



THE LAMP

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

A MESSAGE FROM THE PRESIDENT

Clarice Berry

**2013 ASSOCIATION
ELECTION RESULTS**
2

RETIRES' CORNER
4

The first day of school has just arrived as I write this installment of our first newsletter for the new 2013-2014 school year. It would be difficult to imagine another school year as tumultuous as the one we recently survived. First, a relatively short but dynamic teachers' strike, the publishing of a lengthy school closing list, and the long, torturous series of public hearings before a final decision on the 50 schools to close, then the body blow of the "student-based budgets." Even the most seasoned and cynical veteran of CPS politics has head in hand after riding this rollercoaster. I will restrain from any forecast about the present or forthcoming months simply because the probability for difficulty ahead is nearly a certainty. One basic undeniable fact in this system is the loyalty and quality of the principals and assistant principals in our local schools who show up to work daily, take charge, and dispatch every problem that arises each day. We here at CPAA are wishing you each a successful school year filled with student achievement and as few roadblocks as possible!

I was invited to attend the press conference to announce and congratulate the principals receiving bonuses for student achievement. I was surprised since last year no invitation or notice was extended to our office. CPAA was pleased and proud to support the 134 principals who were awarded cash bonuses; the number was up from 84 the previous year. The funds underwriting the awards totaling

\$1.1 million were donated from private individuals. Fundamentally, CPAA has not supported "merit pay," which has a long and mostly unsuccessful history here and in other school systems abroad. Many of the principals indicated their intent to use the award to improve programs and services at their schools!

I met with Barbara Byrd-Bennett on August 5, at her office, for discussion of a three-item agenda. The agenda items were: (1) to set a schedule for meetings of the CPAA Executive Board and the CEO over the course of the academic year to discuss issues of importance to our members, (2) to request continued CPS support of the IAA State required classes provided by CPAA to principals and assistant principals, and (3) to formally request a pay increase for the principals and assistant principals of CPS. So far, I have received an answer to only two of the items. First, we were able to set a schedule for our CEO meetings for the 2013-2014 school year, and secondly, a "no" was given on the issue of pay increases for principals and assistant principals. In fairness Byrd-Bennett acknowledged our deserving a raise and also the razor-thin disparity between wages of administrators versus teachers. Needless to say, the ubiquitous "CPS \$1 billion" deficit was the reason for the denial of the pay increase. I will be meeting soon with the Talent Office to discuss the IAA required courses for administrators for this year.

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)

Speaking of professional development, we are getting a steady stream of feedback from members regarding the CELA and the associated "Supes Academy." So far, the feedback is generally negative, with the most dissatisfaction centering on the scheduling of Saturdays and the poor quality of content. There is much controversy about the \$20 million price

tag of this leadership training. Unfortunately, this initiative is not optional and has the additional stamp of approval from the CBOE. An article online by *Catalyst* (July 30) does a very nice job of digging into this board-approved contract and the "folks behind Supes"; it is interesting reading, a real eye-opener of how "politics and clout" work in this city. ☹️



CPAA GOVERNING BOARD

2013-2016

During the spring and summer of 2013, the Association conducted the triennial Governing Board Elections. The new board members will serve three-year terms that began on July 1, 2013, and will conclude on June 30, 2016.

