

# THE DETROIT teacher

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September 2010

## DFT Averts 2,000 Layoffs

Nearly 2,000 DFT members who received layoff notices in April returned to their jobs Aug. 30, thanks to the DFT's relentless work throughout the summer to get them back.

In April, approximately 2,000 DFT members received layoff notices from the district effective Friday, Aug. 27. The union immediately told the district that it would need to rescind all of the layoffs based on the unprecedented number of retirements expected in July, August and September.

The union's message to the membership was: "Don't panic." "We reassured them that the district would need everybody back for the start of the school year," said Mark O'Keefe, DFT executive vice president.

Ultimately the district agreed and all the members were called back for the start of the school year.

"We really appreciate that our members didn't panic and put their faith in the union," O'Keefe said.

As the Aug. 27 deadline loomed, the district still was reluctant to rescind the layoffs. The union had been meeting with the district and e-mailing officials, pleading its case throughout the summer. DFT officials emphasized the importance of rescinding early in the summer because the district would need to hire new people even after everyone was called back. Unfortunately the district delayed, making for a nerve-racking summer for our members.

Work to get the teachers back started the day the layoffs were issued. On June 29, the union wrote to the district explaining the rationale for making the rescissions on July 1. Union officials kept making the case all summer.

"With two weeks left before teachers returned to their classrooms, over half of our members did not know their teaching assignment for the year," O'Keefe said. "This was regrettable and avoidable but we're grateful that all of our members are back to work."



Literacy Camp students and teacher Cynthia Matthews.

## DFT and Unions Host Summer Literacy Camp

No one knows better than Detroit teachers what it takes for kids to succeed.

So Detroit teachers and community members designed a week-long Literacy Camp to prepare children for the MEAP in the critical 4-7 grades. All 18 Literacy Camp teachers and organizers volunteered their time to run the camp from Aug. 9-13.

"It was a phenomenal success," said Karin Whittler, one of the key organizers of the Literacy Camp. The camp served 50 children and received an overwhelmingly positive response from parents.

"The biggest complaint was that it should have been longer," Whittler said. "Parents would like it to be two weeks, even three. That's high praise."

Literacy Camp was sponsored by the DFT, the Detroit Federation of Paraprofessionals, the Detroit Association of Educational Office Employees, and the AFT. The coalition's mantra is "A Stronger Detroit for our Kids."

"Our unions care about kids," said Whittler, a DFT Labor Relations Administrator and 28-year teacher. "Everything we do is not about contracts and bargaining. We do a lot on our own time. We buy a lot of supplies for our kids with our own money."



Detroit teachers volunteered their time to Camp Literacy.

When Literacy Camp was announced, Cynthia Matthews, an art teacher at Howe Elementary School, was the first to volunteer.

"I love doing this," Matthews said, after she taught six weeks of summer school. "I never take off work. It's just something I like doing."

The camp, which focused on reading and writing, was one more effort to get kids' minds stimulated in the summer and performing in the fall.

The DFT divided up its union hall into classrooms, used the small con-

ference rooms, and built a learning center with a dozen laptop computers and printers so students could publish their writing. Classes were kept to around 10 students per teacher.

A kick-off event featured former NFL pro Nolan Harrison. Whittler asked Harrison to tell something about his *academic* career. Harrison grew up in a home with a nurturing mother and father and was a gifted football player in college. But in his

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# A YEAR OF CHANGE AFTER A YEAR OF CHALLENGE

By Keith Johnson, President

As we enter a new school year I cannot help but reflect on the tumultuous school year that was 2009-10. A school district in financial ruin was castigated as the poster child for everything that is wrong with public education in our nation. This compelled the DFT to make some difficult and innovative decisions.

With a \$300 million budget deficit, we entered negotiations knowing that we had to (a) save jobs, (b) preserve salaries and benefits and (c) develop educational reforms that were teacher driven yet had a proven record of

success in our AFT sister locals.

As DFT president, I knew that the decisions I would be held accountable for had to be in the best long- and short-term interest of the membership,

while minimizing the financial and educational impact on the rank and file.

Thankfully, I had a leadership and negotiating team that understood the magnitude of the challenge. We had to make responsible decisions that were practically correct, not politically popular.

I realized that the package we brought to the membership would be a difficult sell because our members deserved far more than we would be able to achieve. However, I believed that our members had the ability to think outside of themselves as individuals and realize that personal sacrifices would have to be made in order to keep our rank and file gainfully employed.

While I am not happy with the contract we had to negotiate, I am proud of what we achieved in the context of it: everyone kept his job. The financial concessions will be retrieved, the base salary remains the same, and the contractual gains of the past 45 years were preserved.

