



THE LAMP

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

A MESSAGE FROM THE PRESIDENT

Clarice Berry

APRIL AND MAY
MEETING WITH THE
CEO
2

RETIREES' CORNER
4

ILLINOIS
ADMINISTRATORS'
ACADEMY
7

Knowing how busy all of you are, it just may have slipped your attention that there is a major debate raging regarding principal intimidation. This debate was ignited by an op-ed letter that appeared in the *Chicago Sun-Times* on Saturday, May 10, 2014. The author is Troy LaRaviere, principal of Blaine Elementary School and a newly elected CPAA Governing Board member, representing Auxiliary II. That op-ed letter seems to have oiled the hinges on the door to freedom of speech. Several other principals have sent comments to LaRaviere's blog in support of his claims. Additionally, two principals have expressed their concerns as guest columnists in *Catalyst Chicago*. My personal admiration is sent to those who publicly stood up and spoke out against the growing repressive atmosphere now so prevalent in CPS.

CPAA is well aware of the enormous pressures our members are under, the workloads coming out of the various departments, and mandates imposed without the requisite supports. We receive e-mails regarding these issues daily. Yes, yes, we do bring these issues to the table monthly at our regular meeting with CEO Byrd-Bennett. We also encounter the same rhetoric of incredulity and dismissal of our complaints that have recently been reported in the media. The phone calls often come into our office from principals about the disrespect

and unprofessional behavior they encounter in some networks. Always the same request is made, "Please don't use my name/school," regarding the grievance they have relayed to us. I know firsthand how fearful our members are of retaliation, unsatisfactory ratings, and/or having a catastrophic school action directed against them.

While the job of principal and by extension that of assistant principal has always been extremely difficult and stressful, the addition of city politics adds a new dimension. The infusion of assembly line policies, mandates, and new programs not driven by sound pedagogy create a near carnival atmosphere to the serious business of education. Members I talk to are overwhelmed with the dizzying array of directives, meetings, e-mails, staff evaluations, and student assessments crammed into almost every hour of the school day. The final nail in the coffin undoubtedly has to be the student-based budget. This latest political budgetary slight-of-hand has leveled even the most seasoned and resourceful principals I know to their knees! No one enjoys being at odds with their employer, but there doesn't seem to be any other avenue open to effect change. We hope our members view CPAA as a safe place to discuss the issues of abuse and retaliation. The organization is here to serve you—call if you need us ... we can and will help! 🏠

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

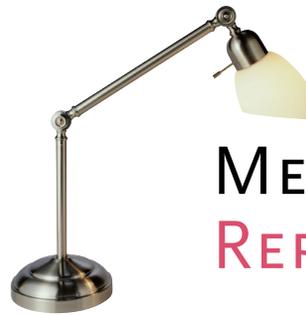
AFFILIATIONS:

*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)*



MEETING WITH THE CEO REPORT—APRIL AND MAY

The CPAA Executive Board met with representatives from CPS CEO Barbara Byrd-Bennett's office on Monday, April 21, 2014, and Tuesday, May 20, 2014.

In April, the following agenda items were discussed:

Assessment of School Support Systems

CPAA requested that CPS work with our sister agencies and other departments within the State of Illinois to provide schools with a resource handbook for support services available from CPS and other agencies across the city to assist with student supports, including social emotional services and health services. It was also requested that network offices provide improved communication and transparency regarding the services offered to schools by networks and the district. Clarice Berry proposed that we convene a panel of principals to discuss the inequities of support services in schools across the district.

Response: This may be a topic of discussion to raise with the Principal Consultancy Group and will be shared with the CEO for consideration.

School Administrator Raises and Step Increases

CPAA and committee members raised a concern regarding consideration for school administrators to receive a salary increase for the 2014-15 school year. Clarice Berry also requested that the CEO advocate for this on behalf of the principals.