Executive Board

President
Clarice Berry

Treasurer
Jerry Travlos

Secretary
Cynthia Miller

Vice Presidents

Elementary School Principals
Ana Espinoza

High School Principals
Kenneth Hunter

Elementary School Assistant Principals
Sonia Lopez

High School Assistant Principals
Luis Velazquez

MEMBER NEWS

New Members — **Angel Aguirre**, A.P., Peck Elementary; **Syed Ahmed**, Principal, Jordan Community Academy; **Lorraine Balesh**, Principal, Christopher Elementary; **Cecilia Bartel**, A.P., Falconer Elementary; **Sherri Bradford**, A.P., Bradwell Communication Arts and Sciences Academy; **Anthony Chalmers**, Principal, Montefiore Elementary; **James Clarke**, Principal, Multicultural Academy of Scholarship High School; **Laura Cottrell**, A.P., Curie Metro High School; **Lynn Daguerre**, A.P., Salazar Bilingual Center; **Rebecca Davis**, A.P., Darwin Elementary; **Pam DeLaCruz**, A.P., Prosser Career Academy; **Caroline Ellis**, Principal, Evers Elementary; **Stephen Fabiyi**, A.P., Bass Elementary; **Sherisse Freene**y, A.P., Kellman Corporate School; **Catherine Gannon**, Principal, Sutherland Elementary; **Delia Garcia**, A.P., Spry Elementary; **Guillermo Gonzalez**, A.P., Stevenson Elementary; **Jaclyn Griffiths**, A.P., Stowe Fine & Performing Arts Academy; **Anne Gulley**, A.P., Gallistel Language Academy; **Pablo Guzman**, A.P., Spry Elementary; **Zipporah Gwin**, A.P., Morgan Elementary; **Patrina Haynes**, A.P., Beasley Academic Center; **Rosa Hernandez**, A.P., Kinzie Elementary; **Michael Hinton**, A.P., Revere Elementary; **Patricia Hopkins**, Principal, Mann Elementary; **Ashanti Howard**, A.P., Hefferan Elementary; **Silvia Lopez**, A.P., Talcott Elementary; **Karlen Lusbourgh**, A.P., Prosser Career Academy; **Kathy McCoy**, Principal, New Sullivan Elementary; **Saul Melendez**, A.P., Avalon Park Elementary; **LaShae Merrell**, A.P., Park Manor Elementary; **Renita Miller**, A.P., L. Hughes Elementary; **Nicole Monroe**, Admin., CPS; **Warren Morgan**, Principal, Manley Career Academy; **Nicole Muhammad**, A.P., Julian High School; **Colin Murphy**, A.P., Peirce Elementary; **Jennifer Narbert**, A.P., Rickover Naval Academy; **Jullanar Naselli**, A.P., Westinghouse Career Academy; **Minh Nguyen**, A.P., Amundsen High School; **Jacqueline Paige**, A.P., Dvorak Math & Science Technology Academy; **Vanessa Perry**, Principal, Douglass Jr. High Academy; **Alexander Phillips**, Principal, Suder Montessori Magnet; **Docilla Pollard**, Principal, Carnegie Elementary; **Marisela Ramirez**, A.P., Cardenas Modular; **Deborah Reese**, Principal, Hitch Elementary; **Barbara Relerford**, A.P., Cather Elementary; **Kirkland Robertson**, A.P., Montefiore Elementary; **Aaron Rucker**, Principal, Ryder Elementary; **Shannon Shockley**, A.P., New Sullivan Elementary; **Correy Short**, A.P., Earhart Elementary; **Angela Sims**, Principal, Lenart Regional Gifted Center; **Nicole Spicer**, A.P., Smith Elementary; **Juanita Stem**, A.P., Carnegie Elementary; **Stacey Stewart**, Principal, Belmont/Cragin Community School; **Maurice Swinney**, Principal, Tilden Career Academy; **Dawn Sydnor**, A.P., Harper High School; **Tammy Vance**, A.P., H. Washington Elementary; **Georgia Vetas**, A.P., Bateman Elementary; **Julie Walsh**, A.P., Farnsworth Elementary; **Argia Watson**, A.P., Bradwell Communication Arts and Sciences Academy; **Cheryl White**, Principal, Dvorak Math & Science Technology Academy; **Frederick Williams**, Interim Principal, Chopin Elementary; **Tanneshia Wilson**, Admin., CPS; **Marcus Wright**, A.P., Montefiore Elementary; **Sheffea Wright**, A.P., Earle Elementary.

