



# THE DETROIT TEACHER

## *Special 2022 Election Edition*

### **2022 Calendar for Biennial Election of Officers, Executive Board Members and Trustees**

---

#### **NOVEMBER 17, 2022**

**VOTING BEGINS** Online Voting begins on Thursday, November 17. Ballots will be sent to the email address on record at the DFT office. A broadcast email to all eligible voters and a reminder email will be sent. If you do not receive an email with the ballot, please contact the Election Committee at [dft231ec@gmail.com](mailto:dft231ec@gmail.com).

---

#### **NOVEMBER 21, 2022**

**NO BALLOT REQUESTS** after 5 p.m. It is the member's responsibility to contact the Election Committee if a ballot has not been emailed. NO EXCEPTIONS!

---

#### **NOVEMBER 25, 2022**

**VOTING ENDS** Friday, November 25, 2022 at 5 p.m. NO EXCEPTIONS!

---

#### **DECEMBER 8, 2022**

**READING OF ELECTION RESULTS** Thursday, December 8, 2022 at the DFT membership meeting beginning at 4:30 PM. Results posted on DFT website.

---

Candidate statements are listed by position, in alphabetical order

- **EON/BAMN**-Equal Opportunity Now/By Any Means Necessary
- **Independent** (no slate)
- **Members United**
- **UTR**-United for Teachers Rights

**Questions regarding the election should be sent to DFT Election Committee --**  
[\*\*dft231ec@gmail.com\*\*](mailto:dft231ec@gmail.com)

***DETAILED VOTING INSTRUCTIONS ON PAGES 22-24***

## Official List of Candidates

### ***President***

Lakia Wilson-Lumpkins – UTR

### ***Vice President***

Glenda Booker – UTR

Robin Jennings – UTR

LaVar Johnson – Independent

Jason Posey – UTR

Kerry Williams – EON/BAMN

### ***Recording Secretary***

Elena Brantley-Phillips – UTR

Ingrid Rivers – EON/BAMN

### ***Treasurer***

Rodney Fresh – UTR

Regina Ross – EON/BAMN

### ***Executive Board***

Torie Anderson – Members United

Gavin Buckley – Members United

\*Sherita Burse – Independent

Lisa Card – UTR

Nina Chacker – Members United

Steve Conn – EON/BAMN

Cedric Cook – Independent

Frank Donner – UTR

Marva Fletcher – UTR

Dena Gazdag-Calhoun – Members United

Rachele Green – Members United

Samantha Hoskin – UTR

Julie Hughes – Independent

Crystal Lee – UTR

Dwan McGrady – UTR

Sarah Niemi – UTR

Renee Rosa-Esperanza – Members United

Dashmire Sadiku – UTR

Matthew Tafelsky – EON/BAMN

Marcus Walton – UTR

Jeff Wasilewsk – UTR

Everette Whitfield – UTR

### ***Trustees***

Ursula Byrd – EON/BAMN

Cassandra Davis – UTR

Mark Duffy – UTR

Kaira Gandy – UTR

\*no headshot or statement provided

# President



## **LAKIA WILSON-LUMPKINS-UTR**

My favorite word is "integrity." When democracy and public education are under attack, my "internal grit" pushes me to persist. I have faithfully served this entire membership for the past eight years in numerous positions. I've taken a strong stance to ensure that this local's principles are upheld and business is conducted, decent and in order. Now more than ever, this local needs leadership that promotes progressive change, is trustworthy, inclusive of all voices, and sacrifices for not only DFT...for all educational professions. This leader is me!

The expertise, commitment and selflessness of the UTR slate cannot be overstated! UTR is always there! When the time comes, we care, we show up, and we fight! UTR has accomplished what most unions in America could not! We're strong, strategic, diplomatic and visionary! I humbly ask that you support my candidacy for president! Vote for me and the entire UTR slate!