Response: CEO Chief of Staff Myetie Hamilton provided an overview of the data that was shared regarding current principal salaries and indicated that the CEO advocated and provided salary increases in FY13, and is currently having conversations with the Board president to determine the possibility of increases for FY15. The CEO will provide a status update once a determination has been made.

Assessment Questions and Concerns

CPAA and other committee members raised concerns regarding the number of student assessments required this school year. The committee would like consideration to be given toward decreasing the number and frequency of student assessments to provide greater opportunity and time to focus on teaching and student growth.

Response: John Barker mentioned that the CPS Academic Team is currently looking at this to determine what needs to be assessed and how often. Barker will circle back to gain more input from the principal committee as this work continues.

NWEA & Knowledge Center

The committee shared that there seems to be an issue with the cross walk/scale for TRL and NWEA data in the knowledge center.

Response: John Barker will look into this and work to resolve. Barker will also send CPAA the memorandum that recently went out regarding NWEA testing.

Substitute Services & Early Offer Process

Alicia Winckler shared information regarding the changes that will be implemented by the Talent Office to support the substitute teacher issue and early hiring process (for select high-need positions).

Response: The changes were well received by CPAA and the committee. The two recommendations made by the committee were to give principals tips on how to make their schools more friendly in order to attract substitute teachers, and to reemphasize to principals the importance of encouraging teachers to report their absences in the system.

Student Code of Conduct Revisions

Aarti Dhupelia and her team shared the proposal for revising the Student Code of Conduct.

Response: The committee responded positively to the proposed changes and provided a great deal of feedback and direction. Dhupelia's team will follow up with committee members who were not in attendance to gain their insight as well.

In May, the following agenda item was discussed:

Principal & Assistant Principal Raises and Step Increases

CPAA would like to discuss the matter of administrator compensation. While there are certainly other issues and problems to bring to the table, this one topic has not been discussed in depth with the current

CPS administration. We would like to explore the compensation disparity of principals and assistant principals who work on average an eight-hour (plus) day to the compensation of other unionized employees. School administrators have gone five years without step increases, which are currently set at a total of eight, one for each school grade level. Thereafter, school administrators are no longer entitled to any step increases. Additionally, since 2009, principals and assistant principals were granted only one 4% raise; we appreciate and thank CPS for that. While none of this information is news, the financial impact on CPS's middle management cannot go unstated.

It is our understanding that a raise is under review by CPS to be presented to the Board for approval and inclusion in the FY15 budget. We would like to be advised of the results of the review and the recommendation the CEO is making. We hope that no consideration, other than the fairness of compensating principals and assistant principals for the work they do daily, will influence your advocacy in this matter. The importance of good leadership is well documented and appreciated in national corporations, leadership literature, U.S. military, government agencies, and we hope the Chicago Public Schools. Accolades, tributes and kind words are not enough, and should not substitute for parity in compensation for those the system calls on to do so much.

Response: Discussions regarding raises for school administrators will continue at the June meeting with the CEO. 🐦



VACATION ACCRUAL NEW LIMITS EFFECTIVE JULY 1, 2014

Throughout the spring, we have received numerous calls regarding vacation time and accrual limits. Please note the following when it comes to your vacation time:

Years of Service	Annual Accrual	Max Accrual (Annual Accrual + 5 Days)
With service up to and including ten (10) years	.058 vacation day per day paid, not to exceed three (3) weeks or fifteen (15) vacation benefit days	20 days
With service of eleven (11) to twenty (20) years inclusive	.077 vacation day per day paid, not to exceed four (4) weeks or twenty (20) vacation days	25 days
With service for twenty one (21) or more years	.097 vacation day per day paid, not to exceed five (5) weeks or twenty five (25) vacation days	30 days

One additional clarification: If your current bank exceeds that which you're allowed to accrue post July 1, 2014, you do not lose any days that you already have in your bank. However, you lose the ability to add more days to your bank until you come under the new cap. For example, if you have 60 days in your bank on July 1, 2014, and you do not use any days and resign on January 1, 2015, you will be paid out for 60 days post your resignation. Thus, you are not at risk of losing any days already accrued and in your bank on June 30, 2014.



