Here’s hoping this May finds you doing well and coping with the headlines and sudden shake-up in the CEO’s office. While the SUPES Academy has been a topic of conversation along with much consternation over the last two years, the timing of this investigation is curious to say the least.

At the beginning of the contract with the SUPES Academy, CPAA was at the table with Barbara Byrd-Bennett putting forth both your concerns about the mandatory nature of the requirement of attendance on Saturdays and the fact that the program lacked any discernable measure of quality or relevance for CPS principals. We immediately requested principals be allowed to opt out of the program, and that waiver was given. I can’t say that the wording of the opt-out form was without implied consequences for those choosing to do so. However, of the many dozens who did opt out, no member met with consequences for nonattendance. The second year of SUPES added a sweetener to the package in the form of IAA credit for attending a certain number of sessions, and many of you opted to continue for that incentive. It is too soon to predict the outcome of the investigation now underway or what it will uncover. Meanwhile, we are adding additional IAA sessions to accommodate those members who must complete their State of Illinois IAA class requirement by June 30, 2015.

I’d like to turn my attention back to the custodial contracts for a moment. The CPAA Executive Board met with new Interim CPS CEO Jesse Ruiz recently.

Our first agenda item was the continuing saga of Aramark/SodexoMAGIC and their inability to deliver quality custodial service to CPS schools. On Wednesday, April 29, WBEZ aired a program that puts to question the claim that the custodial contracts entered into by CPS have saved the district money. The recording of the WBEZ radio program and related article can be found at: http://tinyurl.com/schoolcleaning.

CPAA is committed to working to alleviate the stress and continued burden that CPS principals are experiencing due to this ill-conceived scheme to save money at the expense of students and staff working in the public schools.

Ruiz will be our guest speaker at the next General Membership dinner at Galleria Marchetti, May 18, 2015. View the invitation in this newsletter for details. Seating is limited so sign up early!️

More information about the May General Membership Meeting and registration instructions can be found on the last page of this newsletter.
Meeting with the CEO Report—March

The CPAA Executive Board met with representatives from CEO Barbara Byrd-Bennett’s office on Monday, March 23, 2015. The following issues were discussed:

**Issue: SQRP Accountability Metric Removal**

Based on my board of directors meetings and the input of a recent survey done by CPAA, a central concern continues to surface. The “My Voice My School” surveys that CPS teachers are asked to “voluntarily” complete are used to evaluate principal practice. Why are the principals required to give a survey that teachers are not required to complete? Since the principal does not know who has or has not completed the document, it seems punitive to rate them based on someone else's completion of a “voluntary” survey. Please give a rationale for this metric remaining as a principal rating item.

**Response:** This metric is under review by the Office of Accountability. We anticipate a fuller discussion at the next meeting with the CEO and CPS senior staff.

**Issue: “Good Friday” Observance**

Apparently, teachers are being asked to submit forms for April 3, 2015, “Good Friday,” for designation as a religious observance. It is also our understanding that salary will be paid to teaching staff requesting that day as “religious observance.” What provisions for this day are available for school administrative staff?

**Response:** School administrators are not eligible for the “religious observance” paid day off. This is a negotiated CTU contract provision of long standing. For the past years, Good Friday has been a part of the district’s spring vacation days; therefore, this privilege was not needed/offered to CTU staff in previous years.

**Issue: Revised Principal Eligibility Process/Spring 2015**

CPAA is delighted that a review and pending complete revision of the CPS Eligibility process is underway. As you know, we requested to be a partner in the revision of this important process. Understanding that speed may have prevented our participation in the “interim” revision, we are still disappointed not to have had any input into the new temporary process. However, an even more troubling issue brings this item to our agenda, and that is the application deadline date for candidate acceptance. At our meeting in February 2015, I mentioned that I was already informed of the revised process by a third party. The individual who shared the information with me was in possession of the document through one of the “principal preparation programs.” When the new process was announced to current CPS non-principal staff, the deadline for application was only open until March 13. Why would the “prep programs” be given such advanced information of the document and by extension an application advantage over other CPS employees? We are asking that the application deadline be reopened for CPS assistant principals/administrators for the sake of fairness to all parties.