Board Action — The following principal contracts were approved at the June, July, and August 2013 Chicago Board of Education Meetings: **Chad Adams**, Sullivan High School; **Lauren Albani**, LaSalle II Elementary; **Durrell Anderson**, Richards High School; **Shaheena Khan-Barnett**, Aldridge Elementary; **Donella Carter**, Gregory Elementary; **Diedre Coleman**, Holmes Elementary; **Eric Dockery**, Poe Classical; **Paul Flaherty**, Marshall Middle School; **Judith Gibbs**, Avalon Park Elementary; **Diego Giraldo**, Inter-American Elementary; **Simone Griffin**, Cook Elementary; **Sheldon House**, Simeon High School; **Lourdes Jiminez**, Salazar Elementary; **Vanessa Williams-Johnson**, Dubois Elementary; **Macquiline King**, Courtenay Elementary; **Susan KuKielka**, Decatur Classical; **Julious Lawson**, Pullman Elementary; **Hiliana Leon**, Albany Park Elementary; **Noel McNally**, Byrne Elementary; **Richard Morgan**, Brownell Elementary; **Christine Munns**, Sauganash Elementary; **Kimberly Nelson**, Gallistel Elementary; **Dawn Orlando**, Kinzie Elementary; **Graciano Ortega**, Locke Elementary; **Teresa Chrobak-Prince**, Hearst Elementary; **LaShawn Ray**, Palmer Elementary; **Antonio Ross**, Hyde Park High School; **Chad Weiden**, Edgebrook Elementary; **Nancy Wiley**, Hubbard High School.

UPCOMING MEETING

Chicago Board of Education Monthly Meeting

Wednesday, September 25, 2013

Board Chambers
125 S. Clark Street

Registration opens September 16, 2013, at 8:00 AM

On September 25, Public Participation 10:30 AM–12:30 PM



RETIREES' CORNER

Art Fumarolo

STAYING CONNECTED AND ADDRESSING THE CONCERNS SHAPING YOUR FUTURE

The latest meetings of Auxiliary XVI, the Retired and Resigned members auxiliary, were held on June 11 and August 20, 2013. Twenty-two members were present in June and 17 in August. The next regularly scheduled meeting of the auxiliary will be at 9:30 AM on September 17. 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 at 50 East, east of Wabash). The Retired Teachers Association of Chicago (RTAC) is our host.

All regular members of the CPAA receive their copies of *The Lamp* online. 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 an online e-mail address. Such a change will contribute to the CPAA saving on printing and mailing. If you are willing to make the change to online newsletter access, contact Kent Lau at the CPAA office, 312-263-7767, or at klau@cps.edu.

At the June meeting, Auxiliary President Dave Peterson reported on the scheduled June Governing Board meeting. He gave a brief explanation and related possible problems for dealing with the CPS' new student-based budgeting process, which allocates school funds based on student population (\$4,429 per K-3, \$4,140 per 4-8, and \$5,029 per high school student). The allocation is to cover all expenses, including staff salaries. More experienced staff will use up more of the allocation than will newer, less experienced staff or those without advanced degrees. How will this effect staffing, programming, and purchasing decisions? From the latest reports in the newspaper, we now know that staff members at many schools have been eliminated in order for the allocated funds to fit expenses.

In June the guest speaker was Bukola Bello, lobbyist for the Chicago Teachers Pension Fund (CTPF) and RTAC. She did her usual great job of informing the group and responding to their questions related to the current and possible future actions and effects of legislative action. After passing 53-0 in the Senate, SB1920, Amendment No. 2, was defeated by a vote of 78-39 in the House at 7:05 PM on the last day of the legislative session, May 31, following two hours of debate. The measure would have extended the CPS pension payment holiday into 2014 and 2015, although with a payment that was higher than those of the last few years, but certainly way below the level required by the law. Such action would have potentially cost the pension fund as much as \$1 billion in lost funds in addition to the over \$3 billion lost since 1995 due to other pension holiday changes. This bill is still alive until the official end of the current legislative session.