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 April 8, 2014. Twenty one members were present. The next regularly scheduled meetings of the auxiliary will be at 9:30 AM on June 10 and September 16, 2014. They will be held in Room 912 of the Garland Building at 111 N. Wabash Avenue. The Retired Teachers Association of Chicago (RTAC) is our host.

Auxiliary Vice President Betty Cittadine introduced the guest speaker, Frances Radencic, director of communications for the Chicago Teachers Pension Fund (CTPF). In addition to her many duties, she is the director of the *CTPF Pension News* newsletter and the Impact Statement documents. She focused her initial remarks on the various communication activities of the CTPF. One of her first achievements when she joined the CTPF in 1999 was making the newsletter more attractive than the old pink mimeographed publication. With the addition of more communications staff over time, the Fund now produces many attractive and informative publications, including the newsletter, e-News, and webinars. The Fund also employs a media consulting firm to work with leaders in preparing statements and presentations, which are made to the press and the public.

Through a series of questions, we were reminded that CPS educational employees do not receive Social Security as a benefit from serving the Chicago Public Schools, pensions do have an impact upon the economy of Illinois, the pension crisis is due to a lack of sufficient funding from the state and CPS partially due to the past "pension holidays," 70% of the retirees are women, and the average pension paid is about \$43,000. Discussion also brought out that if a retiree changes their legal address to outside of Illinois, income tax will be due if that state taxes pension benefits.

The CTPF also communicates with its members via its field service staff, who go out to the schools and meet with the teachers to explain their benefits, and the retirement seminars, which are held each spring.

Much of Radencic's remarks focused on the Pension Fund Ambassador Program, which began in 2012 to educate the members and assist them in spreading the word about the Fund's program and concerns to the state legislators and the public at large. A little less than 50% of those at the meeting are already pension fund ambassadors. Radencic stressed that the CTPF needs all retirees to be ambassadors. She introduced Jackie Umbles, communications specialist who coordinates the program.

The pension fund carries out various functions to protect our pensions. These include wise, productive, diligent investment of the money; carefully calculating benefits; and implementing legislative actions, which increase funding. The Fund and its board of trustees cannot oppose any actions that will benefit the Fund. However, they can provide the members with the facts with which they can voice opposition to proposed or approved legislative action (such as "pension holidays"). We can't sit back and wait for others to take action for us; we need to be taking an active role. That's why the CTPF established the Pension Fund Ambassadors Program.

The program's purpose is to educate the ambassadors so that they know the facts and then contact or meet their home districts' legislators so that they know who you are (the ambassador) and that your pension matters. The material provided at the training sessions explains the pension fund fundamentals, the legislative process, and offers suggestions for how to reach out to your legislators and get your message across. Ambassadors also receive notices of anything that's going on, as well as invitations to all webinars. The legislators need to know that your pension money stays in Illinois, and it is spent here, as well as has an extending impact upon the state's economic being. The material, which primarily addresses the economic impact, is in the CTPF publication *The Buck Stays Here*. It includes very specific CTPF membership numbers and pension benefits paid to retirees in each district, and the financial impact in terms of money and jobs for each legislative and senate district in the state. The specifics for your legislator's district should be shared with the legislator when you, the ambassador, visit the representative in his or her office. By the way, the CTPF sent a copy of the booklet to every legislator at their Springfield and home offices. In addition, you can print out a sheet to give to your legislative and senate district from the CTPF website at www.ctpf.org. Click on the Education and Advocacy tab, Member Education Documents link, and then on the link for Economic Impact: Individual Sheets for Senators or House Members. At the same online location, you can download *The Buck Stays Here* booklet.

A set of CTPF materials was provided to each attendee. The group was also reminded that if any CTPF member wants to organize a meeting with their legislator and other CTPF members of their district, the CTPF will send out the notices to all members who reside within the designated district.

