I ran for Executive Board because I wanted to help lead our union in a direction that better reflected my vision of unionism. A strong union is one that is **responsive, collaborative, and proactive**:

- **responsive** to the needs and wishes of its membership
- **collaborative** with parents, students, and community
- **proactive** in creating and influencing policies that will provide the necessary learning and working conditions for student success in schools and the larger community

As I reflect on the last two years, I believe **we have made steps in the right direction, but there is still much work to be done.**

I am proud to have led the BTU's efforts to create its first Community Advisory Board where students, parents, teachers, and community members meet to share perspectives, learn from each other, and engage in broader social justice work. However, **we need to continue building on these partnerships and expand efforts to engage and collaborate with our stakeholders.**

Also, I strongly supported the BTU's efforts to reach out to the membership—by expanding voting opportunities, holding regional meetings, and inviting members to lead workshops at the annual conference. Still, **we can do more to create a welcoming space for all members to share their ideas, participate, and strengthen our own relationships with each other.**

In many ways, it is a stressful time for educators. I have felt the changes myself over the last nine years. While expectations for teaching are high, many of the supports that educators need to meet these high expectations and serve all students are not sufficient. **The good news is that as a collective force, we can change this.**

Please support me with your vote in the upcoming election, and **don't forget that this year you can request an absentee ballot!**

□ Christine Choukas McKay K-8 School

I have been a proud teacher and member of our union for 16 years, as well as a Building Representative for 13 years.

I am a recipient of a Building Representative of the Year Award.

If elected, I will work hard to sustain a strong union.

I am committed to the rights of all of our members.

It is important to stand together and I would like to help bring our union together and encourage participation of more members.

I would appreciate your consideration for a vote for Executive Board on June 5, 2013.

□ Alice M. Yong Mildred Avenue K-8 School

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.

□ Laura Lee Johnson Occupational Therapist, SPED

As a special education service provider I have had an opportunity to work closely with teachers, paraprofessionals and other service providers in a variety of settings. I have been a union representative for the occupational therapists since 2009. As an active BTU member I serve on the COPE committee, the Legislative Committee, the Rapid Response Team, as well as a Joint Union Management Team with other itinerant union representatives. I am also a facilitator/mentor for the Union sponsored Teacher Evaluation Workshops. Last year you may have also seen me helping to hand out thousands of BTU t-shirts as the coordinator of that movement to show BTU unity.

I believe special educators and itinerant service providers deserve strong representation from our Union. Our voices should be present on the Executive Board in order to contribute our unique perspective to the Union's objectives and goals. There are many aspects of special education that are specific to those who work within SPED, and our voices need to be a part of any conversation that governs our Union. As an Executive Board member I would represent the voice of all teachers, itinerant service providers, special educators, and the skilled professionals that work within our school communities.

Our Union is facing many challenges. To build a stronger Union we need to listen to all BTU members in order to engage their active participation. We need to work with the community to build strong partnerships for the benefit of families and children. We need to build strong relationships with the business community to make allies, and find additional funding for enrichment activities to benefit our BPS students. I will strive to increase equity in education for our special education students and the professionals that work with them.

□ Cheryl L. Kelly, R.N. Edwards MS

Hello. My name is Cheryl Kelly, R.N., Edwards School Nurse. Many of you know who I am, but for those of you who don't, please allow me to tell you about why I'm seeking re-election to the Executive Board.

I am heavily involved in union activities. As a building rep for 18 years, commitment to enforcing the contract is of paramount importance to me. Doing so is one of the best ways to ensure members are placed into job positions they're entitled to and not let favoritism reign. The shrinking violet has no place in this position, you might even have a good relationship with administration, but many times the situation can be unpleasant, and you have to recognize that business is business. I am that person.

For the nurses, advocacy for nursing issues is job 1. As a nurse faculty senate member for the past 22 years, there have been some positive changes. Most recently, we received 6 coverage nurses. Nurses faculty senate fought for that.

The other hat I wear is one of Pre-Paid Legal Services trustee since 2004. Our responsibilities include maintaining surveillance of the fund's financial statements, continuation value, ensuring the attorneys providing legal service for BTU members are ones we would send our family members to.

I'm also a member of the COPE Committee. COPE stands for Committee on Political Education. We endorse and elect politicians who care and vote the right way on issues that are important to public education. Have served on that committee since 2006.

As a member of the Executive Board, it has been my privilege so serve since 1999. We act as an advisory board the president and full-time officers. Information-sharing is one of the most important functions of this group so the BTU can make informed decisions and maintain strength and unity.