# Vice President



## **GLEND BOOKER-UTR**

I have been employed with Detroit Public Schools, DPSCD and an active member of the Detroit Federation of Teachers since November 1, 1993. I'm seeking your support as I run for the position of Vice President. I have served in various leadership roles for the union. Some of the leadership roles are:

- Executive Board Member
- Election Committee Member
- Building Representative
- Alternate Building Representative
- Work Stoppage Captain
- Delegates for the National and Local AFT Conventions
- C.O.P.E. Supporter
- Building Representative Dinner Hostess
- Phone Bank Volunteer
- School Union Committee

I will continue to uphold the integrity of this union and place the principles of honesty and fairness in high regard. I will continue to ensure that the morals and values that our union was built upon remain intact and seen through our union work. A vote for GLEND BOOKER as your next VICE PRESIDENT is a vote for ACCOUNTABILITY!!!



## **ROBIN JENNINGS-UTR**

My name is Robin Jennings, and I am seeking the office of Vice-President. I have been a devoted and enthusiastic teacher for the past twenty-nine years. I have served in numerous capacities for my union over 20 years which includes building representative, DFT executive board, and Vice President. I have been involved in politics for many years and I received my certificate from Wayne State University Labor Studies. I went to the AFT Michigan leadership training to know how to do Collective Bargaining Agreements, Constitutions, Bylaws, and negotiations. I will work countless hours to maintain and strengthen the union that I have held close to my heart for so many years. UTR is the only Caucus that has the expertise, experience, and stamina to provide rational solutions to constant changing school system. I will help fight for the rights of our union and will always be available when called upon.



### **LAVAR JOHNSON–INDEPENDENT**

I am running for vice president of the Detroit Federation of Teachers. As a retired Sergeant First Class from the U.S. Army, I have vast experience running large organizations. Our Union is searching for authentic leadership that respects and communicates effectively with its members. We must be cordial with the District and its administration while fighting for our fellow sisters and brothers. I believe in service to others; this is why I am the Building Representative for Renaissance High School and the JROTC Instructors for the District. I will use my tenure as vice president to inform the Union on all matters and negotiations. I'm running because my fellow brothers and sisters know I am a fighter and will not back down from what is right. Together we have an opportunity to remake the Detroit Federation of Teachers.

SFC(R) LaVar R. Johnson



### **JASON POSEY–UTR**

I am Jason Posey, a twenty-year educator. I am a proud member of the Detroit Federation of Teachers. My qualifications to serve you as vice president include: DFT Organizing Fellow, Bargaining Team member, four term Executive Board Member, DFT building representative, union committee, and AFT Staff Representative. I am honored to be a five-time AFT Michigan and National Delegate. Executive Board service is challenging but continues to be fulfilling. We made significant gains during our last CBA and are poised to return to the bargaining table for more gains for our members. Public education is under attack. We must continue to organize and engage our members to improve teaching and learning conditions for our students and ourselves. Our union also must and has the power to defend public education. Thank you for your consideration. I am excited to serve you as vice president and please VOTE THE UTR SLATE!



**KERRY WILLIAMS EON/BAMN**

I am Kerry Williams and I'm running for Vice President of the Detroit Federation of Teachers. It's time for a change. We need leadership that will listen to member concerns, operate with transparency, and fight for all DFT members. Injustice to any one of us is an affront to us all. Luckily, Nicole and I are not afraid to challenge Vitti.

Our leadership team must realize that DPSCD needs the teachers, more than we need them. With teacher shortages, and great public support, we are now in a position to fight for our students and ourselves. We all deserve schools that are safe, clean and supportive places to work with respectable pay. Nicole Conway and I will fight for a clear and fair contract, and take on Vitti when that contract is violated. Be part of the vanguard for educational excellence and teacher rights! Vote EON/BAMN slate.

## Recording Secretary



### ELENA PHILLIPS-BRANTLEY-UTR

I would like to continue to be the Recording Secretary of the Detroit Federation of Teachers because I know the job and I have done it well. I have learned so much during these terms but there is still so much more to learn. I do not take this role lightly.

As the Recording Secretary, I've made decisions that were best for *ALL* of the members of this great Union. We have to be fair and continue to look for ways to represent *all* of our members. I have had and always will have our students' and our members' wishes at the forefront of every decision made, keeping in mind that as a Union, ***we are one.***

Elect me and you will continue to have honesty, integrity and a steadfast representation of this fairness and reliability - all of the time.



### INGRID RIVERS-EON/BAMN

I believe that I can perform the various functions of recording secretary. The position requires that the candidate report and record various meetings and activities of the general membership and executive board.

