

The following is an excerpt from a memorandum presented to the Toledo Federation of Teachers and the Toledo Association of Administrative Personnel.

Toledo Public Schools 2011 Collective Bargaining Objectives

Overarching Goal: Better education for children and reestablishing Toledo as a community of choice, led by quality schools. To achieve this goal, the Toledo Public Schools must develop new ways of educating students and doing business. This will require fundamental revisions of our collective bargaining agreements.

For purposes of collective bargaining, the Toledo Public Schools have established three (3) primary areas of focus: (1) Transformation Change; (2) Program Reduction or Redesign; and (3) Financial Austerity and Sacrifice.

Transformational Change

- (1) Implement a K-8 School Configuration and transform middle school programs accordingly;
- (2) Staff K-8 schools with elementary school teachers and administrators;
- (3) Develop a new building administration staffing plan;
- (4) Adopt efficient and minimally disruptive teacher and administrator assignment protocols based on educational needs and individual merit to foster academic excellence consistent with the core mission of Toledo Public Schools;
- (5) Develop performance-based evaluation programs;
- (6) Develop performance-based reduction in force protocols;

Program Reduction or Redesign

- (1) Reduce or eliminate supplementals;
- (2) Eliminate current elementary specialists and redesign the method of delivering art, music, and physical education instruction without adding cost associated with teacher planning time;
- (3) Adopt an inclusionary special education program District-wide;
- (4) Restructure the District's Alternative School Program;
- (5) Eliminate Horizons Program and restructure gifted and talented programs;
- (6) Eliminate current Computer Lab specialists and develop technology expertise in classroom teacher;
- (7) Eliminate Professional Growth Credits (PGC);
- (8) Reduce and Re-align Professional Leave.

Financial Austerity and Sacrifice

- (1) Across-the-board wage and benefit reductions to balance budget on an on-going basis;
- (2) Develop performance based wage and salary protocols;
- (3) Redesign health insurance benefit plan;
- (4) Increase employee health care premium cost-sharing contributions;

In addition to the above, the Toledo Public Schools will seek the elimination or reduction of "embedded costs" associated with anachronistic assignment protocols, rights to refuse assignments and assignment-based extra pay (e.g., supplementals, per diem, etc.). The Toledo Public Schools is also exploring the value of savings associated with reductions in the current paid time off programs.

Finally, the Toledo Public Schools is considering the elimination, reduction or redesign of programs that will affect some bargaining unit employees. These initiatives include:

- TAAP Peer Review;
- TIF;
- IBOR (Toledo Plan);
- TRACS;
- Curriculum Staff;
- LPDC;
- Behavioral Specialists;
- Community Liaison.



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NOTE: Any grammatical errors are those of the author of the memorandum.

TFT Building Representatives have received a copy of the complete memorandum.

The Superintendent announced that he anticipates Dan Romano will be present at all bargaining sessions.

ADDITIONAL TEACHER & PARA CUTS – 290 TOTAL

Jim Gault, Interim Chief Academic Officer, and Diane Irving, Interim Human Resources Executive, have announced additional teacher and para position reductions for next school year, which brings the total to 290. The latest include positions funded by federal ARRA Stimulus and School Improvement grants, which expire at the end of the school year, and Title I School Wide monies. The casualty list includes all literacy, math and science support teachers; peer literacy and math coaches; educational technology teachers; intervention assessment teachers; and instructional technology coordinators. Every teacher leader position, with the exception of three, is now on the chopping block. School & Community Partner paraprofessional positions are also slated to disappear as management moves back to a top down governance model.

APRIL LAYOFF NOTICES

Irving and Gault also announced that the district intends to issue layoff notices to as many as 250 teachers in early April with an effective layoff date of June 10, 2011. This is contrary to previous years when lay off notices were issued in July with an effective date at the beginning of the subsequent school year. Board officials have not made a final determination of categories of teachers who are targeted for layoff. TFT contract Article XII, A-6 requires the Board to provide group health care coverage and life insurance to each member of the bargaining unit laid off for the rest of the month in which the layoff occurs, plus four (4) additional months provided that the person has accrued one (1) school year's seniority prior to the layoff. Members of the unit who have accrued less than one school year's seniority are provided these benefits for two (2) additional months beyond the month in which the layoff occurred.

Treasurer Romano's fingerprints are all over the early layoff notice plan. The April notice will shorten the district's obligation to provide health benefits to laid off employees. The Board appears oblivious to the effect April layoff notices will have on teachers who are preparing students for May Ohio Achievement Assessments (OAA) in reading, math and science.

ART EXTRAVAGANZA

Hundreds of parents crowded into Space 237 Gallery downtown for the Artists Reception kicking off the 7th Annual TPS Elementary Art Show earlier this month. Noticeably absent was anyone from Manhattan and Elm or the school board according to the art teachers who put the show together. An art specialist told TFT officials, "It's really hard to work for people who aren't interested in the children's work." TPS has a long history of outstanding art education going all the way back to the early twentieth century.

TFT OPPOSES ART, MUSIC & PHYSICAL EDUCATION SPECIALIST CUTS

Art, music and physical education specialists have been targeted for dismissal by Pecko and Company. TFT President Francine Lawrence has announced that saving their jobs will be a priority in negotiations. "We are not going to cannibalize each other to save the district money even if we all have to share a little more of the pain. It's not right from an education or public policy point of view, and it's not right to drive students and their families away who are here because of excellent art, music and physical education programs."

TPS SchoolLine

District budget reductions for this school year eliminated providing each TPS employee with a paper copy of *SchoolLine*. Only five copies of the *SchoolLine* are printed and sent to all TPS locations. Employees now receive *SchoolLine* electronically. This puts some employees at a disadvantage because not all have access to functioning computers. **TFT BUILDING REPS NOTE:** Please ensure that one of the hard copies of *SchoolLine* that is sent to your location is posted next to the teacher/para sign in sheet and another copy is posted on the TFT bulletin board. Employees require easy access to this publication to be informed of teaching, paraprofessional and supplemental positions and district notices such as health insurance plan changes, open enrollment and certification.

UNION FRIENDS

TFT Friend of the Union Awards were presented to two additional persons in recognition of their contributions to Toledo teachers and students. **Alice Gill**, AFT Educational Issues Director, received an award for providing training to numerous Toledo teachers in Thinking Mathematics philosophy and research about how children learn math. Thinking Mathematics has advanced teacher practice and student achievement in Toledo Public Schools. Thoughtful and enthusiastic reflections by teacher participants have been evidence of the value of the professional development. Alice also has exposed Toledo teachers to Lesson Study, which originated in Japan where students excel in mathematics. She was instrumental in involving Toledo teachers in review and revisions of the national Common Core Standards for mathematics. **Janet Spencer** was recognized for supporting graduate studies of Toledo teachers. She makes a significant annual monetary contribution to the Julie Hess Scholarship in memory of her sister. Julie Spencer Hess passed away in 1988. Julie was TFT's educational issues representative and a very strong advocate for teachers.

CALENDAR

GENERAL MEMBERSHIP	Weds., March 23 – 4:00 p.m.	TFT Office
BOARD OF DIRECTORS	Weds., April 6 – 4:00 p.m.	TFT Office
BUILDING REPS	Weds., April 13 – 4:00 p.m.	TFT Office