I'm asking for your vote on Wed., June 5th. Whether you mail your ballot in, or come the hall, please vote. Thank you for your time.

□ Brenda Chaney O'Bryant School of Math & Science

My name is Brenda Chaney; I'm a candidate for the Executive Board of the Boston Teachers Union, and re-election to Delegate to all Affiliated Bodies.

I have been teaching in Boston for 36 years. I currently teach full-time at the John D. O'Bryant School of Math & Science. I have been working part-time for the Boston Teachers Union as the Community Outreach Liaison for 10 years.

We have to work together as educators to champion our chosen vocation. With all of us joining together we can get the respect that we deserve. I have the experience and commitment to continue the fight against our union and all teachers.

- Building representative since 1979
- Executive Board 1993 - 2001
- COPE Committee Member - 22 years
- Delegate to AFT, AFT Mass, and AFL-CIO - 24 years

I would appreciate one of your votes on June 5. Thanks for your support.

□ Allison Doherty Urban Science Academy

Re-elect Allison Doherty to Executive Board and Delegate to all Affiliated Bodies

- Building Representative 2001-2013
- BTU Executive Board Member 2005-2013
- Delegate to all Affiliated Bodies 2003-2013
- BTU Collective Bargaining Committee
- Chair of the Greater Boston Labor Council Futures Committee
- Greater Boston Labor Council Executive Board Member
- AFT representative on the AFL-CIO National's Young Worker Advisory Board

Working to preserve the rights our union has fought for and strengthen **FUTURE of PUBLIC EDUCATION.**

□ James (Timo) Philip Retired

Colleagues,

As you make your choices in the BTU elections June 5, 2013, please cast one vote to reelect me, James (Timo) Philip, to the union's Executive Board. In my twenty-seven years on the board, I have been an effective advocate for protecting and advancing the rights of teachers, paraprofessionals, nurses, and substitutes while always championing the highest quality education for the youngsters we serve. The attacks on us-our union affiliations and our professional competence and the attacks on public education in America are relentless. With your vote, I will as relentless as our enemies in defending us; the professional educators-active and retired, the union which represents us, the youngsters whose care is entrusted to us, and the system of free, public education in the USA.

Thanks for your vote,

Timo

PS. Whether I'm your choice or not, please vote. Your participation is essential for real union democracy.

□ Mary Ann Urban Retired

As the longest serving member on the Executive Board I bring a unique perspective to this election. I have been a teacher, a building representative, a delegate, a COPE member and a member of the negotiating team. I am a member of the RTC and part of the rapid response team. I also work for the AFT/MA as a member of the Retired Active Teachers (RATS) when needed. I am acutely aware of what is being imposed upon teachers.

The BTU election can either move us forward as an equal partner in new educational practices or leave us sitting on the sidelines. We have a unique opportunity to help elect the Mayor who runs our great city, as well as our school system. Our power lies not only with an endorsement. Our power lies with the love we have for our profession and our students. Our power lies with our numbers.

The way to move forward is to get involved in your union. Twelve elected members, despite any promises we make, cannot move this union forward. We need you beside us, guiding us, telling us what you need. We need you to vote in unprecedented numbers. There is no longer any excuse not to vote. Any member, active or retired, can request an absentee ballot and mail it in with your choices. Or you can still come to the BTU and vote in person.

It is time to get involved, whether you have five years left in your career or 25 years. Teachers, paraprofessionals, nurses and substitutes must come together to choose their leadership for the next two years. Please consider me for one of your 12 votes... Mary Ann Urban... last on the Executive Board ballot.

Paraprofessional Council

□ Donna Adame West Roxbury Academy

My name is Donna Adame and I am proud to be a Paraprofessional. I have been a member of the Boston Teachers Union and served the students of Boston for the past 26 years. I have also been fortunate enough to have served the last 8 years on the Para Council and Delegation to All Affiliated Bodies, attended numerous conferences and workshops, participated on the Election Committee, and School Site Council, and assisted students, teachers and parents as a Spanish translator.

In our schools and classrooms it is important to have an open and respectful relationship with teachers to understand our roles and responsibilities, and to always keep the communication open. Our role is very important and it needs to be acknowledged and appreciated.

My involvement in the BTU has awarded me with the tools, skills, resources, and valuable experience to share ideas and represent you. I am anxious to continue this work and asking for your consideration when you vote.

Thank You!