**Response:** CPS has invited CPAA to participate in the drafting of a new eligibility process that the district will utilize going forward. The current interim process will be in place only until the new protocol is finalized and passed by the BOE.
Update on ISBE Assessment Review Task Force

Michael Beyer, Principal (Morrill Elementary School)

The Assessment Review Task Force (ARTF) was formed by Public Act 098-1075, largely due to the outcry of testing happening in schools across Illinois. CPAA President Clarice Berry asked that I serve as the CPAA representative. All minutes from the meetings, along with members of the task force, can be found here: www.isbe.net/ARTF. There are representatives of PreK-12 education, two-year colleges and four-year universities, superintendents, and members of the Illinois legislature.

According to the public act, we are charged with collecting information on how much testing is occurring in PreK-12 across the State of Illinois. A survey was designed and issued to superintendents, who were supposed to share it with teachers, parents, and students. Following survey best practices, the districts that received the survey were kept anonymous.

When the task force received the results from the survey, almost all members were disappointed, including me. There were some glaring issues, such as only 41 students in the entire state completed the survey, which is not a representative sample. Additionally, the majority of counties were represented by a lone superintendent, with zero teachers, parents, or students completing the survey.

The task force decided to request an extension from the state legislature since the deadline to issue a report is currently May 31, 2015. If the extension is granted, which we expect it will be, a subcommittee of the task force will revise the survey and decide how it will be distributed so a fuller sampling can be collected.

We are hoping to either reissue the survey following the same methods at the beginning of the school year, and task force members will advocate superintendents to forward it to everyone in their district. An alternative distribution method is to make the survey public so that anyone in Illinois can respond, which several on the task force, including me, believe is the best method. Rep. Pritchard seems to be a strong advocate for making it a public survey, as he is constantly inundated with complaints from his constituents about overtesting. Representatives from ISBE, on the other hand, seem to be adamantly against this method of public distribution.

From the five meetings so far, it is abundantly clear most task force members are very concerned about the amount of testing and how it negatively affects the use of instructional time and funds. The PARCC isn’t the only concern, as we are looking at all testing that is occurring. I advocated that we expand our focus to include the amount and cost of test prep, how test prep affects instructional time, and how much is spent on test-prep resources such as software. I volunteered to be a member of the subcommittee that is revising the survey, and I hope this expansion of our focus will occur in the next survey.

During the initial meeting, I learned several interesting facts about the PARCC from members that represent higher education and a testing expert. First, a student’s GPA is a much more reliable predictor of college-readiness than the ACT. Secondly, while the ACT has been around for over a generation, the PARCC is new and no one will know for another 7-10 years how reliable it is, if at all, as a predictor of college-readiness. Therefore, despite what many claim, PARCC most likely won’t be used for college admission in the near future, and most higher education institutions will continue to rely on the ACT and GPA.

Once the subcommittee meets and decides the next steps for the survey, I will be sure to communicate via the CPAA. If you have any questions, comments, or suggestions, please don’t hesitate to contact me at 312-513-0121 (cell) or msbeyer@cps.edu.
The latest meeting of Auxiliary XVI, the Retired and Resigned members auxiliary, was held on March 14, 2015. Twenty-three members were present. The next regularly scheduled meeting of the auxiliary will be at 9:30 a.m. on June 9, 2015. It will be held in room 909 of the Garland Building, 111 N. Wabash Avenue. The Retired Teachers Association of Chicago (RTAC) will be our host.

