



# THE LAMP

CHICAGO PRINCIPALS &amp; ADMINISTRATORS ASSOCIATION, AFSA LOCAL 2, AFL-CIO

## SPEECH TO CHICAGO BOARD OF EDUCATION, WEDNESDAY, MAY 22, 2013

### Clarice Berry

**MESSAGE FROM THE  
PRESIDENT**  
2

**RETIREE'S CORNER**  
4

**IAA UPDATE**  
5

Good morning, President Vitale, Board Members, CEO Byrd-Bennett, and Staff:

The hour is upon this body to make its decision regarding the fate of over 50 school closings, turnarounds, and co-locations. This day's drama will play out on a national, if not international, stage for all to witness. The consequences of the votes cast today will be written about, broadcast, and dissected long into the future. I don't envy your accountability this day, as it will have an immeasurable impact on thousands who have the right to expect your faithful stewardship and impartial deliberation of their futures.

What troubles me most is the lack of outreach to, or input from, the principals of Chicago Public Schools. Why assume that we had no valuable insight or institutional knowledge that would have been critical to the decision-making surrounding this historic shuttering of educational anchors in minority communities. Hundreds of existing programs that brought fine arts, technology, social emotional wrap-around services, sports, and recreational opportunities will be lost. Those programs and opportunities were sought out and flourished under great school leadership and LSC support. I would guarantee that no comprehensive catalogue exists of those benefits provided to the students, now to be lost when welcoming schools' classrooms are filled to the rafters. It seems

incomprehensible that CPS has beaten the charter school drum for parental choice in education, and now gives no choice to those who want and value the public schools their children attend. Was this, is this, the only plan available for our children — to become refugees in their own communities?

Where is the written long-term agreement and companion budget to continue the safe passage promised to parents and students swept up in this quasi-emergency school closing plan? How will CPS maintain safe passage over the next 10 years? Will the subsequent mayor and Board of Education members or CEO be obligated to continue providing this safety net, and if so, how? Your votes today will push this organization across the point of no return and leave the future safety and education of our children in question.

My deepest concerns are for the over 2,000 special education students with various categories of special needs. As the mother of and long-ago teacher of special needs children, I am especially

20 N. Wacker Dr.  
Suite 622  
Chicago, IL 60606  
312-263-7767  
Fax 312-263-2012  
www.mycpaa.com



**Clarice Berry**

*Editor*

cjackson-berry@cps.k12.il.us

**Kent Lau**

*Associate Editor*

klau@cps.k12.il.us

**Kimberly Tsui Fong**

*Design/Production*

**AFFILIATIONS:**

*American Federation of  
School Administrators*

*(AFSA)*

*American Federation of Labor-  
Congress of Industrial Organizations*

*(AFL-CIO)*

*Illinois American Federation of Labor-  
Congress of Industrial Organizations*

*(IL AFL-CIO)*

*Chicago Federation of Labor-  
Industrial Union Council*

*(CFL-IUC)*

worried about the fate of these students. The lack of specificity about relocating this population is troubling in the extreme. The loss of nurturing environments, talented teachers, specialized accommodations, and physical security may have irreversible consequences on academic improvement or socialization skills.

Lastly, the proliferation of incorrect data, half-truths, and misleading statements surrounding

these school actions should leave anyone publishing, speaking, or believing them, heartsick and betrayed.

I will leave you with a quote from Elie Wiesel, Holocaust Survivor: "There may be times when we are powerless to prevent injustice, but there must never be a time when we fail to protest it!"



## A MESSAGE FROM THE PRESIDENT

**Clarice Berry**

Hopefully spring will really be here to stay as you read this edition of *The Lamp*. Perhaps the weather has been a reflection of the awful events occurring at CPS. The big story, of course, is the loss of 54 school buildings, several AUSL conversions, and a few co-locations. The hearings are finally complete and the Chicago Board of Education voted on May 22nd to approve the school actions recommended by CEO Barbara Byrd-Bennett, and sanctioned by Mayor Rahm Emanuel. Chicago always seems to dominate national headlines related to education lately due to the dictates coming from city hall that lack input or support from CPS school administrators or community members. This entire "underutilization" process has been stressful, disrespectful, and pitted one school against another. We here at CPAA have absolutely no confidence in the data given out by CPS to support these closings. Additionally, the lack of transparency around how schools were chosen is shocking! This will be without a doubt one of the most controversial chapters in the history of CPS and the City of Chicago!