□ Debra Brown Sumner ES

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 24 years
- Worked in the classroom in a variety of settings
- Currently the librarian at the Charles Sumner Elementary School in Roslindale
- Building Representative for the Charles Sumner School
- Para Council for over 18 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 teachers roles are changing, and I want to insure that the paras 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 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 on Wednesday, June 5, 2013.

□ Christine Buttigliari Umama Academy K-8

Let me introduce myself, my name is Christine Buttigliari and I am a Para Professional Educator, I've been a member of the BTU since 1990. In that time I have become very active in our union.

- Building Rep for over 12 years, for which I received the Building Rep of the Year award.
- I have been a member of the School Site Council & ILT at the school level
- I continue to attend Professional Development & Workshop to stay updated with the changes in educational programs.
- Elected 5 times to Para Council
- Elected to Delegate to All Affiliate
- Appointed to Health & Welfare as a Trustee
- Active member of Election Committee

Paras, as well as teachers, have been looking for answers and support with so many of the changes we have had, not to mention the changes ahead of us. As an active member of the BTU and member of Para Council I believe that I can help give the support needed.

I am seeking re-election so that I can continue with my support to all members of the BTU. Please consider me as your candidate on June 5th for Para Council and Delegate to All Affiliate.

Thank you for your support and consideration.

□ Connie Concetta Campea Charlestown HS

□ Arleta Faulkner Curley K-8

□ Cynthia Ferris Excel, SBHS

□ Shauntell Foster Umama Academy K-8

□ Irma Ortega Hernandez Condon ES

□ Jeanne Hogan Condon ES

□ Debra Irby Mather ES

□ Adrienne Jordan Chittick ES

My name is Adrienne Jordan, I currently serve as a Para Council member with the BTU. I've served on the council for over 15 years or more. Also I've trained as a Para mentor during this and had the opportunity and pleasure of traveling to many different states representing para's from my local at the (PSRP) conference, Paraprofessionals and School Related Personnel. I'm running for RE-Election. Again I ask for your support on June 5th.

□ Carol Kirkland-Small Ellison-Parks EES

□ Josefina Lascano Edison K-8

Dear Brothers and Sisters of the Union:

My name is Josefina Lascano and once again I am asking for your vote to be re-elected to the Paraprofessional Council and as a Delegate to all Affiliated Bodies.

I have been a Paraprofessional for 32 years, first as a Bilingual paraprofessional and now as a Special Education Paraprofessional. Currently I work at the Edison K8 School in a SAR 8th grade classroom.

My experience and involvement with the Boston Teachers Union extends from the Negotiating Team for the last two contracts, Para Council, Trustee for the Paraprofessional Health and Welfare Fund, Collective Bargaining Committee, Election Committee, Delegate to Local and National Conventions and as a Building Representative.

I have received the AFT Distinguish Service award, Paraprofessional of the Year, AFT Everyday Unsung Hero. I am a Para Mentor Graduate and an AFT ER & D MSBSS Strand Trainer.

Thank you for your consideration and don't forget to vote on June 5th.

□ Donna Lashus Mattahunt ES

My name is Donna Lashus, I am asking for your vote for a seat on the Paraprofessional Council. I have a unique vision of the Boston Public Schools I am a graduate of the Boston Public Schools and all seven of my children have attended or are attending the Boston Public School. I have over 20 years of experience in educating children. My vast experience ranges from working with families as a CFC, teaching and supporting pre K-to middle school students in Reg. Ed., Title 1, SEI, Special Education, Early Childhood, SAR, Reading and Math Intervention and as a Library Paraprofessional. As a union member and BTU Rep. I have been committed to raising issues and concerns that impact the lives and work of our members and the children we serve. In times of serious economic problems in our country and the move to change the face of public education it is even more important for educators to be united. I have a long history of being a community activist who advocates for the rights and services we need on the local, state, and national level. I will do my best to ensure that the voice of all members of the union is heard. I hope I can count on your vote for Paraprofessional Council.

□ Sharon Butler O'Dwyer Condon ES

□ Cassandra Samuel Youn Achievers School

As a re-elected candidate for the 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 sixteen years I have been a Paraprofessional in the Boston Public Schools.

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, Coordinator and teacher of "Tech Goes Home", Faculty Senate Representative, Building Representative, Alumni of Boston Technical High School, Parent of Boston Latin Academy Alumni, Building Rep. Award 2012, Volunteer of the Parent Association E-Board at Bridgewater State University.