Radencic closed her remarks by again emphasizing that those who are not yet ambassadors should sign up on the website. And she summarized by saying that we all should be rallying around:

“No benefit reform without revenue reform.” Cutting benefits, even for the active workers, will not reduce the deficit nor solve the problem. The presentation and discussion closed with a round of appreciative applause.

Walter Pilditch provided the monthly pension update. He began by bringing us greetings from several Florida satellite groups where he recently attended their meetings. At those meetings, he responded to various questions such as the procedure the pension board uses for evaluating the Fund’s money managers. Pilditch brought us up-to-date with the mayor’s attempts and the legislature’s response to his proposal for dealing with pensions and tax increases. He gave some of the particulars and reported that the taxing question was not approved and the decision for enacting it will reside with the City Council. It seems that the legislature will not take any direct action affecting our pension system until after the November elections. The pension fund is now worth over \$10 billion, its highest level since about 12 years ago, and it is earning about 14% interest. This growth is partly due to the payroll contributions being made but will be negatively affected as the June retirements are activated. Each year the Fund has to take approximately \$1 billion out of the funds to pay pensions. The 60% health insurance support will continue into next year as a result of the \$10-\$11 million payment from Blue Cross Blue Shield as settlement for making too much money, which the federal government determined was jeopardizing their nonprofit status. The Arizona Supreme Court just ruled that its constitutional guarantee of pension benefits must be upheld. There is hope that this Arizona ruling will have some effect upon the Illinois courts’ ruling concerning SB1 and any such legislation that may be approved, which would diminish pension benefits. Suits have been filed in Illinois courts to declare SB1 (which does not directly affect our pension system) unconstitutional; however, no action has taken place as of yet. Pilditch then responded to the questions posed by those in attendance.

Auxiliary President Linda R. Williams reported on the CPAA Governing Board meeting of March 31. The first speaker was the CPAA tenant representative from CB Richard Ellis for the Opera House building lease. He explained that the current lease was to expire in 2018, but an extension and amendment has been negotiated. CPAA will be moving to a smaller suite on the 15th floor on July 1, and will utilize the furniture presently in the space; no new furniture will be needed. This move will save about \$20,000 per year. The new lease will expire in 2023 and includes a clause that will permit the space to be subleased should the CPAA find it necessary to do so. The second speaker was the auditor of the CPAA books for the periods ending June 30, 2012 and 2013. The books were declared to be in good order. All were encouraged to actively seek new CPAA members, active and retired. A discussion followed concerning the ways in which Auxiliary XVI could remain active and functional, and membership recruiting efforts by the association.

Clarice Berry met with the central office to discuss the evaluation process and who will be evaluating the para-professionals and staff such as engineers and lunchroom personnel in the schools. Two auxiliaries have elected new presidents so there will be two more members on the Governing Board.

Auxiliary XVI’s March motion, “That the CPAA write a letter to the We Are One coalition in support of their efforts to have SB1 declared unconstitutional,” was accepted and approved, following explanation, discussion, and encouragement by our auxiliary president, Linda R. Williams.

Arlene Crandall, RTAC executive director, encouraged those who are willing to serve to apply for a position of director on the RTAC board next year. The board meets once per month. Applications are available on the RTAC website, www.rtac.org. She also encouraged everyone to get in touch with their legislators concerning legislation that is now alive, so as to seek support so that the proposals become reality. These were itemized in a handout, which duplicated the latest RTAC email Alert: HR816 (resolution for greater parity between the CTPF and the TRS, sponsored by Representative Esther Golar); SB449/SA#1 (re-establish the CTPF tax levy); and a bill sponsored by Senator Kwame Raoul to require the CPS and charter schools to make their payments monthly to the CTPF. An additional item was to seek support against any movement to reduce the \$65 million spending cap for the health insurance subsidy. Crandall suggested that we use the chart on page 6 of the Spring RTAC News Bulletin to demonstrate to our legislators the monetary effect of losing the health care subsidy. Everyone was encouraged to attend the RTAC Spring Luncheon Meeting on May 16 in the Hilton Chicago Grand Ballroom. There was also a plea for meaningful contributions to the RTAC Legal Defense Fund in preparation for suing against any passed legislation that diminishes our pension benefits. Think: What is my pension worth to me? There is also a need for contributions to the Chicago Retired Teachers Aide Fund at RTAC. Forms for both contributions are available in the RTAC Spring News Bulletin.