There is a new report just released, "Market-oriented education reforms' rhetoric trumps reality," that is right on the money about the "corporatization" of public education and the myth of "charter school saviors." The full report is available online at [boldapproach.org/rhetoric-trumps-reality](http://boldapproach.org/rhetoric-trumps-reality). Much of the information in the report will resonate with CPS educators. By the time you finish reading, I guarantee you will feel

validated regarding the frustration, exhaustion, and discouragement you often experience. There are other reports becoming available that are starting to debunk this myth of lazy, incompetent educators being the problem with urban education. Hope they will add just a little additional reassurance. No, you are not the only one; everybody we talk to is also overwhelmed!

There is so much going on this month; we can hardly cover a new problem before more situations are coming in the door. If you have been following the state's pension news, perhaps you are wondering how or if it affects you personally. So far, the pension reform does not impact the Chicago Teachers' Pension Fund (CTPF) to which we all belong. However, we need to keep close watch on the reforms suggested now, perhaps even passed this month, because you'd better believe the mayor is watching and planning. Our pension plan is also underfunded and is owed tens-of-thousands of dollars from CPS. For years, CPS has diverted the tax levy designated for our pension fund to the CPS General Fund and made many unfulfilled promises to pay the money owed to us. Any new pension reforms that would lessen or remove benefits we are due would reduce the funds needed to repay the CTPF.

Finally, I want to address the new PERA evaluation for administrators that rolled out in mid-February. This evaluation is part of the

same state legislation that created the new REACH evaluation for teachers. If you remember, I discussed this in past issues of *The Lamp*. We are starting to receive phone calls from our principals who have been issued ratings using this evaluation. The new evaluation was late to roll out to principals and missed some important requirements. By October 1st, goal setting with principals and network chiefs should have taken place; we all know that didn't happen. Then we were told the goals would be sent from NEWA to the school principals; we are not sure if that happened. Anyway, observations are now occurring and some principals are also reporting that formative ratings are being given

out. To our dismay, the only news so far has been disturbing, as many who have called this week received an unsatisfactory rating. The CPAA general counsel and I are questioning Talent Office Chief Alicia Winckler regarding the evaluations that we contend will not count for the State this year. We will make every effort to have that information given out in writing to all school administrators. Meanwhile, if you are given an unsatisfactory rating, it is for now, not your summative evaluation. You should also prepare a rebuttal to any evaluation if you think you've been rated unfairly. 🐼

# MAY GOVERNING BOARD MEETING REPORT

May 6, 2013

**Executive Board Members Present** — Clarice Berry, Gloria Espinosa, Efren Toledo

**Governing Board Members Present** — Dana Butler, Ana Espinoza, Katherine Gallagher, Guadalupe Gonzalez, Senalda Grady, Cynthia Miller, David Peterson, Jerry Travlos

**CPAA Staff Present** — William Quinlan, Susan Trice

**Call to Order** — President Clarice Berry called the meeting to order at 4:45 PM.

**Minutes of the Previous Meetings** — A motion was made by David Peterson and seconded by Senalda Grady to approve the minutes of November 5, 2012 and April 8, 2013. Bill Quinlan requested an insertion of a colon to the April 8 minutes. With the change, the motion passed unanimously.

**Treasurer's Report** — CPAA Accounting Manager Susan Trice presented the financial report in the absence of Treasurer Darlene McClendon. She reported that overall spending has been lower for 2012-2013. She reminded the board that membership has to increase in order to support the organization moving forward. A motion was made by David Peterson and seconded by Dana Butler to accept the treasurer's report. The motion passed unanimously.

**FY 2013-2014 Proposed Budget** — CPAA Accounting Manager Susan Trice presented the proposed budget for FY 2013-2014. She highlighted several cost-saving measures being implemented for the next year. There will be a reduction in postage machine expenses (more communications will be sent out electronically) and a copier machine downgrade (the newsletter will no longer be printed in color). Both of these leases end in November 2013. Membership recruitment must be given priority and additional funds will be provided for membership recruitment.

Board members received copies of the proposed budget and will make a decision on how to balance the budget at the June Governing Board Meeting.