I am also proud of the educational reforms we incorporated into the new agreement that will empower teachers to own the destiny of their schools, this district, and our profession:

- **Peer Assistance and Review:**

This is a bold step for the DFT. PAR consultants, who will be DFT members, will work to assist our new teachers to master the critical elements of this difficult profession

under challenging circumstances. For too long new teachers have been thrust into classrooms and simply told “do your job” without being told how to do the job.

They will help these teachers master the nuances of teaching and the best practices of quality instruction. They will be the primary support system for novice as well as veteran teachers who may need assistance rather than a one-way ticket to the rating and evaluation process and possible termination.

I want to thank **Ivy Bailey** and **Vanessa Parnell** for their leadership in helping this program come to fruition. These two dedicated DFT members believed in the concept from the start and were instrumental in making it happen.

- **The new Palmer Park Preparatory Academy (P3A):** This is the DFT teacher-led school, the epitome of teacher empowerment. After a two-year training period for the teachers assigned there, this school will be totally run by teachers. They will have complete control over all aspects of the school’s operation; budgeting, curriculum implementation, staffing, evaluations, ordering materials and supplies, etc. I would like to thank **Ann Crowley, Kimberly Kyff, Ann Turner, members of Detroit Children First and the National Board Certified Teachers** for their foresight and commitment to making this vision a reality.

- **Priority Schools:** It is indisputable that some of our schools have not had the academic success we expect for our students. We know that many external factors contribute to students’ lack of academic performance. Rather than having the state charterize these schools or force them to close altogether, DFT took the initiative to develop the concept of Priority Schools; schools that will receive additional educational resources to address the issues that inhibit student performance.

These schools will require extended school days and years, additional professional development and increased demands from the teachers. We want the teachers assigned to these schools to want to be there and be willing to honor these commitments. Notwithstanding that DPS botched the interview process, this concept put us far ahead of the curve in educational reform. Developing Priority Schools saved jobs and preserved seniority rights while allowing the DFT and DPS the latitude to make these schools successful.



**DFT Executive Vice President Mark O’Keefe and President Keith Johnson celebrate outside the Seattle Convention Center, where Johnson won election as an AFT vice president at the AFT national conference in July. He joins 42 other AFT vice presidents across the country, including two others from Michigan: David Hecker, AFT Michigan president, and Ruby Newbold, president of the Detroit Association of Educational Office Employees. The Progressive Caucus of the AFT with Randi Weingarten as president won with a 95 percent vote.**

- **Shared Decision Making:** All Priority Schools must engage in shared decision-making; a concept that empowers teachers to take ownership of the direction of the school including curriculum, attendance policies, budget planning, and professional development. Schools not designated as Priority Schools may also participate in shared decision-making based on a two-thirds vote of the staff. It is not power that changes a school’s direction, it is influence and shared decision-making.

There is a down side to the start of the new school year. The DFT has been forced to take legal action to compel DPS to honor the collective bargaining agreement at a time when we should be in lock-step to restore this district to fiscal and academic recovery.

As is often the case, the DPS leadership feels that the contract only means what management wants it mean. Management attempted to hire Teach for America into positions before recalling all teachers who received layoff notices in April or who were laid off in 2007, 2008 and 2009.

Management also violated the Priority School agreement by not identifying a process for selecting teachers in collaboration with the Union. It unjustly released teachers from Priority Schools without evidence-based reasons. The Union immediately filed suit on these issues and will aggressively ensure the rights of our members are protected.

It was only after we filed suit that management engaged in discussions to correct its wrongdoing. The DFT, however, will not withdraw legal proceedings until every issue is brought to resolution in accordance with the contract.

We face difficult days and challenging times. But I am privileged to lead some of the most dedicated and competent women and men in the education business; the fine members of the DFT.

Have a great and productive year.

**THE DETROIT** teacher

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Editor — Margaret Weertz  
mweertz@dft231.com  
313-875-6776

# Updates...

## Blackwell Teacher Reaps Awards

William Dechavez, a resource room teacher at Blackwell Institute, has won several awards this summer. Dechavez, a Filipino American, won the Gintong Pamana Award for outstanding achievement and contributions. He also was given the Apolinario Mabini Award in Leadership at a gala in Chicago July 31.



William Dechavez

In addition Dechavez was an honoree of Michigan's Salute to Diversity celebration to honor people who initiate strategies and opportunities for understanding diverse communities. Dechavez was honored Aug. 31 at the MGM Grand Detroit.

Dechavez is the state chairperson of National Federation of Filipino American Associations, Committee Member of the City of Sterling Heights Ethnic Community Committee, and a Commissioner of the Michigan Asian Pacific American Affairs Commission.