I will continue to bring my experience as an educator and manager to help the board facilitate new opportunities for Paraprofessionals on every level. Please cast your vote for me on June 5, 2013.

Remember again, your vote is your voice! Your support is very much appreciated.

□ Sheila Yetman Condon ES



BTU Retired Teachers Chapter News

Executive Board Minutes

March 4, 2013

Members present: Anne-Marie Adduci; Anne Broder; Marie Broderick; Sandy Carle; Mary Cahalane; Larry Connolly; David Donovan, Chairman; Eileen Ganley; Ruthanne Kennedy; Marilyn Marion, Secretary; Leonard Miraglia, Vice Chairman; Mary Jo Murphy and Paul Tenney.

Excused: Linda McNamee, Phil Fasano, Donna Cooley-Hilton, and Martha Cotton.

Chairman opened the meeting at 10:20 a.m.

Officers

Secretary's Report: Report read and accepted.

Treasurer's Report: Report read and accepted.

Chairman's Report: The mailing for travel has been sent; the role of the Legislative Committee and Angela Cristiani; discussion on RTC's stand on Legislative letter sent. Report accepted.

Co-Chairman's Report: There are 2,067 Delta members with others pending. Report accepted.

Meeting suspended at 10:50 a.m. for Michael McLaughlin, representative from the Boston Retirement Board.

Meeting resumed at 11:25 a.m.

Committees

Remembrance: No Report.

Scholarship: Date is incorrect. Applications are due March 17. Report accepted.

Social: Motion: to allow RTC crafters to participate at the spring luncheon if there are

10 RTC members who will commit to their participation. Motion passed unanimously.

Travel: The National Parks Trip – September 29 to October 10th – has 9 reservations. Space is still available. Dates for fall activities have been finalized in order to avoid any conflict with RTC meetings or the fall luncheon. Plans for the Nashville trip have not been completed. The dates for this trip will be November 11 through the 20th. Mail is being opened addressed to the Chairs or travel. Report accepted.

Legislative: Brian LaPierre, political director of AFTMA, met with the RTC Legislative committee to update us on legislation filed. A bill to change the formula for Option C was filed. The committee continues to watch House Bill #59 on the proposed changes to health care for future retirees.

The BTU is participating in the day on the hill sponsored by Campaign for our Communities on Tuesday, March 12. RTC members have been invited to participate in the morning part of the program. Buses will be provided from the Union hall on lunch after lobbying. Report accepted.

Data Processing: No report.

Membership: There are 2,900 members. Report accepted.

Old Business: None.

New Business: None.

Meeting adjourned at 12:10 p.m.

*Respectfully submitted,
Marilyn F. Marion, Secretary*

Next Meeting – April 1, 2013.

Pension COLA Update

By Sandra M. Carle and

Lawrence J. Connolly,

RTC Legislative Committee Co-chairs

While our committee's focus over the past several months has been to ensure health insurance benefits for current retirees were not reduced nor premiums or co-pays substantially increased, we also have kept a focus on the need to increase the COLA. Thanks to the hard work of Andy Powell of AFTMA and Shawn Duhamel of the State, County, and Municipal Retirees Association of Massachusetts who have served on the Governor's committee on retiree benefit reform, current retirees should not be adversely affected. Since the Legislature has not take final action we remain guardedly optimistic.

On April 10, 2013 the State Boston Retirement Board is scheduled to discuss the COLA for the coming year. Members

of the Legislative Committee will again appear at that meeting on behalf of our retirees. We have sent a letter to Mayor Menino, a copy of which is reprinted here. Similar letters were sent to all thirteen city councilors as well as all five members of the Retirement Board.

Depending on the outcome of the April meeting, we may be asking our members to join us at the May meeting of the Retirement Board. The board meets every month on the second Wednesday of each month at 10 AM in City Hall. We will keep you advised by email, Richard Stutman's weekly e-bulletin, etc. Hopefully with your support we can get the COLA you deserve. It would not hurt for you to call the Mayor's Office 617-635-4500, your City Councilor at 617-635-3040 or the Retirement Board at 617-635-4305 and ask that they raise the COLA base to \$16,000 as allowed by law.

... and a Letter to Mayor Menino

It is our understanding that the Retirement Board will consider an increase in the COLA base at its April 10, 2013 meeting. We hope that it will establish the full \$16,000 base as allowed under legislation passed by the General Court which would mean \$90 more per year for our retirees.

Many municipal and county retirement boards have established the higher base, some even exceeding it, since it was passed two years ago. While we are appreciative of the \$1,000 increase in the base passed last year, it only means \$30 more per year to the retiree or a little over 50 cents per week before taxes.