**President's Report** — The Association continues to monitor pension legislation as it develops in Springfield. CPAA Lobbyist Gabe Lopez is regularly in touch with Clarice regarding any new developments.

Recently there were 4 warning resolutions — Corrective Action Plans (CAPs) — issued to members. Two were subsequently pulled.

Clarice addressed a question regarding whether principals have progressive discipline. They do, but there is a new policy being developed. There is much to fight about with the new policy. CPAA will continue working to ensure members are treated fairly and that all policies are followed.

Ten members have recently received a CAP. None of these principals received the benefit of an evaluation; their schools were never observed or visited. All of this was in violation of the Board's own policies.

**New Business** — A motion was made by Ana Espinoza and seconded by David Peterson to cancel the May General Membership Meeting. The motion passed unanimously.

Dana Butler suggested that CPAA organize a principal and assistant principal forum, which would include members and non-members, to provide information regarding recent and developing CPS changes.

**Adjournment** — A motion was made by Ana Espinoza and seconded by Cynthia Miller to adjourn the meeting. The motion passed unanimously. The meeting adjourned at 6:15 PM.



# RETIREES' CORNER

Art Fumarolo

STAYING CONNECTED AND ADDRESSING THE CONCERNS SHAPING YOUR FUTURE

The latest meeting of Auxiliary XVI, the Retired and Resigned members auxiliary, was held on May 12, 2013. Nineteen members were present. The next regularly scheduled meeting of the auxiliary will be at 9:30 AM on June 11. It will be held in the 5th floor conference room of the Garland Building at 111 N. Wabash Avenue (enter from the Washington Street entrance, east of Wabash). The Retired Teachers Association of Chicago (RTAC) is our host.

Auxiliary President Dave Peterson reported on the latest CPAA Governing Board meeting:

- All of the petitions for the election of the 2013-2016 auxiliary officers have been submitted and are in order. The nominees are Linda Williams for president, Elizabeth (Betty) Cittadine for vice president, and John Reilly for secretary. There was no action taken at the Governing Board meeting on the motion — if Auxiliary XVI has only one approved candidate for each of its three officer positions, the CPAA will be relieved from submitting ballots to the retired/resigned members and the three candidates shall be considered to be elected by acclamation — which the auxiliary unanimously approved at the last meeting.
- There is a new proposed principal evaluation system. It does not include provisions for progressive assistance or discipline. At the time of a second warning, the principal is removed from the position.
- There are over 30 new active members since last month. (Welcome to the new members and congratulations to the CPAA on their recruitment efforts!)

In view of the CPAA budget problems, all retirees who still receive their newsletter via U.S. mail are asked to consider receiving their issues via e-mail notification if they have regular access to the Internet. Such a change will contribute to CPAA saving on printing and mailing. If you are willing to make the change to online newsletter access, call Kent Lau at the CPAA office, 312-263-7767, or send an e-mail to him at [klau@cps.edu](mailto:klau@cps.edu).

By the way, if you haven't as of yet submitted your \$50 2012-2013 retirement dues, do so now or you will be dropped from CPAA membership. Call Kent Lau at 312-263-7767 for more information.

John Butterfield, auxiliary secretary, reported on the successful organization and effort carried out via the Roundtable group's lobbying activities in Springfield. The group included representatives from the CPAA, RTAC, and the Chicago Teachers' Pension Fund (CTPF). Our auxiliary representatives were Dave Peterson, John Butterfield, and John Reilly. The group addressed legislators concerning increasing revenue to the CTPF, especially when compared to the state's support of the non-Chicago Teachers Retirement System (TRS), and issues dealing with health benefits. We thank those 20 representatives who went to protect our pension benefits!

The bulk of the auxiliary meeting was a discussion about the current House and Senate pension reform bills and how they may affect us. The bills currently (May 14) do not include us in their provisions but they may lead to amendments or separate bills that will effect us. See the CTPF website at [http://ctpf.org/general\\_info/advocacy.htm](http://ctpf.org/general_info/advocacy.htm) to get an overview of the bills.

Arlene Crandall, RTAC executive director, and Dave Peterson again encouraged all retirees to become CTPF Ambassadors. You can do so on the CTPF website at [http://ctpf.org/general\\_info/advocacy.htm](http://ctpf.org/general_info/advocacy.htm) and click on the "register at the Legislative Action Center" link. In addition, all are encouraged to go to the same CTPF website location, click on the "Take Action" link in the "E-Mail Your Legislators Now" section, and send the "Do Not Repeat Mistakes of the Past" e-letter to your state senator and representative.