The secretary will have access to vote on contract-related concerns with the executive board.

Since this is a "contract year", this position will grant me the opportunity to vote on concerns and offers that will affect the general membership.

I would only recommend contract issues that we need and deserve and will accept nothing less.

## Treasurer



### **RODNEY FRESH-UTR**

My name is Rodney Fresh, I currently serve on the Executive Board. I teach at CMA. This is my 15<sup>th</sup> year of teaching and my 9<sup>th</sup> year teaching with the DPSCD. During this time frame I've been the building representative at CMA for the past five years, and prior to that I was building representative at Osborn MST. During my time at Osborn and CMA, I worked with attorney Mark Rosenbaum on the Right to Literacy lawsuit against the state of Michigan. It was such an honor to have worked with Mr. Rosenbaum to fight for the rights of our students and our community.

It has been an honor to serve on the Executive Board the last four years. It has been hard work but has been a pleasure to work on behalf of my union brothers and sisters. I look forward to continuing to work on your behalf.



### **REGINA ROSS-EON/BAMN**

Hello, my name is Regina Ross, I have been a certified teacher with DPSCD for over 20 years. As a DPSCD teacher I have developed great minds, positive dispositions, and academic achievements of our students. I am campaigning for the position of Treasurer for The Detroit Federation of Teachers. I have served as Treasurer for Sidekick images, Bridges, BCP block club, Detroit's CAC, and Carry's Corner.

Other experience includes Supervisor of accounting and tax services. The Internal Revenue Services and Accounting Aid Society honored me for my exemplary service; I have also been named Teacher of the Year on 3 occasions. Combining my treasure, accounting, budgeting, and payroll skills were a plus, as I worked as a program supervisor at the DPSCD. I am asking for your support; I need your vote. Please VOTE for me: REGINA ROSS for Treasurer of our great union DFT 231!

## Executive Board



### **TORIE ANDERSON—MEMBERS UNITED**

What up Doe! My name is Torie J Anderson, I am a Detroit Public School graduate and DPSCD Educator. I teach at the Detroit School of Arts.

One of my first memories of the DFT was during a Teacher strike in the mid 90s. The battle cry “Hell No We Won’t Go” is how I was first introduced to the Mighty DFT. I believe that this fighting spirit still resides in the hearts of every DFT member. As an activist, I believe that in order to take action the DFT must be organized.

The Members United slate strives for a more Transparent, Organized and Fighting Union!

If elected to the Executive Board, I will:

- Create and organize a DFT Action Committee.
- Create more opportunities for DFTs members to share their stories with the media/public.
- Advocate for Open Union Executive Board Meetings for Transparency.



### **GAVIN BUCKLEY—MEMBERS UNITED**

I am a current member of the DFT Executive Board, serving since last Spring’s special election. I have taught at Henry Ford for 4 years and spent 3 of those years as the elected building rep. As rep, I’ve helped build a strong committee and organize for safety, respect, and staff voice in administrative decisions. I helped found MI CORE (the Michigan Caucus of Rank-and-File Educators) which has built member power here and in locals across the state. I’ve organized in DFT to plan rallies, pack board meetings, and demand more at the bargaining table.

I believe that a strong membership makes a strong union and I believe that a strong union is a transparent, fighting and organized union. I am running alongside a great group of leaders on the Members United slate because we believe in bringing \*all\* DFT members together to win the contract we deserve in 2023.



### **LISA CARD-UTR**

I am a proud product and parent of DPSCD. As an educator, it is important that we are respected, protected, & celebrated as the professionals that we are. We wear many hats and have the ability to meet the various educational and social emotional needs of our students. Please consider our continual & recent gains. Voting for the UTR slate will continue to yield positive and progressive results.

Personal & professional Qualifications:

#### **DFT**

Trustee (2014-16), current Executive Board Member, ESE Committee Chair & Building Committee Member

#### **AFT Michigan National Convention**

2022 Campaign canvassing

#### **Community Service**

Faith Based Initiatives  
Parental Support Podcast  
Health & Wellness  
Alpha Kappa  
Alpha Sorority, Inc  
OES



### **NINA CHACKER-MEMBERS UNITED**

I have been an ESE teacher in the district for 13 years, and a DPSCD parent for 6. I've served as a building representative for most of that time. I create opportunities for horizontal communication between DFT members across the district and facilitate spaces in person and on social media platforms where we can share information and strategize. I'm also a founder and lead organizer of the Michigan Caucus of Rank-and-File Educators, which has united teachers locally and statewide.