The guest speaker at the March meeting was Charles “Chuck” Burbridge, the newly appointed executive director of the Chicago Teachers’ Pension Fund (CTPF). He has been on the job for three weeks. He began by reviewing some of his background experiences dealing with financial issues while working for the Chicago Board of Education and the State of Illinois. He recently went to Springfield to lobby for the restoration of the tax levy being proposed in HB3695. Although the bill will not solve our funding problems, it would put a floor under it. His overriding thoughts had to do with the notion of what lessons are being taught to our young if contracts are not being honored. If the legislature doesn’t believe that contracts are binding, what will keep them from walking away from their commitments to Tier 2, and then Tier 3, obligations? Burbridge feels that we must all work to hold the system to its word. Walter Pilditch mentioned that as we all contact our state representatives to encourage and request their support for the passage of HB3695, it is especially important to contact Republican representatives, because the more Republicans who join the many Democrats who support the bill, the more likely that the governor will see that his possible veto would not be a wise move.

Burbridge’s focus for the Fund is to invest wisely and administer benefits accurately. He’s currently working on the formation of an internal CTPF leadership team and creating a culture of caring wherein the members come first. He’s using the books in the Good to Great series to guide the process. He’s also working on the development of an internal newsletter for the CTPF staff as a means for fostering the caring culture. Based upon what he sees as a pension funding model, he feels that CTPF is, out of necessity to carry out its functions, a little too heavy in cash, which is contributing to the achievement of a lesser financial growth and gain. This situation is related to the current process, which allows the CPS to make its pension payments annually, thus limiting our investment timing and gains. HB3695 will change the payment of the revenue raised by the tax levy, which will provide part of the funding for the Board’s contribution, so that it is made on a monthly basis, thus affording the CTPF to make more regular investments and have a regular cash flow so that the Fund does not have to keep so much of its cash in readiness in order to pay benefits to the retirees. He feels that the pension board is doing well, and he wants to foster its asset allocations so that they’re faithful to the model. He feels that the Fund is heavily invested in equity and using its assets to keep up with paying benefits. HB3695 will help address this situation. The CTPF must have the discipline to implement what they’re trying to implement.

Questions from the attendees brought up the topic of SB1235, which would allow the CTPF to increase the amount that it could use to subsidize pensioners’ health care payments from $65 million to $85 million. Burbridge indicated that from two meetings he had in Springfield with legislative staff members, it doesn’t seem that this bill will receive legislative support. The bill died in the House and is sitting in the Senate. He feels that we must work toward a more long-term solution, such as a percentage of subsidy rather than a fixed amount, which could lead to having to approach the legislature for future increases as the need arises.

One of the members expressed the view that since this issue seems to have very little future, we should focus our efforts on seeing to the adoption of HB3695. The day after the auxiliary meeting, HB3695 was approved by the House by a vote of 102-9 and has been sent to the Senate. In the Senate, the bill is being sponsored by Senator Mattie Hunter (D) of the 3rd Senatorial District in Chicago. She is also the Majority Caucus Whip. The bill has been referred to the Assignments Committee, which is chaired by Senate Majority Leader James F. Clayborne, Jr. (D) of District 57 in East St. Louis.

Relative to the discussion of the health care subsidy, several members expressed concern about the very poor communication from the CTPF about the switch from the Blue Cross/Blue Shield coverage, which was previously offered, to
the new Blue Cross/Blue Shield Advantage program. Several
related the problems they’ve had with the new coverage.
Burbridge then asked about avenues for gaining the members’
feelings about various CTPF policies, benefits, and procedures.
It appears that he may have the staff develop such an avenue or
survey. Burbridge’s participation in the dialogue went on for
about one hour. His presence and candor was appreciated.

Auxiliary President Linda R. Williams gave a report about the
March CPAA Governing Board meeting. Even after meeting
presentations and telephone calls by President Berry, Auxiliary
XIII, a high school auxiliary, as well two elementary auxiliaries,
do not currently have presidents or vice presidents, and so are
not represented on the Governing Board. Some feel that once
a member is known to be active in the CPAA, they begin to get
pressure from their Network Chief. CPAA currently has a
$3,000 deficit although some payments from the last education
conference are still arriving. There is some united work being
done by the CPAA, CTU, and the SEIU (Service Employees
International Union) to have the Board nullify the Aramark
contract for the maintenance of the schools, which is still of
very poor quality.