Although defeated, SB1920 could possibly be reintroduced or included within some other bill at the June 19 special session being called by the governor [the bill was not called at the special session] or be taken up in the fall session of the legislature, which begins on October 22. If called at the special session, it would have required the support of at least 60% of the representatives. Let your state senator know that you are disappointed in his/her support of SB1920. Check how your house representative voted by going to the RTAC website at www.rtac.org, click on "Illinois" in the box below the purple Legislation and Lobbying banner, and then scroll down to SB1920 and click on the "See Vote" link below "Failed House" in the third column. If your legislator voted Y (yes), send him/her a note of appreciation for the support. If your rep voted N (no), let him/her know of your disappointment.

SB1920 was opposed by CTPF and RTAC. The bill was supported by the AFL-CIO, CPS, CTU, and President Berry of the CPAA. It is probable that the CTU was informed by the CPS that if they did not get the relief of another holiday, there would be a huge layoff of teachers [which has now happened]. The auxiliary passed a motion that the CPAA oppose any legislation that calls for "pension holidays" for the Chicago Board of Education. The motion will be presented to the Governing Board at the next meeting at which they have a quorum. [There have been no Governing Board meetings with a quorum since at least last May.]

Bello gave all in attendance a copy of the handout, which was provided to every legislator concerning CTPF funding history and a bullet-point overview of the reasons why "we must NOT repeat mistakes of the past..." This document can be viewed on the CTPF website at www.ctpf.org in the Education and Advisory tab, and the link to Member Education Documents — Mistakes of the Past. You may want to print out a copy to personally give to your legislators when you visit them in their offices this summer and fall to reinforce the need for their support for adequate funding of the CTPF by the Board of Education and the state.

Update (June 20, 2013): At the special legislative session on June 19, the House and Senate agreed to form a conference committee to develop a comprehensive pension reform bill for the state's pension funds. The CTPF is not a state fund but will monitor the proceedings and actions because it is likely that the state will then pass similar or identical legislation to affect the CTPF. The committee of 10 lawmakers consist of five from each house: six Democrats (Sen. Kwame Raoul, D-Chicago, who has been named chairman; Sen. Dan Bliss, D-Evanston; Sen. Linda Holmes, D-Aurora; Rep. Elaine Nekritz,

D-Northbrook, who crafted the Madigan plan; Rep. Art Turner, D-Chicago; and Rep. Mike Zalewski, D-Chicago) and four Republicans (Sen. Matt Murphy, R-Palatine; Sen. Bill Brady, R-Bloomington; Rep. Darlene Senger, R-Naperville, who has been allied with Rep. Nekritz during much of the pension war; and Rep. Jil Tracy, R-Quincy/Mt. Sterling). Most of the members are strong supporters of either the Cullerton or the Madigan proposals. The committee is expected to hold public hearings before presenting a solution plan to the legislature. Governor Quinn has set July 9 as the target for legislative action on pension reform but that never materialized. As of August 20, the committee has not as of yet presented their proposal(s).

And so the “negotiations” continue – we must all be watching like hawks and relating our concerns and opinions to our state legislators. Watch for your e-mail alerts from the CTPF and RTAC, and then take action with your e-mails, phone calls, and visits to your legislators.

HB2789 has passed out of committee. This bill changes the way health insurance rebates are calculated and removes the \$65 million cap on the amount CTPF can reimburse for health insurance premiums. Our current reimbursement percentage is unsustainable, and this bill would allow CTPF to continue the reimbursement for an extended period of time. However, the CTU has unveiled a plan (discussed later) that has the potential to eventually replace health insurance for retirees. This bill is currently on hold.

Following the July special session, the next regular session of the General Assembly will begin on October 22, 2013.

At the end of the meeting, the auxiliary unanimously approved a motion of appreciation to Dave Peterson, John Butterfield, and Sandra Givens for their long service to the CPAA and more specifically for their Auxiliary XVI service, respectively, as president and vice president, secretary, and vice president and secretary. Sandra and Dave expressed the three officers' gratitude to the members for their support during their times of service.