## Retirements Announced

The following DFT members have announced their retirements: Abed Albujoq, Shirlene Ayers, Ula Barber, Carole Beaman, Beverly Bezrutch, Rachel Blair, Irene Brieger, Charlotte Brooks, Evelyn Brown, Dianne Brown-McDuell, Franceen Burkeen, Maxine Burnstein, Jacqueline Canti, Peggy Carr, Cassandra Cayce, Gloria Chappell, Rita Cianfarani, Jennetta Clark, Ida Cunningham, Gloria P. Davis, Beth Dzodin, Nicholas Ellis, Raven Evans, Jennifer Evans, Mona Greer, Janet Grier, Carol Halpin, Walter Hamlin, Robert Hawkins, Ann-Marie Hergott, Barbara Herman, Darlene Hines, Imani M. Hines, Gwendolyn Howe, Rhoda Hurley, Vernias Jordan, Earna Kassa, Maurice Kaunda, Ralph King, Karen Kline, Annette Lane, Janette Levine, Pearee Mills-Lewis, Lois

**ATTENTION RETIREES!** Don't be dropped from membership in the DFT. For a \$30 annual fee, you can continue to be a DFT member, and receive The Detroit Teacher and the DFT calendar. For a \$223 annual fee, you can be a DFT, AFT and AFT Michigan member and have full voting rights. If you are 70 and a member, you are eligible for life membership. To register for any of these memberships, contact DFT Dues Clerk Barbara Downey at bdowney@dft231.com or call 313-875-3500 ext. 772.

Little, Barbara Maddox, Barbara Manning, Debra Martin, Helena Mays, Gary Mazzenga, Steven McRae, Ann Mies, Theresa Naski, Marlene Nessel, Rebecca Nunley, Carolyn Ogan, Pauline Onyango, Donald Parker, Mark Paruszkiewicz, Judith Pelczar, Vicki Piraino, Jacqueline Poku, Janis Quinn, Judith Reese, Virginia Reynolds, Lucy Robinson, Sherry Samuel, Daniel Sanquist, Harry Shafer, Ronald Stoffer, Sabra Sturgis, Helen Terrell, Tracey Tuck-Kurilla, Patricia Vandelinder, Deanna Watts, Dennis Wedell, Carol White, Barbara Whitney-Askew, Stanley Wieckowski, Tracy Wright, Shirley Ziegler, Mary Alston-Hendrix, Theodore Alverson, Patricia Ball-Stokes, Donald Barrett, Laveta Browne, Velma Davis-Cotton, Francine Ellison, Linda Elum, Tom Hedblom, Diane Hill, Elaine Hopgood, Geraldine Johnson, Mary Johnson, Carolyn Jones, Carolyn Kavalaskus, Suzanne Kwiecien, Keith Lemmons, Criscilla Levington, Charlene Little, Nancy Massey, Patricia Millender, Dorothy Moore, Sharon Y. Moore, John Oliverio, Beverly Parsons, Veronica Powers, Gwendolyn Robertson, Beverly Robinson, Douglas Saulsberry, Richard Shanley, Rosemary Sholtz, Jennie Sinatra, Walter Stokley, Faye Stout, Maria A. Tabares, Marie Tell, Raymond Velthuysen, Mattie M. Wallace, Diane Walker, Ashanti K. Webb, JoAnn Wilkins, W. Margaret Williams, Janice Williams, Barbara Wislinski, Mary Powell-Wright, Clarence Wynn, Phaer Wynn, Neema Yacen, Thaddeus Zyrek.

## Detroit Teacher Gets National Recognition

Cindy Kanczuzewski, a Southwestern High School teacher, was selected as an National Endowment for the Humanities Summer Scholar from a national applicant pool to attend one of 30 summer study opportunities. The Endowment is a federal agency that supports seminars at colleges and universities so teachers can study with experts in humanities disciplines.

Kanczuzewski participated in an institute entitled "The Many and The One: Religion, Pluralism, and American History." The three-week program was held July 12-30 at Indiana University Purdue University Indianapolis.

Topics for the seminars and institutes included Spanish literature; African-American and Native American history and cultures; the Arabic novel in translation; poetry as an art form; abolitionism and social movements; archaeology of the Americas; Bach, Mozart, and Dvorak; the literature and culture of ancient Rome; early American art; and the works of Shakespeare and Chaucer. Approximately 650 teachers participated in these studies this year.



## DFT Marches in Labor Day Parade

DFT members marched in mild weather in the 2010 Detroit Labor Day Parade. Lansing Mayor Virg Bernero, the Democratic candidate for governor and a strong supporter of labor, said he believes Michigan can make an economic comeback if we return to our manufacturing roots. "I'm on the side of Main Street, not Wall Street," he said. At the parade were DFT members Michelle Gibson, Victor Gibson, Vanessa Parnell, Wendy Newberry, Nadonya Muslim and Steve Portnoy.