Since our last newsletter, we have learned of the passing of Philip J. Hansen, formerly of the Office of Accountability, who died suddenly on April 30. Ed Bennett, retired principal of Coonley and central office administrator, passed on May 8.

RTAC's Spring Luncheon will be held on May 23rd at the Conrad Hilton Hotel at 720 South Michigan Avenue. More information is in the latest issue of the *RTAC News Bulletin*. Contact RTAC at 312-750-1522 for more information.

*Send your news about retired members or the activities of retired members' groups to Art Fumarolo at [aafumarolo@cps.edu](mailto:aafumarolo@cps.edu) or call me at 847-289-7847. ☎*

## ILLINOIS ADMINISTRATORS' ACADEMY

Visit the new and improved [MyCpaa.com](http://MyCpaa.com) to get more information on and register for Illinois Administrators' Academy courses, and to find event information.

- June 4— **Become an iAdministrator to Strengthen Your Leadership and Management (\$175)**
- June 20 — **Interpersonal & Team Communication Skills for School Administrators (\$175)**
- June 26 — **Proactively Dealing With Difficult Conversations: Bringing Out the Best in People at Their Worst (\$175)**

### An Important Update From Dr. Sallie Penman, IAA Executive Director

Dear Colleagues:

I have received multiple e-mails asking if the online teacher evaluation training fulfills IAA credit for this year. The answer is yes, IAA credit is provided to those who complete the new online teacher evaluation training. A third-party provider is delivering this class and a point person at the Illinois State Board of Education is handling the attendance records.

You can check your IAA credit by: 1) going to your ECS records and 2) clicking on the link "Professional Development and Renewal," and then clicking on "Administrator's Academy Courses." Listed with the other IAA courses you've taken, you will see course #2001 – Illinois Performance Evaluation – Teacher Evaluation Training. You will also see the beginning and ending dates of the class, the recertification year (2013), and the number of hours (40 hrs).

**I don't generally ask you to focus on the number of hours an IAA course carries, but in this case, I want to show you how to make the most of your professional development time.** Once again the online teacher evaluation course carries 40 hours, while the majority of our one-day classes carries 6½ to 7½ hours. **If you were to participate in one additional IAA class this year, that extra class would become your IAA course for this recertification year and the 40 hours from course #2001 – Illinois Performance Evaluation – Teacher Evaluation Training would then fulfill a substantial portion of your required 100 Continuing Professional Development hours.** At the completion of the one-day course, we will enter your attendance and the state's database will automatically make the appropriate adjustments in your records. To take advantage of this opportunity, you must participate in the additional IAA class before June 30, 2013. IAA classes are available on our website [www.iaachicago.com](http://www.iaachicago.com).

Sincerely,

**Dr. Sallie D. Penman**

*Executive Director, Illinois Administrators' Academy - Chicago*

*Chicago Principals & Administrators Association*

[www.IAACHicago.com](http://www.IAACHicago.com)

[sdpenman@cps.edu](mailto:sdpenman@cps.edu)





# VACATION POLICY UPDATE

May 30, 2013

Principals & Assistant Principals:

CPAA and the Talent Office are sending this joint communication. We are aware that there is conflicting information about the vacation policy. This is the current and correct information to assist you in making decisions about your vacation accrual.

**Background:** In February 2012, the Board and the Board approved revisions to its vacation policy that would affect the maximum amount of vacation time eligible for carry-over and accrual. The original implementation timeline called for a July 1, 2013 implementation date for all Central Office and Network employees. For Principals and Assistant Principals, there was a two-tier implementation timeline to get to the new maximum, with the first implementation date of July 1st, 2013 and the second implementation date of July 1st, 2014.

**Announcement:** Given your hard work and the unexpected challenges of this year, CPS is announcing that there will be a delay in the implementation of the new vacation maximums to July 1st, 2014 for all Central Office and Network employees in addition to Principals and Assistant Principals. The new maximums will go into effect on July 1st, 2014.

-- For Principals and Assistant Principals, the impact of this decision would eliminate the "phase-in" of the new maximums over two summers; rather, all Principals and Assistant Principals would move from their present vacation accrual maximum to the new maximums next summer - in one step rather than two.