At the August meeting, which was conducted by the new Auxiliary XVI president Linda R. Williams, the entire discussion revolved around the proposal for pension reform being advocated by the Chicago Teachers Union (CTU). CTU President Karen Lewis was invited to meet with Speaker of the House Mike Madigan to discuss concerns. The three-legged proposal does not advocate any changes for current retiree benefits. Leg 1 advocates for actions to settle the financial outlook for the CTPF by calling for the sale of obligatory bonds in the amount of \$2.2 billion to immediately bring the CTPF to a 65% funded ratio. Half of this would be allocated to establish a separate healthcare trust fund as delineated in Leg 2. The Leg 1 proposal also calls for the reconstitution of the dedicated property tax levy for the CTPF as existed before the 1995 change. It is proposed that the entire CPS pension obligation be separated out from the

CPS operating fund and placed into the levy. The initial levy amount would be \$350 million and increased annually to cover increased payments to the pension fund and debt service on the bonds. [This proposal, in effect, approved another “pension holiday.”]

Leg 2 of the CTU proposal calls for the creation of a healthcare trust that would ensure a continued subsidy for retiree health insurance. It would be governed by the CTPF Board of Trustees; it would guarantee a 50% subsidy. The current \$65 million cap is consistently effecting a reduction in the healthcare subsidy as the cost of insurance rises and the number of retirees increases, thus more are drawing from the same allocation of money. Also, future cost increases could be covered with additional board contributions, future employee contributions, investment returns, or other revenues.

Leg 3 states that there will be no changes to benefits.

Some of those in attendance led the discussion of the options as they had been at RTAC and pension board meetings where the CTU plan had been discussed. At the end of the discussion, those in attendance voted to not “reconsider” the “no pension holidays” motion made at the last auxiliary meeting, and so indicated that they did not support the viewpoint of advocating for the CTU proposal instead of the viewpoint, which advocates for the board paying its full pension bill for 2013 – approximately \$650 million – and then advocating for the CTU plan.

As of our August meeting, there is no indication as to the CPS and the mayor's view of the plan. The \$650 million is currently in the CPS budget. Next year, if there is no “reform” or “holiday” enacted by the legislature, the CPS pension bill will be in excess of \$700 million.

As a result of a settlement wherein Blue Cross Blue Shield returned overcharged funds to the CTPF, the CTPF health rebate will continue at the 60% level through 2014, instead of being reduced as planned in order to stay within the \$65 million cap.

Since our last newsletter, we have learned of the passing of LeRoy F. Collins on June 4, at the age of 89. He was the principal of Goethals EVGC. Zelda Sweet, retired principal of Scammon, died on March 11. Ruby Ford of Region 6 passed on February 18.

RTAC will hold their Annual Fall Meeting/Luncheon on October 17 at 11:45 AM in the Grand Ballroom of the Hilton Chicago on South Michigan Avenue. See their latest News Bulletin or call 312-750-1511 for details.

Send your news about retired members or the activities of retired members' groups to Art Fumarolo at aafumarolo@cps.edu or call me at 847-289-7847. 🐦



American Federation of School Administrators

AFSA, AFL-CIO

Direct Benefits for AFSA Local Unions AFSA Local Affiliates are **automatically** eligible for these no-cost benefits. For more information Local Affiliates may call **1-800-354-AFSA** or e-mail afsa@AFSAadmin.org

AFSA Union Liability AFSA provides each Local Affiliate in good standing up to \$2,000,000 coverage for wrongful acts, wrongful employment practices and wrongful offenses related to the Union business of the Local Affiliate, plus, up to \$250,000 of Individual Labor Leader coverage for up to 4 designated leaders per affiliate.

Direct Benefits for AFSA Members AFSA members are **automatically** eligible for these no-cost benefits. For more information members may call **1-800-354-AFSA**, e-mail afsa@AFSAadmin.org or visit the AFSA web site at: <http://www.AFSAadmin.org/>

AFSA Educators Professional Liability⁺ AFSA provides protection for working members in good standing in case of an unfavorable judgment in a lawsuit naming members as parties or defendants. The plan provides up to \$1,000,000 of protection against civil actions arising out of: bodily injury to a student; accidental death of a student; assault or battery accusations; corporal punishment; personal injury for libel, slander or defamation of character; violation of the right to privacy or detention; damage or destruction to the property of others and employment liability acts or omissions; and up to \$15,000 of defense costs for employment liability acts or omissions, sexual misconduct, and corporal punishment; subject to the terms of the policy.