I hear the concerns of our members, especially those in programs like mine that are smaller and often marginalized. As an executive board member, I'd look forward to a more robust contract fight than we've seen in the past. However, the contract is only one of the tools we have at our disposal. We need to find more ways to leverage member power. An organized DFT is an unstoppable DFT!



### **STEVE CONN-EON/BAMN**

Western International High School

Mathematics Teacher

With a strike this fall Detroit teachers can win our most critical demands: (1) the large pay raise we deserve to make up for inflation, and to catch us up to teachers in the surrounding school districts; (2) the class size cuts and other improvements to at last give our students the quality education they deserve; (3) Covid protections, including vaccine and mask requirements, and switching to online schooling when the next Covid wave hits. A strike will also get rid of Vitti!

A re-energized DFT will help lead the national struggle to put America back on the road to civil rights, progress and equality, which is also the way to defeat Trump's racist rightwing union-busting MAGA forces.

As a former DFT President, Building Rep and elected Delegate to the AFT National Convention, I urge you to vote EON-BAMN straight ticket!!



### **CEDRIC COOK-INDEPENDENT**

AGENDA for Candidate for Detroit Federation of Teachers Executive Board Member Cedric Cook

**Teacher Pay** Increase in teacher salary that represents the true value of the services we provide in society. Teachers at all levels should receive increases in pay and not bonuses. Bonuses are usual one time. Increases should be to the permanent pay structure. Increases should also reflect inflation.

**Restore our breaks** This year, we will not have a full winter break (first day is virtual PD). Also, last school year our summer vacation was reduced.

**School environment** Safe and clean environment for students and teachers.

**Teacher Evaluation** Work to eliminate unrealistic student growth expectations.

**Health Care** Increase health care benefits. Cost of health care is increasing along with the copays.



### **FRANK DONNER–UTR**

As a member of the DFT’s Executive Board, I will serve the general membership by amplifying my union siblings’ voices. We are stronger together. When we come together we ensure we are treated as the professionals we are, we grow our power through increased membership, and we enforce the contract.

Currently, I teach Middle School ELA at Mark Twain Elementary-Middle School and am entering my fourth year as our DFT building representative. I was proud to serve as a delegate to both the AFT-Michigan and AFT-National 2022 Conventions this past summer. Additionally, I completed AFT-Michigan’s Member Organizing Institute last winter to help grow our membership base.

In addition to my direct work in the classroom and in the union, I work to improve learning and working conditions through policy advocacy as a member of the Michigan Teacher Leadership Collaborative and through grassroots direct action with 482Forward.



### **MARVA FLETCHER–UTR**

Hello, as a Trustee for the Mighty DFT (UTR slate), I thank you for supporting me and our union. Today, I am asking for your vote as an official DFT Executive Board member.

For years, you have known me as the Adult Education teacher, but for the past two years I have also worked as a city-wide recruiter for DPSCD and taught summer school at Fisher Lower. I am honored to continue my work with the DFT building reps, teachers, paraprofessionals, attendance officers, social workers, and the entire DFT staff.

Since the passing of the Right to Work Act, the role of the DFT Executive Board member has continued to grow. From working with AFT nation, community involvement, and the nonstop DFT recruiting effort, being an Executive Board member is more important than ever. I thank you for this challenge and humbly ask for your vote.



### **DENA GAZDAG-CALHOUN-MEMBERS UNITED**

When members unite, powerful things happen. As a member of the calendar committee that helped create and negotiate the 2022-2023 school calendar, I was determined to make sure member voices were heard. Even after being met with opposition, we continued to unite and fight for a fair and appropriate calendar. Through transparency, unity, and determination, positive and powerful changes were made.

As I head into my tenth year with DFT, if elected as an executive board member, I will continue to fight for an organized, transparent, and strong DFT. We need to continue to unite and fight for what our members deserve. Members voices should be heard in all future negotiations, this is a top priority to me. A united and strong membership is what will bring positive and powerful changes to the DFT.