Williams also informed the group that during the Governing
Board discussion they considered our previously submitted
motions asking for CPAA support for a position of not accepting
any changes to our pensions, and support for HB3695 and
Senate bills concerning our health benefits. It was announced
that the Chicago Assistant Principals Association is no longer
in existence. They donated the remainder in their treasury,
about $4,000, to the CPAA.

As part of new business, there was reaction and discussion
pertaining to a Sun-Times article, which indicated that “In
Chicago Public Schools, the district pays for 7 percent of the
teachers’ share to the Chicago Teachers’ Pension Fund while
teachers pay 2 percent – a benefit that has been in the union
contract since the 1980s, according to CPS.” The 7% payment
by the Board was added in the 1980s in lieu of a salary benefit.
Therefore, the full 9% is actually earned compensation by the
educational employees. The auxiliary moved, seconded, and
approved the motion “that the president write a letter to the
Sun-Times and all the various publications clarifying the 9%
pension payment.” Attending auxiliary member Dave Peterson,

president of RTAC, indicated that he also would write such a
letter and share it with the CPAA and CTU with a cover letter
asking that they also write a similar letter to the general
informative publications.

The Chicago Principals and Superintendents Society will have a
luncheon meeting on May 7 at noon at the Union League Club,
65 W. Jackson. The cost is $47, which includes tea and coffee.
For reservations, contact Kevin McCarthy at 773-779-9445.

RTAC will hold its 89th Annual Spring Luncheon at 11:45 a.m. in
the Hilton Chicago Grand Ballroom at 720 S. Michigan Ave.
Among the guest speakers will be Ralph Marterie, executive
director of the Center for Tax and Budget Accountability.
Reservations ($45) and reservation information must be
received by May 15. Contact RTAC at 312-750-1522 for further
information.

We were sorry to hear of the passing of Virginia Vaske, retired
principal, who passed away on March 31 at the age of 72 from
pneumonia. A memorial service will be held on May 30 at 10:45
a.m. at Kenwood Academy, 5015 S. Blackstone.

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

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ILLINOIS ADMINISTRATORS' ACADEMY

Visit MyCpaa.com to get more information on and register for Illinois Administrators' Academy courses, and to find event information.

- May 13, 2015 — Shift Toward a Balanced Assessment for Improving PARCC Readiness
- May 15, 2015 — Proactively Dealing with Difficult Conversations: Bringing Out the Best in People at Their Worst
- June 2, 2015 — Building Capacity to Effectively Integrate Drug and Violence Prevention Into the K-12 Curriculum

MEMBER NEWS

Condolences — Frank Blair, former CPS administrator, passed away on April 18, 2015.

Alvin Lubov, former principal of Douglass Middle School, passed away on April 30, 2015. In the 1970-80s, Lubov served as a vice president of the Chicago Principals and Administrators Association. He is survived by Rudy Lubov, who is also a retired CPS principal. Services will be held on Tuesday, May 5, 2015.

Virginia Vaske, former principal of Murray Elementary, passed away on March 31. A memorial service will be held on May 30 at 10:45 a.m. at Kenwood Academy, 5015 S. Blackstone Ave.

New Members — Fatima Cooke, A.P., Sumner Math Academy; Allyson Crump, Principal, Kelvyn Park High School; Aida Flores, A.P., Kelvyn Park High School; Trista Harper, Principal, Manley Career Academy; Lisa Heiskell-Tompkins, Manager, Early Childhood Education; Vanessa Hernandez, A.P., Farragut Career Academy; Melinda Jean-Baptiste, A.P., Manley Career Academy; Lakeisha Palmer, A.P., Clark Academic Prep High School; Amy Vondra, A.P., Wells High School.

Board Action — The following principal contracts were approved at the March and April 2015 Chicago Board of Education Meetings: Crystal Bell, E.F. Young Elementary; Georgia Davos-Vetas, Bateman Elementary; Ana Espinoza, Sandoval Elementary; Clifford Gabor, Lyon Elementary; Estuardo Mazin, Barry Elementary; Lucja Mirowska-Kopec, Canty Elementary; Sandee McDonald, Hendricks Elementary; Gerald Morrow, Dunbar High School; Cedric Nolan, Parkside Elementary; Lakita Reed, Cuffe Elementary; Raquel Saucedo, Chase Elementary; Rosa Valdez, Haugan Elementary; Debora Ward, Cleveland Elementary; Daniel Zimmerman, Forman High School.