# THE DFT IS IN

School officials promised to usher in an era of higher standards, a more rigorous curriculum, and safe and clean schools on Aug. 26 at the Back to School Parade.

DFT members marched in the parade and supported efforts to boost enrollment.

"More students equals more jobs and fewer students equal fewer jobs," said P. Monet Conner, a teacher at

city of Detroit is coming back. Make no mistake, I support the Detroit Public Schools."

DFT President Keith Johnson said he is a proud product of Detroit Public Schools.

"The most important title that I have is I am a DPS graduate," Johnson said. "Don't believe the haters. We have the most dedicated teachers anywhere."

U.S. Rep. John Conyers said leaders must move from giving rhetoric to giving jobs. "We want more money for our schools, so we should stop the war in Afghanistan," Conyers said.

The leaders urged Detroit parents to step up to the plate as responsible adults for their children.

Asking parents to stand and take a pledge, Rev. Jackson said, "Number one, I will take my child to school."

Bill Cosby said parents are not victims because they may be disadvantaged.

"You don't have to have a diploma," he said, "to know what it takes to keep a child out of harm's way."



Henry Ford High School.

Mayor Dave Bing, the Rev. Jesse Jackson and comedian Bill Cosby attended the parade and campaigned for the Detroit Public Schools. They told parents: "Don't believe the haters."

"We know that DPS is coming back," Bing said. "We know that the

# THE DETROIT teacher NEWSMAKERS

## Mobilizing African American Families

### Sixth Annual Teen & Parent Conference

**When:** October 8 and October 9  
**Where:** Charles H. Wright Museum of African American History  
**For:** Teens and Parents  
**Cost:** Free



To register:

call 313-544-6689 or email [counselconnect@localnet.com](mailto:counselconnect@localnet.com).

The conference "Teens Called to Action: A Generation Committed to Excellence" aims to empower young people to make good choices and give them opportunities to talk, cooperate and grow. Kim Travis-Ewing, a Detroit school social worker and CEO of the non-profit organization, says the conference will address peer pressure, leadership skills, relationships, media safety, among other topics. For more information, call 313-544-6689 or email [counselconnect@localnet.com](mailto:counselconnect@localnet.com).

## Vote for Science Camp!

Golightly science teacher David Boye needs your help.

Boye wants to take 35 of his students to the New River Gorge in West Virginia to work on a geo-science education project, studying sedimentation, river morphology, geology and more.

To get there takes buses, lodging and food. Boye had success last year winning a \$5,000 Pepsico grant to take 60 students to science camp at Camp Tamarack in Ortonville, Mich.

He submitted another Pepsico grant request – this time for \$25,000 – to take the students at Golightly Educational Center to the most exciting rock formation near the Appalachian mountain range.

"It's the perfect place to do it

because of the Appalachian Mountains," Boye says of the forest ecosystem. "We'll do a canopy tour so the kids can examine the canopy."

Helping Boye takes two minutes of your time. Just vote for his grant request by going to [www.refresheverything.com/gec](http://www.refresheverything.com/gec). Vote each day in October and encourage others to vote.

"There's tight competition at this level," Boye says. So DPS teachers voting en masse "would greatly enhance our chances of winning."



## Spain Teacher Shares Her Love of Cuba



Charlene Uresy in Cuba this summer.

Off the gym at Spain School before classes, passersby are likely to hear Cuban music wafting in the air. The music of the Afro-Cuban singer Ibrahim Ferrer brings happiness and memories to Spain phys ed teacher Charlene Uresy. Uresy heard tales about Cuba for years. Some tales came from this country, which reported that the people of Cuba lived in miserable tyranny. And others came from Uresy's mother, who was born and raised in Cuba.

Uresy desperately wanted to see Cuba for herself. So she finally set off for Cuba in 1999. In the decade since, she has visited at least once, sometimes twice, a year. She recounts so many interesting things about Cuba, including dancing and dining with Ferrer, of the Buena Vista Social Club.

"When you hear the Miami Cubans, you think you were going to see people walking around not being happy," Uresy said. "But my family there lives a lot better than we live here." Because the literacy rate in Cuban is among the highest in the world, and Cubans are well educated, Uresy says there is a doctor and dentist in every town.

"My uncle is an attorney because of the revolution," says Uresy, a 30-year teacher. "The people have health care. Crime is virtually non-existent. They don't have the drugs like we have here." Uresy knows the minute she sings any praises about Cuba or the Cubans, she risks being called a Communist.