AFSA Legal Action Trust⁺⁺ AFSA provides up to \$25,000 of coverage for defense costs associated with denial of constitutional rights, "failure to educate" and criminal charges arising from school activities, when regular members in good standing are named as parties or defendants, provided that there is complete exoneration of the criminal charges. The plan also provides up to \$25,000 to cover defense costs for criminal proceedings when named as parties or defendants resulting from corporal punishment regardless of outcome, and up to \$5,000 of punitive damages.

AFSA Retired Member Accidental Death^{*~} \$10,000 of accidental death coverage is provided by AFSA for retired members regardless of other insurance coverage. In order for benefits to be paid, the retiree's AFSA membership must be in good standing and the member must have previously filed a signed beneficiary form with AFSA. The death certificate must state accidental death in order to qualify.

AFSA Accidental Death & Dismemberment⁺ AFSA provides Accidental Death & Dismemberment insurance which pays \$50,000 to the covered working member's beneficiary in the event of accidental death or a varying percentage of this principal sum amount to the covered member based on dismemberment or paralysis. The member must be in good standing and the member must have previously filed a signed beneficiary form with AFSA. This benefit is subject to the terms of the policy.

AFSA Total Disability⁺⁺ In the event of a total disability of a regular member in good standing, AFSA provides up to \$1,500 per month in disability benefits, up to a maximum lifetime benefit of \$15,000. Benefits begin the fifth month after the onset of the disability and continue as long as the member remains totally disabled, turns 65 or reaches the maximum lifetime benefit, whichever comes first. This benefit is offset by the monthly amounts available to the member from any other sources.

AFSA Scholarship The AFSA Scholarship Program is open to children of AFSA members in good standing. Refer to the AFSA web site to download the Scholarship Application package with full information on the current year's scholarship program.

^{*}Retiree Members Not Eligible ⁺Associate Members Not Eligible ⁺⁺Regular Members Not Eligible

Optional Group Insurance Benefits for AFSA Members AFSA members are **automatically** eligible to participate in these discounted Group Insurance Benefits. For more information call **1-800-503-9230** or visit the Marsh web site at: <http://www.personal-plans.com/afsad/>

Accidental Death and Dismemberment^{1,2}

Catastrophe Major Medical Insurance^{1,2}

Dental Insurance with Benefit Builder^{1,2}

Disability Income Plan^{1,2}

Long Term Care^{1,2}

Senior Whole Life^{1,2}/Group Term Life^{1,2}

Short Term Medical Insurance^{1,2}

¹Not Available in Puerto Rico ²Not Available in US Virgin Islands



American Federation of School Administrators

AFSA, AFL-CIO

Union Plus Benefits for AFSA Members AFSA members and their families are **automatically** eligible for discounted services & free benefits from the AFL-CIO's Union Plus program. For more information visit the Union Plus web site at: <http://www.unionplus.org/>

Money & Credit

| | |
|----------------------------------|-----------------|
| Credit Card | 1-800-522-4000 |
| Credit Counseling ^{1,2} | 1-800-833-1745 |
| Union-Made Checks | 1-888-864-6625 |
| Secured Credit Card | 1-800-651-5108 |
| Union SAFE | see UP web site |

Insurance Deals

| | |
|-----------------------------------|----------------|
| Auto Insurance ^{1,2} | 1-800-294-9496 |
| Life Insurance ^{1,2} | 1-800-393-0864 |
| Accident Insurance ^{1,2} | 1-800-393-0864 |

Legal Service

| | |
|----------------------------|----------------|
| Legal Service ² | 1-888-993-8886 |
|----------------------------|----------------|