We were sorry to learn of the passing of three of our colleagues: Bill Scheid, principal of Carnegie, Wentworth, and Bogan High School until his retirement in 1989, was 89 at the time of his death on April 13. Joseph M. Smith, Jr., principal of Harlan H.S. until his retirement in 1975, passed on April 30, at the age of 87, after a long battle with chronic obstructive pulmonary disease. Marcellus Stamps, Jr., retired principal, died on May 14.

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.



Chicago Public Schools
Department of Human Resources
Bureau of Salary Administration, Staffing, Enrollment & Employee Records

CRITERIA FOR DETERMINING ADMINISTRATIVE GRADE LEVELS

Every three years, the administrative grade level of each Chicago public school is evaluated according to a point system. Points are granted for approved Board- or government-funded positions under the direct supervision of the principal of a school. An explanation of the point system follows:

TEACHING POSITIONS

Two (2) points are granted for each approved teaching Board or government position assigned to the main, or parent, building (excluding the principal position).

Two and one-half (2½) points are granted for each approved teaching Board or government position assigned to a branch, a smaller school on a separate site, or a unit separate from the main, or parent, building (excluding the principal position).

NOTE: Teachers in approved, 8-hour positions shall be counted as 1.2 positions (equal to 2.4 points at a main building). Teachers and educational support personnel (ESP) with position values of less than one, shall be cumulative (e.g., itinerant teachers or ESP) based on the number of days worked at a school during a pay period.

EDUCATIONAL SUPPORT PERSONNEL

One (1) point is granted for each ESP position assigned to the school and under the supervision of the principal.

One and one-fourth (1¼) points are granted for each ESP position supervised by the principal and assigned to a branch, a smaller school on a separate site, or unit separate from the main, or parent, building.

NOTE: Points shall be awarded for lunchroom manager and custodial engineer positions. However, all other lunchroom workers and custodial staff will not be assigned point values for this process, as they are under the direct supervision of the lunchroom manager and custodial engineer, respectively.

SCHOOL CLASSIFICATION

The point total awarded to a school determines its administrative grade level. Below is the scale for determining grade levels:

Up to and including 74 points	AG VII (A55) and AP1
75 up to and including 99 points	AG VIII (A60) and AP2
100 up to and including 149 points	AG IX (A65) and AP3
150 points or more	AG X (A70) and AP4

MEMBER NEWS

CORRECTION — Last month we incorrectly reported that **Deborah Reese** was the former principal of Fitch Elementary School. She was the former principal of Hitch Elementary School. We apologize for the error.

Condolences — William Braddan McClellan Jr., son of retired CPS administrators **William McClellan, Sr.** and **Regina McClellan**, passed away in May. McClellan was also the nephew of **Annette Gurley**, Chief Officer of Teaching and Learning.

New Members — **Charles Ehrhard**, A.P., Little Village Academy; **Daniel Kramer**, Principal, Schurz High School; **Michelle Masny**, A.P., Drummond Elementary; **Bryan Quinlan**, A.P., Monroe Elementary.

Board Action — The following principal contracts were approved at the April 2014 Chicago Board of Education Meeting: **Ryan Bellville**, McAuliffe Elementary; **Brenda Browder**, Kellman Elementary; **Mary Cunat**, Wildwood Elementary; **Joshua Long**, Southside High School; **Shenethe Parks**, Harte Elementary; **Juliana Perisin**, Hendricks Elementary; **Augusta Smith**, Barton Elementary.