"No, capitalism is better," she says. "But there are some good things under communism." Education, health care, lack of crime, she rattles off. Uresy knows there are trade-offs in each system. And that a country's resources go only so far. So upkeep on buildings and other needs in Cuba go untended.

Uresy hopes one day soon the U.S. trade embargo on Cuba will be lifted.

"The embargo should be lifted so people can have a better life," Uresy says, in agreement with a majority of Americans. Until then, Uresy will continue to visit Cuba and bring a bit of Cuba to Spain School.

# DFT and Union Coalition Host Summer Literacy Camp

## LITERACY, from Page 1

junior year in college, he said, "I messed up."

Not detailing what that meant, Harrison said he had to choose between getting a degree and pursuing football. "I need a degree," he decided. He dropped out of football in his senior year to concentrate on graduating. Recruiters watched him and later told him how they admired his decision.

The students were enthralled with Harrison. And also with camp, which included lunch, snacks, backpacks and a culminating outside barbeque.

The camp was co-sponsored by Health Alliance Plan, which provided substantial resources and school supplies, Harrison and the NFLPA. Free lunches for the camp were donated by Lunchtime Detroit and Amicci's Pizza.

The work of learning was not lost on the students in all the fun and rewards of the camp.

"You can learn how to do paragraphs," said Nayla Contejean, 9, a camp participant. "You read a lot here and I love reading."

*A special thanks goes to the members of the DFT who volunteered their time: Cynthia Matthews, Victor Gibson, Jacqueline Poku and her daughter Tommarra Grice, Vanessa Parnell and Damion Jackson.*



**E'Lois Moore and Ruby Newbold, vice president and president of the Detroit Association of Educational Office Employees, with students and donated backpacks.**



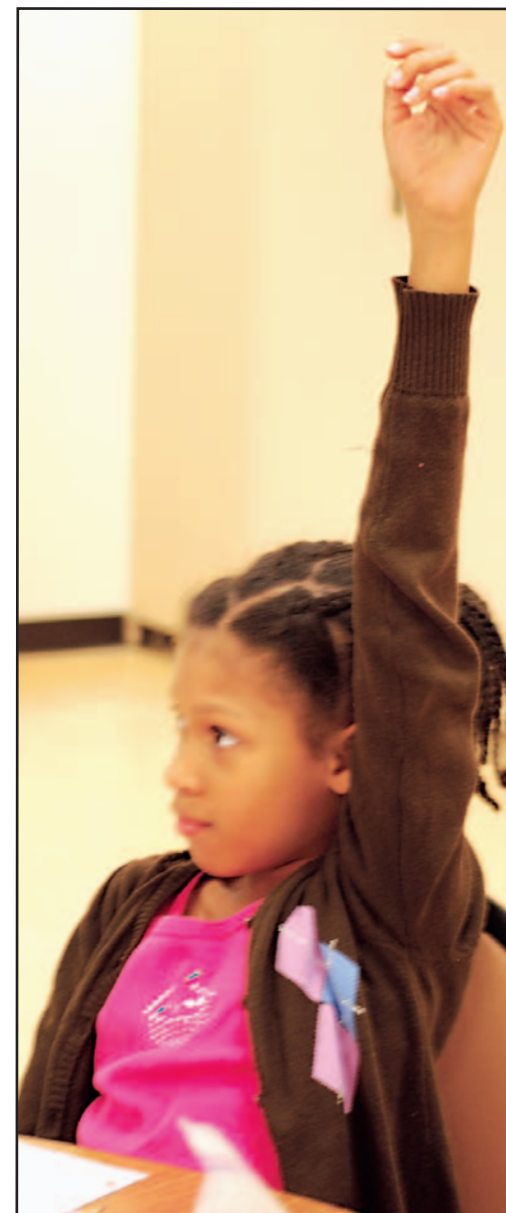
**Darryl Hibbett, of Health Alliance Plan, with students and HAP-donated backpacks and supplies.**



**A student at Camp Literacy**



**Karin Whittler, key organizer of Camp Literacy**





The DFT donated 20 backpacks - stuffed with school supplies, hygiene items and clothes - to homeless children in Seattle. DFT members William Gardner and Mark O'Keefe organized the backpacks.

## AFT CONVENTION IN SEATTLE

# Weingarten Pledges to Lead - Not React - to Change

AFT President Randi Weingarten outlined a vision at the AFT national convention in Seattle in July to "save public education not as it is today, or as we knew it in the past but as we know it ought to be."



AFT President  
Randi Weingarten

Weingarten pledged that the union would fight hard against threats to public institutions, while fighting smart by "constantly searching for solutions we believe will work, even if those solutions force us to think outside the box or make us feel uncomfortable."