While we are cognizant of the unfunded pension liability, both PRIT and the City's investment pool have had returns substantially over the targeted 7.75% since the market rebounded. Since the State and Municipalities made no matching contributions until recent years, these returns are on the contributions of the employee/retiree and they should share in this return as a matter of fairness. The unfunded pension liability should not be erased through a use of their contributions and investment income.

We hope the Board will act to balance the social responsibility of increasing the COLA against the fiscal imperative of erasing the unfunded liability and join its peers in other systems that have already gone to \$16,000. Unlike retirees in most states and the Federal Government and even Social Security who receive a COLA on the full pension grant, Massachusetts retirees only receive a miniscule annual COLA.

*Sincerely,
Sandra M. Carle and Lawrence J. Connolly
Legislative Co-Chair*

Patrick J. Kennedy Elementary School

The Patrick J. Kennedy Elementary School is a small elementary school in East Boston, established in 1893, where 97% of students walk to school. This has been a clear advantage in establishing relationships with the mostly Hispanic families who live in this tight-knit neighborhood. Each student has a spiral-bound "agenda" that goes back and forth between home and school every day, in which parents regularly sign off on homework assignments and communicate with teachers.

I found a space to park next to the school playground, where a group of children were just finishing up their gym class. Inside, Community Field Coordinator **Jessica Vasquez** welcomed me to the school. Among other things, she organizes student field trips and volunteers from the local Kiwanis Club to read aloud in primary classrooms every month.

Doors and bulletin boards were decorated to celebrate Dr. Seuss's birthday, and students throughout the building were engaged in a variety of language activities inspired by his books.

Sal DiMino was teaching dance to fourth graders, who showed off their moves for me when I visited their classroom. When I asked about the beautiful solar system rug in the first grade classroom, **Anna King** eagerly told me how she'd recently received a grant from "Adopt-a-Classroom" which went toward the rug, a listening center, and a projection screen. **Cynthia Grant-Carter** proudly shared the news that fifth grade student **Dianna Guerra** was chosen to attend the America Scores Poetry Slam in NYC in April, representing all of New England's participating schools. PJK students participate in soccer and poetry classes before school every day.

When I dropped by the teachers' room, I was invited to share in a weekly luncheon potluck – what a lovely treat! This felt like a school with a clear sense of camaraderie among staff members; I wish the same for you!

Amika ☺

amika45@comcast.net

(Amika Kemmler Ernst is a recently 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.)



We were listening to our teacher reading us a story. We are learning to use new strategies for solving math problems and for understanding what we read. We're also learning to write interesting sentences by adding adjectives like delicious or gorgeous!

– Ms. Grant-Carter's 2nd graders



We were in our reading group with Ms. Giardino. She is showing us words to look for in the story. We're learning that when a word has an e at the end, the middle vowel says its name.

– Melissa Mendoza, Oscar Medrano, Adeldo Sorto, Sofia Garcia, & Anthony Lima, Grade 1



We are writing about the main character's feelings and the plot of The Quilt Story. In Readers Workshop we are learning to read and answer questions by going back to the text. We've also learned that every story has a plot, which is a problem the characters face.

– Melissa Abarca & Jose Gutierrez, Grade 2



I was reading a quote from the story to Ms. Miranda. I've learned to stop when I see a period at the end of a sentence and to sound out compound words by covering up each part of the word. Reading to my mom at home helps me be a better reader.

– Jacob Ramirez, Grade 2



We were working together putting decimals on a number line in math class. This year we are learning that to add and subtract fractions, you have to find a common denominator.

– Jennifer Diaz & Mariela Mancía, Grade 5



We were working on finding the perimeter of a shape. Mariana was explaining that she colored in the shape because she was thinking about area, which we had just been studying. Right now we're learning about different kinds of angles: a right angle has 90 degrees, an acute angle is skinnier, and an obtuse angle is wider.

– Mariana Chavarriaga and Ashley Martinez Felipe, Grade 3



Mr. Marks was helping me measure in centimeters. I've learned that I can do most of the things the whole class can do, like writing and reading perfectly. I'm good in science, where we're learning that water can be a liquid, a solid, or a gas.

– Juan Carlos Ventura, Grade 3



Ms. Terrizzi is helping me with a math problem about fractions. I'm also learning that it's important to understand the story when answering open response questions.

– Emmanuel Jaramillo, Grade 5