UPCOMING MEETING

Chicago Board of Education Monthly Meeting
Wednesday, May 27, 2015
Board Chambers
125 S. Clark Street

For “Public Participation” registration information, please visit http://www.cpsboe.org/meetings

Public Participation 10:30 AM–12:30 PM
On Thursday, March 26, 2015, CPAA hosted a special event for high school administrators at the Galleria Marchetti in the city’s near north area. High school principals and assistant principals were gathered so that they could discuss current issues of concern facing high schools and their administrators. Nominations for officers were also taken for the vacancies that exist in the organization’s high school auxiliaries. Auxiliary 11 and 12 now have officers represented on the CPAA’s Governing Board.

We also want to offer special thanks to MasteryPrep for their sponsorship of this event. MasteryPrep is a newly approved CPS vendor that specializes in ACT test prep at the high school level.
GENERAL MEMBERSHIP MEETING
MONDAY, MAY 18, 2015

Special Guest:
Jesse Ruiz, Interim Chief Executive Officer
Chicago Public Schools

Galleria Marchetti
800 West Erie Street
Chicago, Illinois

4 P.M. COCKTAILS
5 P.M. DINNER
6 P.M. MEETING

Valet Parking is available for $12.

To register, complete and send in the form below or visit http://www.mycpaa.com

Registration must be received by Friday, May 15, 2015.

COST: $40

NAME

SCHOOL/POSITION

E-MAIL

SELECT YOUR ENTREE:

- [ ] CHICKEN MARSALA
- [ ] ROAST FILET OF BEEF
- [ ] BROILED SALMON
- [ ] EGGPLANT PARMESAN
Network of Hispanic Administrators in Education

RETIREE & SCHOLARSHIP BANQUET

Friday, May 15, 2015
Cocktails 5:30 PM
Dinner 6:15 PM
Program 7:00 PM
Live Band & Dancing 8:00 PM

Marriott Chicago Midway Airport
6520 S. Cicero Ave., Chicago, IL

Tickets are $85.00 each

For more information contact any of the following members:

Judy Sauri – 773-368-5929 judysauri@aol.com  Maria Fresse-Giffels – mfresse@comcast.net, Terry Campos acampos@ameritech.net, Ana Espinoza – ame0219@yahoo.com, Veronica Iturralde – veroitur@gmail.com
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<tr>
<td>Mr.</td>
<td>Adourthus McDowell</td>
<td>KOCO</td>
<td>773-548-7500</td>
<td><a href="mailto:adourthusmac23@gmail.com">adourthusmac23@gmail.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Alison Benefico</td>
<td>None</td>
<td>312-525-1507</td>
<td><a href="mailto:benefico@gmail.com">benefico@gmail.com</a></td>
</tr>
<tr>
<td>Mr.</td>
<td>Anthony Travis</td>
<td>KOCO</td>
<td>708-392-3192</td>
<td><a href="mailto:daddysclub2000@yahoo.com">daddysclub2000@yahoo.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Cecile Carroll</td>
<td>Blocks Together</td>
<td>773-276-2194</td>
<td><a href="mailto:bt.educationorg@gmail.com">bt.educationorg@gmail.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Charlotte Cager</td>
<td>SUPES Academy</td>
<td>773-633-5429</td>
<td><a href="mailto:charlotecager@sbcglobal.net">charlotecager@sbcglobal.net</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Delia Bautista</td>
<td>North River Commission</td>
<td>773-851-1149</td>
<td><a href="mailto:galaxy5000@ameritech.net">galaxy5000@ameritech.net</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Elena Rios</td>
<td>None</td>
<td>773.972.2048</td>
<td><a href="mailto:elenacld@yahoo.com">elenacld@yahoo.com</a></td>
</tr>
<tr>
<td>Mr.</td>
<td>Fernando Rayas</td>
<td>Gamaliel of Metro Chicago</td>
<td>312-320-6958</td>
<td><a href="mailto:fernando@gamalielmetrochi.org">fernando@gamalielmetrochi.org</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Jessica Estrada</td>
<td>Albany Park Neighborhood Council</td>
<td>773-807-5285</td>
<td><a href="mailto:jessica@apncorganizing.org">jessica@apncorganizing.org</a></td>
</tr>
<tr>
<td>Mr.</td>
<td>Jose Hernandez</td>
<td>None</td>
<td>773.715.1036</td>
<td><a href="mailto:joe_slp@hotmail.com">joe_slp@hotmail.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Joy Clendenning</td>
<td>KOCO/Raise Your Hand</td>
<td>773-647-8489</td>
<td><a href="mailto:joyclendenning@gmail.com">joyclendenning@gmail.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Maria Alviso</td>
<td>None</td>
<td>773-615-7659</td>
<td><a href="mailto:alvisomaria2000@yahoo.com">alvisomaria2000@yahoo.com</a></td>
</tr>
<tr>
<td>Mr.</td>
<td>Matthew Johnson</td>
<td>None</td>
<td>773-936-9183</td>
<td><a href="mailto:matt3rdward@yahoo.com">matt3rdward@yahoo.com</a></td>
</tr>
<tr>
<td>Mr.</td>
<td>Michael Brunson</td>
<td>CTU</td>
<td>312.329.6224</td>
<td><a href="mailto:michaelbrunson@ctulocal1.com">michaelbrunson@ctulocal1.com</a></td>
</tr>
<tr>
<td>Mr.</td>
<td>Omar N. Lopez</td>
<td>None</td>
<td>773-807-0340</td>
<td><a href="mailto:huachichil22@gmail.com">huachichil22@gmail.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Rebecca Martinez</td>
<td>CTU</td>
<td>773-230-5549</td>
<td><a href="mailto:rebeccamartinez@ctulocal1.com">rebeccamartinez@ctulocal1.com</a></td>
</tr>
<tr>
<td>Mr.</td>
<td>Roderick Wilson</td>
<td>Lugenia Burns Hope Center</td>
<td>773-285-1100</td>
<td><a href="mailto:rod.wilson@lbhopecenter.com">rod.wilson@lbhopecenter.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Shiela H. Wesonga</td>
<td>None</td>
<td>312-857-3726</td>
<td><a href="mailto:sywesonga@cps.edu">sywesonga@cps.edu</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Teresa Berumen</td>
<td>ENLACE Chicago</td>
<td>773-971-2039</td>
<td><a href="mailto:tberumen@enlacechicago.org">tberumen@enlacechicago.org</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Teria Stamatis</td>
<td>Raise Your Hand</td>
<td>773-704-0336</td>
<td><a href="mailto:teriashmeria@gmail.com">teriashmeria@gmail.com</a></td>
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<td>Ms.</td>
<td>Tonantzin Gamboa</td>
<td>None</td>
<td>773-542-9233</td>
<td><a href="mailto:tonantzin_gamboa@yahoo.com">tonantzin_gamboa@yahoo.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Valencia Rias-Winstead</td>
<td>Success by Design</td>
<td>312-848-3381</td>
<td><a href="mailto:valencia4real@gmail.com">valencia4real@gmail.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Victoria Bryant</td>
<td>Raise Your Hand</td>
<td>773-531-6912</td>
<td><a href="mailto:vpb909@gmail.com">vpb909@gmail.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Wanda Hopkins</td>
<td>P.U.R.E.</td>
<td>773.663.5420</td>
<td><a href="mailto:wjhoppo4@yahoo.com">wjhoppo4@yahoo.com</a></td>
</tr>
<tr>
<td>Ms.</td>
<td>Wanda Taylor</td>
<td>University of Chicago-GEAR Up</td>
<td>773-355-6207</td>
<td><a href="mailto:wtaylor1@uchicago.edu">wtaylor1@uchicago.edu</a></td>
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