"We have looked at our practices and made changes when we needed to change," Weingarten said. "We have lived up to our responsibility and asked others to do the same. When there have been problems, we have sought common ground to solve them."

Yet, referring to what she called the "Blame the Teacher Crowd," Weingarten observed, "Never before have I seen so few attack so many, so harshly, for doing so much, often with so little."

She commended the many locals like Detroit that are involved in union-led reform efforts to identify and put in place promising and proven strategies.

But she acknowledged that the great recession is challenging our neighborhoods, our schools and our unions.

"As much as we wish it weren't true, these factors matter—whether it's poverty, or stressful experiences like a death in the family, or losing one's home, or a parent losing a job," Weingarten said. Yet, when we point them out, she said, "It's more likely that people confront us rather than join us in confronting the problem."

She called for renewing connections with the communities in which teachers live and work, which have been frayed by the economic upheaval.

"The irony is that the movement—organized labor—that is largely responsible for elevating millions of workers and their families into the middle class, that has won economic benefits for all workers and not just our members, is under assault for doing the very job it was conceived to do," Weingarten said.

"These hard-won, noble achievements now are seen as things that separate us from our communities rather than connect us to them."

# Chaos at the St. Regis Hotel

As the temperature rose into the 90s, it was even steamier inside the St. Regis Hotel Aug. 30 where hundreds of DFT members waited for assignments. Since June, 30 schools closed, 41 others were reorganized as Priority Schools, and 2,000 teachers with layoff notices were being called back to work.

"It's a hot mess," said two members sitting in a bank of seats waiting for their numbers to be called.

Fifteen-year teacher Lisa Reeves reported to the St. Regis at 7 a.m. after waiting all summer for an assignment. Her school, Coffey, was one of the 30 schools closed in June.

"Normally if your school closed, you put in a transfer," Reeves said. "I did all that. I did everything you're supposed to do." Reeves, like so many teachers, got upset by the district's chaos and confusion.

One mark of a good teacher, Reeves says, is organization. And she's all that.

"I'm a 3:30 in the morning lady," she said. "I run before I go to work. Then I get my kids off."

So why is the district so disorgan-

ized? Members questioned whether it was incompetence or disregard for a functioning startup. Since June, DFT officials urged specific steps to avoid this very scenario.

Lee Johnson, a 25-year-teacher at Clara Barton Elementary School, put in lots of miles on Aug. 30.

"I went to my school and they told me to come here," Johnson said at the packed St. Regis. "I got here and they told me to go back to your school."

The district's operation is anathema to educators and parents who must keep many children managed and organized at once. It's also a disregard for a basic tenet of good teaching.

"I think I'd be good for Human Resources," said teacher Cynthia Matthews, who noted that retired teachers got assignment letters while current teachers didn't. "You have to pay attention to detail. That's very important."

"I've given 15 years of very good service," said Reeves. "I'm very good to my students. We're good teachers at the DFT. But they don't value their employees."



Hundreds of teachers waited hours for their assignments at the St. Regis Hotel on Aug. 30.

# Is Your Job Worth \$10? More Than 200 Teachers Say Yes!

The COPE Committee and DFT President Keith Johnson urged members to give \$10 during the last school year. The aim was to beef up the coffers for supporting candidates who support quality public education. The campaign, started in 2009, has raised more than \$20,000 to date. Following are the names of the generous contributors of 2010. The \$10 campaign will run again this year and contributors will be listed in The Detroit Teacher. So please see your building rep and contribute your \$10 if you have not.

## More than \$250

Bonacci, Vida  
Falcusan, Patrick

## \$249-\$200

Flaherty, Doris

## \$199-\$100

Arneau, Tracy  
Battle, Sandra  
Curd, Sandra  
D'Angelo, Mary Helen  
Dunigan, Katrina  
Dunn, Beverly  
Foreman, Evelyn  
Gibson, Delores  
Holstein, Christopher  
Horton, Delisle  
Johnson, Keith  
Lee, Sidney  
Odocha, Brigid  
O'Keefe, Mark  
Pride, Linda  
Triletty, Paula  
Weertz, Margaret  
Wells, Marcy  
Wilkerson, Beverly

## \$99-\$50

Donahue, Joann  
Diebel, Tracey  
Dixon, Ramona  
Doty, Patricia  
Duchene, Robert  
Eichhorn, Kenneth  
Gibson, Victor  
Hines, Imani  
Hoskins, Demetria  
Koslowsky, David  
LaFreniere, Sheila  
O'Keefe, Joy  
Pierce, Carol  
Raupp, Josephine  
Shelton-Pierce, Indira  
Thurman, Diane  
Tripp, Michelle