ILLINOIS
ADMINISTRATORS'
ACADEMY

Illinois Administrator License Renewal System: Deadlines at a Glance

Deadline	Activity
June 30, 2014	Last day to complete activities for CPDU credit under the Certificate Renewal System.
Beginning July 1, 2014	New License Renewal System takes effect.
Beginning July 1, 2014	Providers currently approved under the Certificate Renewal System and any new providers may begin seeking provisional approval to offer professional development under the License Renewal System. Subject to any changes in the proposed rules, a provider will receive final approval after the rules are put into effect in the fall.
Beginning July 1, 2014	Providers currently approved under the Certificate Renewal System must offer only professional development that aligns to the License Renewal System.
Beginning July 1, 2014	Licensees must participate only in professional development that aligns to the License Renewal System. Licensees must begin entering credit for clock hours earned on or after July 1, 2014, and other information within 60 days of completing the activity.
August 31, 2014	Last day to complete any coursework or activities for "uniquely qualifying" credit.
December 31, 2014	Last day to enter credit for CPDUs completed on or before June 30, 2014, under the Certificate Renewal System, or credit for "uniquely qualifying" activities. Licensees earning additional degrees or endorsements must have the degree conferred or endorsement issued.
December 31, 2014	Last day providers approved under the Certificate Renewal System may offer professional development without first receiving approval under the License Renewal System.
Beginning July 1, 2015	A licensee who fails to enter into ELIS information for any completed professional development within 60 days of completion will be prohibited from counting that professional development among the total hours required for that five-year renewal cycle.

Upcoming IAA Sessions at the Chicago Principals & Administrators Association

Visit the CPAA website at www.mycpaa.com to get more information on and register for Illinois Administrators' Academy courses, and to find event information. Only sessions with availability are listed here.

- June 4, 2014—Effective Use of Technology in Schools
- June 16, 2014—Improving Instruction: Providing Teachers with Effective Feedback
- June 23, 2014—Interpersonal & Team Communication Skills for School Administrators
- June 25, 2014—Proactively Dealing with Difficult Conversations: Bringing Out the Best in People at Their Worst



Union Members

**SAVE
15%***

on monthly AT&T voice service
and select data plans

GO UNION And Save With AT&T Wireless

Union members: Support your union brothers and sisters and get the savings you deserve by choosing wireless service from AT&T. With 45,000 union workers, AT&T is the only national unionized wireless provider. No other wireless company can say that. Not Verizon. Not Sprint. Not Credo. Not T-Mobile.

Qualify for up to
**\$200
in rebates**
when you switch to AT&T
wireless or upgrade to a new
smartphone using your
Union Plus Credit Card

\$100 Switch to AT&T Rebate

Members who move from another provider to AT&T are eligible to receive \$100 rebate from Union Plus to help offset any costs associated with moving their service. In addition, **the \$36 activation fee is waived for union members who switch to AT&T.**

\$100 Smartphone Upgrade Rebate

Whether you are an existing AT&T customer or are planning to switch to AT&T, you are eligible for a \$100 rebate from Union Plus when you upgrade to a new smartphone with an AT&T data plan.

Remember to use your Union Plus Credit Card to qualify for both rebates. If you don't have the card, apply now at UnionPlus.org/CreditCard.

To start saving:

Go online to UnionPlus.org/ATT, follow the instructions. Shop online and get an **additional \$25 in savings on new equipment.**

or

Bring this coupon to an **official AT&T Store** near you, along with your union identification for the Union Plus discount.

FAN number: 3508840



at&t



Members can learn more at UnionPlus.org/ATT

*All program plans for new and existing customers require a new two-year contract. This offer cannot be combined with any other discounts. The 15% Union Plus AT&T wireless discount is not available on the iPad, additional lines for family plans, unlimited plans and Unity plans. Data services: only the 5GB data plan and the shared minutes and data for AT&T Mobile share plans are discounted. All other individual plans, data plans on secondary lines, and text plans are not discounted. The program is currently for residents in the United States and not available in Guam or Canada. AT&T service may not cover an entire state; check your local service map.