### **RACHELE GREEN-MEMBERS UNITED**

Rachele Green, LMSW

I'm a dedicated School Social Worker and active/loyal DFT Member for 25 yrs. I'm committed to upholding our DFT Union Integrity, Constitution and Bylaws. I'm passionate about promoting unity between our leadership/membership. I will diligently serve for the betterment of our membership, students, schools, and community. I will work collaboratively to help ensure that the collective bargaining agreement is administered/enforced. I'm determined to make sure that our member voices are always heard.

I have served the membership in the following ways:

- Current Executive Board Member/Trustee
- Current Social Work Union Rep 6yrs
- Current SSW Chapter Committee Chair 6yrs
- Moses Field School Union Committee member 8yrs
- Union Building Rep/Alternate Rep 4yrs
- Election Committee Member
- AFT Delegate
- Participated in marches/rallies/protest (Detroit/Lansing)
- Participated in DFT/AFT campaigns/calls for action/door knocking/phone banks
- Organized/Facilitated DFT/SSW Membership Drives
- Trained Moses Field School Union Rep
- Attended DFT/AFT Building Rep Trainings with officers

Thanks for your support.

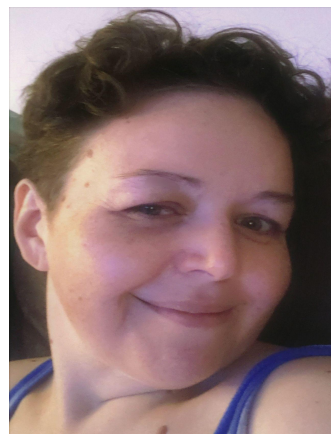


### **SAMANTHA HOSKIN-UTR**

As a School Social Worker with DPSCD for over 30 years, I have served as a building alternate and representative. I have also served as a member of the DFT executive board since 2018 and been a delegate for the AFT Michigan Convention and the AFT National Convention.

I believe in the need for respectful collaboration between the membership, school board, and the district. Respectful collaboration empowers us to identify, address, and resolve barriers so staff and students have a supportive working environment.

As we look forward, I recognize there is more work to do, including organizing, eliminating divisive and hurtful actions against ancillary staff, fighting for comparable pay, reducing class size, and addressing caseload versus workload. Let us continue this work together, to build a stronger school system, union, and community. Please support me for Executive Board Member and the UTR slate.



### **JULIE HUGHES-INDEPENDENT**

Transparency makes a great buzzword. Put it on an agenda, publish some data, and voila! You're shrink-wrapped. Unfortunately, not all data is so accessible.

In 21 years of teaching, 6 in DPS, never has another district or school kept master schedules and staff directories under wraps, had undecipherable pay stubs, or had sick days taken out on subsequent pay periods. My goal: transparent policies, procedures, and processes – not collections of data that provide necessary information but do nothing to make our day to day lives simpler and less complicated.

Brothers, sisters, we didn't get into this for money, we didn't come here for glamour, and no one in DPSCD is living in a fairy tale. We come here to do our job, for the kids, then we get treated inequitably in our own buildings. Elect me, Julie Hughes, to the executive board, and I'll do everything possible to change that.



### **CRYSTAL LEE-UTR**

A Native of The City of Detroit, a product of Detroit Public Schools District as well as a graduate of Wayne State University, and currently, I am a teacher at Charles R. Drew Transition Center for Students with Intellectual Disabilities ages 18-26. I have served as the Detroit Federation of Teachers Building Representative for ten of my twelve years.

As a member, I have a long-standing affiliation with DFT/AFT, serving in the capacities of:

- Seated Executive Board Member
- National AFT Convention Delegate
- DFT Political Action Committee
- Eight years on the DFT Election Committee
- Currently appointed to the AFT Merger Committee
- Political Activist building and maintaining union capacity
- Alternate Building Representative for Charles R. Drew

As Executive Board Member, I pledge to be present, diligent, and committed to upholding the dignity and the rights of our constitution and by-laws as well as our membership.



### **DWAN MCGRADY-UTR**

Greeting Brothers and Sisters!