-- For Central Office Non-union, the impact of this decision would mean a delay of implementation to the new maximum - from July 1st, 2013, to July 1st, 2014.

-- Comprehensively, this will enable all employees to move to the new accrual maximums on the same schedule.

-- **With this change, no-one will lose vacation days accrued in their vacation bank through June 30th, 2014.** Beginning July 1st, 2014, employees will only be able to accrue additional days if their bank falls below the new maximum guidelines. This means that if you have 45 days in your bank on July 1st, 2014 and you're retiring, you will be compensated for 45 days. In that scenario, you wouldn't have "added" to your days for the past couple years prior to your retirement date.

-- The new maximum guidelines allow employees to accrue five days more than their annual allotment of vacation time. For example, a Principal accruing three weeks of vacation per year, will be able to accrue up to 20 days in their bank.

-- Years of service also impact vacation accrual as follows:

Years of Service (For a 3-week Vacation Earner)	Max Accrual on July 1, 2014
With service up to and including ten (10) years	20 days
With service up to twenty (20) years inclusive	25 days
With service for twenty-one (21) or more years	30 days

# UPCOMING AUXILIARY MEETINGS

## Auxiliary I

Contact Jerry Travlos  
773-534-3711  
Smyser Elementary

## Auxiliary II

Contact Efren Toledo  
773-534-2312  
La Villa

## Auxiliary III

Contact Felipe Velazquez  
773-534-4160  
Mozart Elementary

## Auxiliary IV

Contact Jacqueline Robinson  
773-534-6050

## Auxiliary V

Contact Guadalupe Gonzalez  
773-534-1600  
Mi Tierra

## Auxiliary VI

Contact CPAA Office  
312-263-7767

## Auxiliary VII

Contact Ana Espinoza  
773-535-0457  
Sandoval School

## Auxiliary VIII

Contact CPAA Office  
312-263-7767

## Auxiliary IX

Contact Senalda Grady  
773-535-3435  
Pirie School

## Auxiliary X

Contact CPAA Office  
312-263-7767

## Auxiliary XI

Contact Carolyn Eggert  
773-534-2000  
Sullivan High School

## Auxiliary XII

Contact CPAA Office  
312-263-7767

## Auxiliary XIII

Contact CPAA Office  
312-263-7767

## Auxiliary XIV

Contact CPAA Office  
312-263-7767

## Auxiliary XV

Contact CPAA Office  
312-263-7767

## Auxiliary XVI

June 11, 2013  
9:30 AM  
111 N. Wabash Ave., 5th Fl.

## 2013 CHICAGO HISTORY FAIR

### YOUNG SCHOLARS PRIZE

sponsored by Chicago Principals and Administrators Association

Brittany Bradley  
Ogden International High School  
"Pullman Town"

Luke Micek, Sergio Gutierrez, and Joseph Jarvis  
Taft High School  
"Trapped! The Iroquois Theatre Fire"

Endre Roman, Justin Ellison, Luz Villeda,  
Flores Mino, and Martin Torres  
Lincoln Park High School  
"Frank Lloyd Wright: Architectural Turning Point"

Keneesha Davis and Chapreda White  
Bronzeville Scholastic Institute  
"The Shock of Recognition"



Daisy Lopez  
World Language High School  
"Chicago Race Riot 1919"

Ivan Montero  
Marine Military Academy  
"Let's 'Clean' Up Chicago"

# MEMBER NEWS

**New Members** — **Shanele Andrews**, A.P., Ames Middle School; **Jennifer Rath**, A.P., Portage Park Elementary.

**Board Action** — The following principal contracts were approved at the April 2013 Chicago Board of Education Meeting: **Cheryl Armstrong-Belt**, M. Davis Elementary; **Carolyn Epps**, Morgan Park High School; **Susan Kilbane**, New Field Elementary; **Tim Riff**, Oriole Park Elementary; **Dawn Scarlett**, Mt. Vernon Elementary; **Michelle Willis**, Gillespie Elementary.

## UPCOMING MEETING

### Chicago Board of Education Monthly Meeting

Wednesday, June 26, 2013

Board Chambers  
125 S. Clark Street

Registration 8:00–9:00 AM  
Public Participation 10:30 AM–12:30 PM