## Under \$50

Abood, Christine  
Albujoq, Abed  
Al-Essa, Hameed  
Almeranti, Lisa  
Anderson, Joy  
Anderson, William  
Armstrong, Lory  
Ashmon-Moore, Kathy  
Ballweg, Zona  
Bania, Scott  
Barcalow, Ray  
Barnhart, Janis  
Barnhart, Joseph  
Baron, Lynnea  
Beaudoin, Pamela  
Benjamin, Charlotte

Bennett, Gloria L.  
Bitta, Kamlesh  
Blaine, Ame  
Blumberg, Lois  
Boatner, EdithMaria  
Booker, Wilhelmina  
Bourbonais, Christine  
Boyd, Mattie  
Brown, Cassandra  
Bugaj, Edward  
Burden, Florence  
Burge, Betty  
Burk, Joy  
Burrell, Marsha  
Butka, Mary  
Calhoun, Betty  
Capen, Luana  
Carpenter, Rita  
Castone, Donna  
Claiborne, Laura  
Clark, Beverly  
Cook, Jacquelyn  
Cooke, Gladys  
Culver, Danette  
D'Abreu, Garvella  
Darmanin, Marianne  
Davenport, Cheryl  
Davis, Brenda  
Davis, Kelly  
Dixon, Ann  
Dixon, Doris  
Duran, Mary  
Duren, Inealia  
Ellison, Fay  
Ewing, Kim  
Foster, Herman Jr.  
Fraser, Patricia  
Futvoye-Micus, Theresa  
Gaffney, Jeanette  
Gallagher, Susan  
Gallagher, Brian  
Gaynor, Lorraine  
Gentry, Helen  
Grady-Fletcher, Arveta  
Graham, Barbara  
Graham-Sellers, Virginia  
Green, Bernice  
Green, Lois  
Gregory, Elaine  
Hall, Brenda  
Hammons, Mary  
Handren, Shelley  
Hartwig, Karl  
Harvey, Cheryl  
Harvey, Hortense  
Hayes, Eunice  
Hoehn, Jerome  
Hogan, Queen  
Hogg, Wanda  
Holdridge, Barbara  
Horton, Deslisle  
Ingram, Ivor  
Irby, Haroldine  
Ishakis, Jacob

Jackson, Carlton  
Jackson, Gwendolyn  
Jacobs, Diane  
James, Clyde  
Jenkins-Sigmon, Veda  
Jennings, Jane  
Jennings, Mamie  
Jones-Foster, Maria  
Kalczynski, Susan  
Karaim, Mark  
Kissel, Leila  
Knox, Elizabeth  
Kouri, Mary  
Krinsky, Deborah  
Krzyzanowski, Amy  
Lackey, Johnnetta B.  
Lawrence, Louvera  
Lenzo, Susie  
Levingston, Criscilla  
Lewis, Carmen  
Lewis, Clester  
Love, Frenchie  
Lockett, Juanita  
Ludwig, Bernard  
Luster, Thelma  
Lutes, Mildred  
Lyman, Milton  
Machlay, Steven  
Macon, Lois  
Madsen, Winifred  
Malak, C. Ruth  
Marbury, Larry  
Margariti, Anida

Marley, Gloria  
Martin, John  
Mattison-Wright, Marilyn  
McKinney, Rene  
McLean, Robert  
Mitchell, Craig  
Mohammed, Maria  
Moore, Carol  
Morrison, Yvette  
Murray, Loretta  
Murray, Taylor Jr.  
Muslim, Nadonya  
Neal, Lovett  
Nims, Cara  
Oliver, Mershira  
Oliverio, Diann  
Palermo, Julie  
Palmer, Ruth  
Paxton, Evelyn  
Penick, Tracey  
Peterson, Michael  
Pettus, Glynn  
Pointe, Keith  
Portnoy, Steven  
Primous, Gwendolyn  
Prograis, Vilanda C.  
Pryde, Cynthia  
Putz, Gloria  
Quesnelle, Joseph  
Quinn, Janis