I am pleased to announce my candidacy for re-election on the Detroit Federation of Teachers Executive Board. While serving on the DFT Executive Board I have served in many areas. I am the Chairperson for the DFT Early Childhood Committee. I have been a delegate for the AFT national conventions and attended senate hearings in Lansing. I have also marched in local, state and national rallies, canvassed door to door for local, state and national elections. In addition, I have attended several AFT professional developments on leadership training, union building and organizing.

Other organizations I have served include:

- United for Teachers Rights Caucus Member (11 years)
- Former Building Representative (8 years)
- Alpha Kappa Alpha Sorority, Incorporated (28 years)
- Central State University -Detroit Alumni Chapter Executive Board (4 years)

It is my continued promise to provide a voice to the members of the mighty DFT!



### **SARAH NIEMI-UTR**

This is my 25th year as a Speech Language Pathologist with DPSCD and my 6th year as an Executive Board member of DFT. After many years of feeling like a second-class employee and continually being denied many of the benefits and compensation initiatives that other members were receiving, I was determined to focus my advocacy on solving issues that affect ancillary staff. SLPs, SSWs, Psychologists, OTs, PTs, Audiologists, nurses, and other highly specialized professionals are integral and invaluable members of the ESE department. We deserve to be respected and compensated the same as teachers. While we have made some progress in that regard, there are lingering and problematic inequities. WE ARE ALL DFT! An injury to one is an injury to all. Please support me and the entire UTR slate. We are committed to increasing fairness ACROSS the contract for all members. VOTE UTR!



### **RENEE ROSA-ESPERANZA-MEMBERS UNITED**

I signed my contract with the district in 2005 as a bilingual English Language Arts Teacher and walked the picket line in 2006 until we won our contract negotiations as the mighty DFT Union! Being transparent, fighting, and organizing as a DFT union member are my core values.

- DFT Union Calendar Committee Member negotiations participate
- Advocated for an equitable calendar for over two years and assisted the win for DFT membership PD days inclusion
- Strategized/Co-organized action steps for remote learning for 2020-2021 school year and assisted the win for DFT membership options
- Served as DFT building representative in two buildings
- Actively participated in General DFT Union Meetings and Building Rep trainings/meetings raising membership concerns

I am committed to transparency, and supporting membership making well-informed decisions. I am a fighter for membership voice. I believe in organizing for a strong contract fight in 2023.

Want change? Vote for change! Members united!



### **DASHMIRE SADIKU–UTR**

I have served DPS/CD for 22+ years and am a proud member of the DFT. Currently, I am serving on the DFT Executive Board and teaching APE at Moses Field Center. Over the years, I have stood with union members as we have battled many challenges; education during a pandemic, Emergency Management, unacceptable building conditions, and the “Right to Work” law that continues to threaten unions. Throughout these trying times, we have seen and experienced firsthand the benefits of belonging to the mighty DFT. I seek re-election to continue to serve our profession, build a stronger and unified union, improve safety and working conditions, and to fight for fair compensation for all members. I bring with me the knowledge, experiences, compassion, determination, integrity, and commitment that I know it takes to fight the good fight on behalf of our members and students.

***United we can achieve our goals.***



### **MATTHEW TAFELSKY–EON/BAMN**

Hello, my name is Matthew Tafelsky and I am running for a seat on the Executive Board. Currently I am the DFT union rep. at Edison Elementary and have served that role for the past eight years. As a 22-year career dues paying member, I understand the difficult road traveled. From Emergency Managers to TIP pay, I have been through it all with you. I am asking for your vote as someone who not only understands our struggles but is willing to speak out in our defense. I am not scared to speak up on our behalf when it comes to our most pressing issues and needs, as a matter of fact, I look forward to the opportunity to do so in an objective and fair manner.



### **MARCUS WALTON-UTR**

I will work to rebuild respect in our profession. I will defend democracy by promoting the importance of voting. I have experienced the stress and frustration that many DFT experience: attacks from Lansing and internal conflicts among DFT membership. UTR is the only caucus that has the experience, temperament, strength, and professionalism to provide the solutions to the challenges we face.