Education Services

| | |
|-------------------------------------|-----------------|
| National Labor College Scholarships | see UP web site |
| Union Plus Scholarships | see UP web site |
| College Test Prep Discounts | 1-888-243-7377 |

Travel & Recreation

| | |
|-------------------------------------|-----------------|
| Worldwide Vacation Tours | 1-800-590-1104 |
| Entertainment/Theme Park Discounts | see UP web site |
| Movie Ticket Discounts | see UP web site |
| Travel Center | see UP web site |
| Car Rental Discounts ^{1,2} | see UP web site |
| Budget Truck Rental ^{1,2} | see UP web site |

¹Not Available in Puerto Rico ²Not Available in US Virgin Islands

House & Home

| | |
|--|-----------------|
| Mortgage ^{1,2} | 1-800-848-6466 |
| Moving Discount ^{1,2} | see UP web site |
| Pet Savings/Insurance ^{1,2} | 1-888-789-7387 |
| Home Heating Oil Discounts ^{1,2} | 1-800-660-0691 |
| Home Energy Audit/HVAC Rebate ^{1,2} | see UP web site |

Everyday Savings

| | |
|----------------------------------|-----------------|
| Consumer Reports Online Discount | see UP web site |
| Flower Discount | 1-888-667-7779 |
| Union-Made Clothing Discounts | see UP web site |
| Powell's Bookstore | see UP web site |
| Gift Certificate Discounts | see UP web site |

Computer's & Tech

| | |
|--|-----------------|
| Dell Computer Discounts ^{1,2} | see UP web site |
| AT&T Wireless Discount | see UP web site |

Auto Advantages

| | |
|---|-----------------|
| Goodyear Tire & Service Discount ^{1,2} | see UP web site |
| Motor Club ^{1,2} | 1-866-454-8722 |
| Auto Buying ^{1,2} | 1-866-437-2336 |
| Hybrid Union-Made Car Rebate ^{1,2} | 1-866-437-2336 |

Health & Well Being

| | |
|------------------------------------|----------------|
| Health Club Discounts ² | 1-888-294-1500 |
| Health Savings ^{1,2} | 1-877-570-4845 |

Liberty Mutual Insurance Benefits for AFSA Members AFSA Members are eligible for a special discounted rate on Auto Insurance and Home Insurance. Find out more and get a free rate quote at: <http://www.libertymutual.com/afsa/>

Note: Discounts and savings are available where state laws and regulations allow, and may vary by state.

AFSA Members are eligible for a free Hertz #1 Club Gold Benefits membership. Click on the Hertz link on the AFSA web site to enroll for free with the \$60 annual fee waived.

TERMS & CONDITIONS

AFSA Member Benefits are additional benefits provided to your Local. They supplement the benefits your Local has achieved through the collective bargaining process. AFSA does not administer or bargain your Local's contract benefits such as pensions, health care or dental coverage, welfare funds, etc. All inquiries concerning these benefits should be directed to your Local. AFSA Member Benefits are comprised of AFSA Member Direct Benefits (includes the AFSA Legal Action Trust), AFSA Member Group Insurance Benefits, and Union Plus. AFSA Member Direct Benefits and the AFSA Legal Action Trust are services of the American Federation of School Administrators and are available to AFSA members in good standing. To be in good standing, a member must hold an AFSA membership for two uninterrupted years or the length of their Local's affiliation, whichever is less.

AFSA Optional Benefits are provided to AFSA members by third parties and may require additional fees for participation. Eligibility for AFSA Optional Benefits requires that a member be in good standing in order to participate. AFSA and/or its benefit providers reserve the right to discontinue benefit coverage to members who are not in good standing.

AFSA's inclusion of these optional benefits does not constitute a representation or recommendation that each optional benefit is appropriate for every AFSA member. Before purchasing such benefits, each member should consult with his/her own legal, financial or insurance advisor. When a member purchases an optional benefit, that is a contractual agreement between the member and the third party provider. AFSA is not a party and will not be liable for any errors or omissions of the provider.