Razvi, Syed  
Rhodes, Sandra  
Rhodes-Oneill, Tamyra  
Robins, Adelle  
Robinson, Mary  
Robinson, Priscilla  
Robinson, Virginia  
Rodger, Marion  
Rosen, Lillian  
Rossi, Barbara  
Roussell, Amelia  
Ruppe, Barbara  
Sanders, Juanita  
Schenk, Michael  
Schick, Ralph  
Scott, Bania  
Scott, Lisa  
Seals, Shirley  
Shlom, Larry  
Shriman, Pamela  
Slaughter, Vickie  
Smuk, Carol  
Soifer, Shirley  
Sorrell, Chico  
Stanch, Virginia  
Steiner, Carol  
Steinhart, Dorothy  
Stempien, Sandra  
Stewart, Mary  
Stone, Betty  
Svirid, Melanya  
Tait, Theresa  
Taitt, Mary  
Tamez-Estephanian, Maria  
Tarnow, Kathryn  
Taulbee, William  
Taylor, Donna  
Taylor, John  
Taylor, Martha  
Taylor, Robert  
Thomas, Sylvia  
Tillman, Decheena  
Todd, Ronald  
Turinsky, Michael  
Twymon, Michele  
Villa-King, Paula  
Walker, Shirley  
Walls, Amos  
Walls, Hazel  
Weertz, Paul  
Westcott, Patricia  
Williams, Cornelius  
Williams, Dorothy  
Williams, Karl  
Willis, Delano  
Wilson, Thomas  
Winfield, Georgia  
Wolok, Rose  
Woods, Lulu  
Wooten, Gracie  
Worth, Vera

# God Bless You, Ray Chaptini

When Clippert Elementary School's Ray Chaptini was called home this summer, it was a loss to his students, his fellow teachers, and his entire union. While others will remember Ray for all he did throughout his career, I will remember his contributions during the latter stages of his illness.



Mark O'Keefe

Ray was a model employee who came to work whenever he could and saved his sick days for when he needed them.

Unfortunately, he became ill during the 2009-2010 school year. He knew his sick days and medical benefits would run out in May.

The contract we ratified in December included an agreement to adopt language allowing the donation of sick days to members suffering catastrophic illness or injury. Drafting the actual language proved to be a more difficult task. The district's initial response was that the language would be effective with the next school year. Ray couldn't wait that long. He let me know, repeatedly, and I let the district know.

The staff at Clippert rallied to support Ray. Rather than waiting for the district to design a form to donate sick days, they filled out a DFT form and donated over 100 days to Ray. These forms were presented to the district at our first meeting and helped underscore our sense of urgency.

Everyone at the district had other projects to work on, and they knew that the end result of this was going to be increased expenses for the district. But, to their credit, district officials began to meet regularly with us.

We reached agreement on one aspect after another: whether to use a collective bank or donate directly to individuals, how to define catastrophic illness or injury, maximum number of days to donate, etc. Then we hit a major obstacle. In order to limit expenses, the district wanted to cut off medical benefits to members who were being paid with donated sick days!

To convince the district to incur this additional expense, we used factual information gained through research with the district's insurance carriers. We used logic in making comparisons to the use of one's own sick days. And we pointed out the impracticality of having to discontinue payroll deductions for health insurance during this time. I am convinced, however, it was Mr. Chaptini's urgent situation and the Clippert staff's unwavering support that ensured that medical benefits would continue for Ray, and all DFT members who receive donated sick days.

The news of Ray's passing was very hard to hear. I take some comfort in knowing that others have benefited from changes he helped bring about. Four other DFT members suffering from catastrophic illness or injury have been able to receive sick days from their brothers and sisters in the DFT, and continued medical benefits. I pray that nobody else will have to. But for those who do, I can only say, "God bless you, Ray Chaptini."

## Notice of Elections

- Nominations for the Biennial Election of DFT Officers, Executive Board Members and Trustees will open on Monday, Sept. 27, 2010 and close as the last order of business at the Oct. 14, 2010 DFT General Membership Meeting. Candidate's Eligibility is Oct. 13, 2009.
- Nominations for the 2011-2014 Delegates to the Michigan State AFL-CIO will open Monday, Sept. 27, 2010 and close as the last order of business at the Oct. 14, 2010 DFT General Membership Meeting. Candidates Eligibility is Oct. 13, 2009.
- Nominations for the 2011-2014 Delegates to the Metropolitan Detroit AFL-CIO Central Labor Body will open Monday, Sept. 27, 2010 and close as the last order of business at the Oct. 14, 2010 DFT General Membership Meeting. Candidates Eligibility is Oct. 13, 2009.

## Calendar

All meetings will be held at 2875 W. Grand Blvd., Detroit, unless otherwise noted. Dates and times are subject to change.

### SEPTEMBER

- 16 General Membership Meeting, 4:30 p.m.
- 21 Retirees Chapter Meeting, 11:30 a.m.

### OCTOBER

- 7 Executive Board Meeting, 4:30 p.m.
- 14 General Membership Meeting, 4:30 p.m.
- 19 Retirees Chapter Meeting, 11:30 a.m.

### NOVEMBER

- 4 Executive Board Meeting, 4:30 p.m.
- 11 Veteran's Day, Half Day
- 16 Retirees Chapter Meeting, 11:30 a.m.
- 18 General Membership Meeting, 4:30 p.m.
- 25-26 Thanksgiving Recess

Visit the

DFT Web site

www.DFT231.com