I have served my DFT brothers and sisters as: Building Representative, Executive Board member, Trustee, AFT MI Administrative Council – AFT National Delegate and AFT Michigan Delegate. I am a member of the Governor's Educator Advisory Council. Walton works for You!

Detroit Teachers demand dignity and respect! I have the courage to speak out against injustice and the wisdom to solve the conflicts we face as teachers and the determination to organize our Mighty DFT!



### **JEFF WASILEWSKI-UTR**

Dear Members,

My name is Jeff Wasilewski and I am asking for your consideration to be elected to the DFT Executive Board. I have been involved in union activities since I started with the district in '98. I was a building rep, and/or on the Union Committee for almost 20 years. I previously served on the DFT Election Committee for 7 years and am a current Trustee. Wearing these different hats has given me the experience necessary to navigate union business with efficacy. I can offer experience, dedication, and transparency. Being detailed oriented, I look forward to reviewing our next contract and voting to make sure we are getting our very best. I also have a passion to bring non-members into the fold. I pay dues just like you and I promise you that I will work for you. Thank you for your support.



### **EVERETTE WHITFIELD-UTR**

Hello my name is Everett C.J. Whitfield, and I am running for a position for the Executive Board of DFT. As a social studies teacher in this district for twenty years, I've noticed how the more things change, the more things stay the same. Educators all over this country are still asking for the same thing: respect, smaller class size, support, equitable funding, the list continues to go on. I am running for the position of executive board member to help move this local forward. Our path has not been easy and we still face uncertainty.

On this path, we need institutional knowledge, strength, courage, and real involvement to keep this local at the forefront of labor in this and abroad. I am ready to serve. I have all these components and more!! Vote for me and the UTR Slate!

## Trustee



### **URSULA BYRD-EON/BAMN**

Greetings Brothers and Sisters,  
It is with great pleasure that I announce my candidacy for Trustee for the Detroit Federation of Teachers. I am a proud member of DFT for over 20 years and still stand with my fellow brothers and sisters to promote unity and support our constituency in DPSCD. In the past, serving as building representative and running for vice president and executive board reminds me that I can serve this union with due diligence in the areas needed most.

As a trustee, I will promote fair and equitable principles while acting as a fiduciary with integrity. I will give clear, concise, and unbiased reporting of our financial and contractual obligations while serving in this capacity. My goal will be to collectively, with the other two trustees, utilize the resources while garnering best practices to deliver thorough findings. Trust me, Ursula Byrd, as your next Trustee.



### **CASSANDRA DAVIS-UTR**

Greetings brothers and sisters of DFT.  
I'm Cassandra Davis, and I'm seeking your support as I run for Trustee.

I began as a Speech Pathologist with DPS in 1992, when the union membership was over 10,000 strong under the leadership of John Elliott. I've been an active participant and stood strong with the union during strikes, walkouts, and countless attacks against DFT members.

My role as a SLP has afforded me to work in various schools with classroom teachers and ancillary staff in general and special education settings. I have witnessed and understand how difficult it is to work under unrealistic expectations with little to no resources. I share your frustration.

I would like for you to help me; help you make your voices heard.

I am committed to holding those accountable to their word and actively serve the members of the Mighty DFT! Thank you for your consideration.



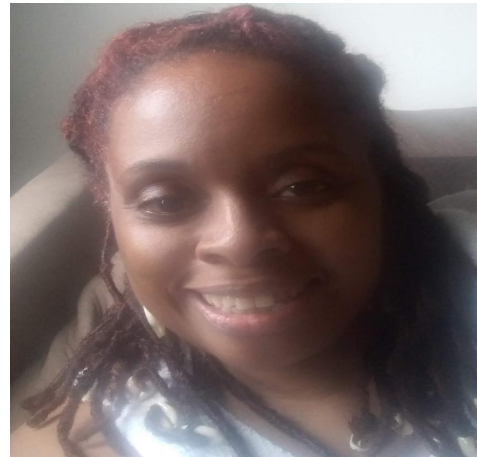
### **MARK DUFFY-UTR**

Dear Members,

My name is Mark Duffy and I am asking for your support in the election for the DFT Trustee position on the UTR Caucus. I have been involved in union activities since I started with the district in '99. I was a building rep, and/or on the Union Committee at Academy of the Americas. I can offer experience, dedication, and transparency. I can offer a different perspective in keeping assurances that all union resources are used for union purposes in accordance with our bylaws. I have gladly paid dues just like you and I promise you that I will carefully look over our finances for this position.