THE AFSA LEGAL ACTION TRUST

1. Enrollment for AFSA Legal Action Trust, Professional Liability, Accidental Death, and Total Disability benefits is automatic for all AFSA members in good standing.

2. AFSA Legal Action Trust's Total Disability plan has a maximum lifetime benefit of \$15,000 per member and begins the fifth month after the onset of the disability. Benefits

continue as long as the member remains totally disabled, turns 65 or reaches the maximum benefit payable, whichever comes first. This benefit is offset by the monthly amounts payable from any/all other sources.

3. AFSA Legal Action Trust's legal benefit covers defense costs associated with the denial of constitutional rights, "failure to educate" and criminal charges arising from school activities, provided there is complete exoneration of the criminal charges. However, if the criminal proceedings result from corporal punishment, the reimbursement of defense costs up to \$25,000 will be made regardless of outcome. AFSA must be notified prior to a member incurring legal costs for this benefit.

4. AFSA Legal Action Trust's Accidental Death benefits will be paid provided that AFSA has a signed beneficiary form on file and claimants provide a death certificate stating the cause of death to be accidental death.

5. Regardless of the number of claims made or charges brought, the Trust's liability for defense costs shall not exceed \$25,000 to any one member per claim and/or per year.

6. AFSA Legal Action Trust's aggregate annual maximum is \$75,000 for total member benefits paid.

7. Retired members receive all the benefits of regular members with the exception of Professional Liability, Legal Action Trust, Accidental Death & Dismemberment, Disability Coverage, and any other plan that has age restrictions that the member does not qualify for due to age.

8. Associate members receive these benefits of Regular membership: Professional Liability, Accidental Death & Dismemberment, Optional Group Insurance Plans, and Union Plus benefits. Associate members do not receive AFSA Legal Action Trust or AFSA Total Disability. Direct legal aid is provided to Associate members for contract or employment related issues, but is limited to phone and/or written consultation.

CPS' Draft 10-Year Educational Facilities Master Plan Survey Available Online!

The following is an e-mail received by the Chicago Educational Facilities Task Force (CEFTF) from Leonard Langston, chief of staff for Public and Community Affairs at Chicago Public Schools. As you know, CPAA was instrumental in establishing the CEFTF in order to provide a voice to all stakeholders whenever decisions are made regarding educational facilities in Chicago. Your assistance in completing the brief survey is appreciated. The survey can be found online at <https://www.surveymonkey.com/s/cps10yearplan>

September 2013

Dear Colleagues:

This is an important time at Chicago Public Schools (CPS) as we prepare to finalize our 10-year Educational Facilities Master Plan (EFMP), which outlines how the district plans to balance investments in CPS facilities and the significant long-term financial difficulties it faces over the next decade. As CPS prepares to finalize the EFMP, we need your help.

CPS is working to build a district in which every child has the quality education they deserve and the 21st century learning environments needed to succeed, and the draft EFMP highlights efforts that support these goals, including efforts to address underutilization in several CPS facilities, redirect resources toward upgrading the quality of education students receive, and expand access to high-quality programs in every community such as the International Baccalaureate (IB) Programme; Science, Technology, Engineering, Math (STEM) programs; and Career and Technical Education (CTE) programs.

We continue to reach out for feedback and gather other information that may affect our decision-making and improve the plan. Please review the attached letter and complete the survey by Wednesday, September 18, 2013. The draft EFMP can be found at http://cps.edu/About_CPS/Policies_and_guidelines/Documents/CPSDraftEducationalFacilitiesMasterPlan.pdf. Your assistance will go a long way in helping us plan for the district's future. Please let me know if you have any questions. Thank you in advance for your attention and support.

Leonard Langston, Jr.
Chief of Staff
Public and Community Affairs | Chicago Public Schools
125 S. Clark St. | 5th Floor | Chicago, IL 60603

Let your voice be heard. Complete the survey today!
<https://www.surveymonkey.com/s/cps10yearplan>

Online survey will be available until Wednesday, September 18, 2013.