Thank you for your support.

In Solidarity, Mark Duffy



### **KAIRA GANDY-UTR**

Charter schools are not the answer. My name is Kaira Gandy and I am seeking your vote to serve as trustee for one of the most dynamic locals in our nation. In 1995, I began my career as a substitute teacher. As a graduate of Wayne State University, I explored teaching in suburban districts in both Wayne and Oakland County, ultimately teaching in Las Vegas, Nevada. The perspective that I gained from working in those settings is that educators need to stop selling ourselves short. The teacher, social worker, counselor, attendance agent in the room next door to us is the only calvary that is coming to save us. I will work to withstand the onslaught of attacks that seek to undermine our professionalism. We are one of the most well-trained work forces in Michigan. Vote UTR.

# Voting Instructions

- You can only vote once.
- You can only vote up to the maximum amount of candidates per category:
  - One (1) vote for President
  - Three (3) votes for Vice President
  - One (1) vote for Recording Secretary
  - One (1) vote for Treasurer
  - Eleven (11) votes for Executive Board
  - Three (3) votes for Trustee
- Voters have the option to vote a straight slate **or** a split ticket, meaning voters may cast votes for candidates of more than one slate. Please note that each slate in this election does not have a candidate running for each office. Therefore, voting for a straight slate may or may not allow you to vote for each candidate of your choice. Before submitting your ballot, be sure to check the summary page that details the names of all the candidates you selected. Doing so will ensure that your vote is cast for each candidate you intend to support.
- The ballot will be coming from the following email address -- [noreply@directvote.net](mailto:noreply@directvote.net)
- We encourage all members to white-list Survey and Ballot Systems. This is to ensure that their email provider doesn't flag the email incoming as spam/junk, or prevent it from being received at all. Follow these [instructions](#) on how to white-list.

DFT has partnered with Survey & Ballot Systems (SBS) to administer the 2023 election. To be sure your broadcast email arrives safely in your inbox on or around November 17, 2022, simply add the following email address as an approved sender: [noreply@directvote.net](mailto:noreply@directvote.net).

Members must be in good standing to vote in this election. This means there can have been no breaks in DFT service for the past 12 months, with the exception of 2 payments in arrears. Members new to the district will have their eligibility date determined by their hiring date. The voter eligibility cut off date was October 13, 2022.

Ballots will be sent to the email address on file with the DFT office. Only members in good standing can vote. Please reference the [2022 Election Calendar](#).

If you have had problems receiving ballots in the past, please call the DFT office (313) 875-3500 or email Mae Winters at [mwinters@dft231.com](mailto:mwinters@dft231.com) to check your address and membership status.

If you do not receive your election email by November 18, 2022, please contact [support@directvote.net](mailto:support@directvote.net).

There will be no technical assistance available from SBS on Thursday, November 24 or Friday, November 25. You are still able to vote electronically on those 2 days, however.

## Ballot Information

Once you receive your ballot, you will see this image on your device. The individual list of candidates will appear below the straight slate options.

You have the option of voting for individual candidates or voting a straight slate. Please note that if you vote for a straight slate, that missing offices from the slate will be an abstain vote.

- ☐ Select ALL UTR CANDIDATES (United for Teacher's Rights)
- ☐ Select ALL EON/BAMN CANDIDATES (Equal Opportunity Now/By Any Means Necessary)
- ☐ Select ALL MEMBERS UNITED CANDIDATES

PLEASE NOTE: If you select one of the options above, you will NOT be able to select any individual candidates below and your ballot will be submitted with just the candidates from your specific category.

After you have selected your candidates, you will get this message:

**Please review your selections below and click "FINISH" to submit your vote.**

Upon clicking **"FINISH"** you will see this message:

Thank you for voting. Click [HERE](#) to exit. When you click the [HERE](#) hyperlink, it will take you to a feedback page. Click the blue finish button to exit the survey. Your vote has been cast.

Address any other issues, concerns, or questions to [dft231ec@gmail.com](mailto:dft231ec@gmail.com).