

Ohio Federation of Teachers 78th Convention

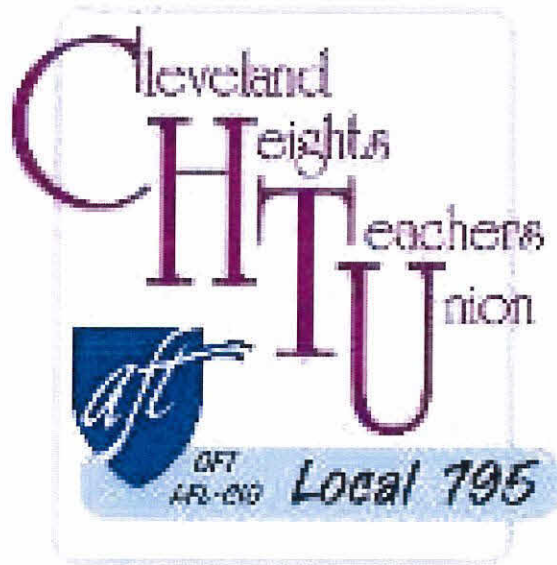
Growing Stronger Together

February 22-24, 2018

Hilton Columbus/Polaris

Columbus, Ohio

Cleveland Heights Teachers Union Delegation Report



Prepared by Secretary, Darrell Lausche

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Cleveland Heights Teachers Union Delegation

Delegation Officers

President, Ari Klein (Ranking Delegate)—Cleveland Heights High School

Vice-President, Karen Rego (Ranking Delegate pro tem)—Cleveland Heights Middle School

5th Vice-President, Tina Reynolds (Floor Whip)—Boulevard Elementary School

Secretary, Darrell Lausche (Secretary/Reporter)—Gearity Professional Development School

Delegates

2nd Vice-President, Tamar Gray—Fairfax Elementary School

3rd Vice-President, Brian Schaner—Cleveland Heights Middle School

6th Vice-President, Beth Rae—Roxboro Elementary School

Treasurer, Jennifer Bennett—Cleveland Heights High School

Financial Secretary, Josephine Shelton-Townes—Roxboro Middle School/Fairfax Elementary School

Steward, Marty Javorek—Roxboro Middle School (Alternate)

Steward, TeKara Ray—Noble Elementary School (Alternate)

Steward, Tiffany Underhile—Monticello Middle School (Alternate)



Thursday, February 22, 2018

Opening Session

Call to Order

Shari Obrenski, 1st Vice President, Ohio Federation of Teachers

A moment of silence was observed in honor of the victims of the Marjory Stoneman Douglas High School shooting in Parkland, Florida.

Pledge of Allegiance

Shari Obrenski, 1st Vice President, Ohio Federation of Teachers

Introductions

Shari Obrenski, 1st Vice President, Ohio Federation of Teachers

Vice President Obrenski introduced OFT Officers/Executive Committee and OFT Staff. Local Presidents introduced the new delegates to the convention. President Klein introduced the Cleveland Heights Teachers Union's new delegates to the general convention. The new delegates included Marty Javorek, TeKara Ray, and Tiffany Underhile.

Adoption of Rules

Lee Black, 2nd Vice President, Ohio Federation of Teachers

The Standing Rules that govern the convention proceedings were unanimously adopted by the general convention.

State of the Union

Melissa Cropper, President, Ohio Federation of Teachers

President Cropper expressed her honor in representing the membership of the Ohio Federation of Teachers (OFT) as President. President Cropper expressed her admiration for the hard work all our members perform on behalf of Ohio's students, despite all the other commitments in life. She also thanked all the delegates present for their dedication and hard work on behalf of OFT.



The OFT officers and staff made a goal of being more visible throughout the state and visits to locals was an outgrowth of that desire. Visits occurred once a week and gave President Cropper opportunities to talk with members and witness, first-hand, the work being done in schools. She appreciates the anecdotal evidence the visits provided so she could speak clearly on the issues facing our schools, teachers, support staff, students, and communities. Specific examples from around the state were shared. The *Public Schools Proud* campaign continues to be the counter-narrative to the anti-public schools conversation happening around Ohio and the United States.

President Cropper asked the delegates to think back to February 2011 and discussed the hard work and collective activity around defeating Senate Bill 5 (SB5). She stressed that when we coordinate, organize, and fight, we win! Now, it is 2018 and unions face another attack through the *Janus* Supreme Court case. The Ohio Federation of Teachers is stronger and growing. This is the first year since 2011 that the membership numbers are increasing via organizing new locals. Unions are needed now, more than ever. We must stand up and fight for our union or we will lose it all.

The OFT is strong in advocacy and is seen as a leader in education policy. Our members represent teachers across the state through state-level committee membership and testimony at the Ohio Statehouse. We have experts among our ranks, giving of their time and knowledge to testify and advocate. We have presence in parts of Ohio where other organizations do not. We are the education experts.

The OFT is working on eliminating teacher evaluation tied to testing. We will not rest until all teachers in Ohio receive benefit from the legislation, including Cleveland.

Member engagement is strengthening. Two years ago, a resolution was passed to have one-on-one conversations with all the members in the local. Currently, there is a re-commit campaign that all locals are encouraged to complete. Walk-ins were another opportunity for member engagement. Unprecedented levels of participation occurred in fighting against the Betsy DeVos confirmation.

President Cropper reminded us that our collective power is a threat to legislators. We can outnumber their one vote with our numbers. What are we willing to do with this power? President Cropper shared the example of West Virginia teachers participating in a state-wide strike (their contract is determined at a state-wide level). Delegates were challenged with having tough conversations with the membership. We must speak of values and which candidates support those values, and which do not. Tough topics involve gun violence in schools, retirement through STRS representation, understanding the value and power of unionism, etc.

Growing Stronger Through Community Partnerships

Doug Kelly, President and CEO, Make-A-Wish Ohio, Kentucky & Indiana

In December 2017, the OFT Executive Council voted to have a partnership with the Make-A-Wish Foundation. It is seen as an opportunity to engage members in community organizations and charitable work.

Mr. Kelly talked about the power of the wish granting Make-A-Wish coordinates. He expressed excitement about the partnership between OFT and Make-A-Wish. There is an increase in emotional and physical health in wish recipients. There is also an increase in the children complying with their treatment. 80% of the recipients do survive their illnesses after receiving a granted wish. Granting wishes cuts health care costs by 50% and children with wishes granted had better health outcomes than those without wishes granted.

OFT and Make-A-Wish have shared values. In the last 10 years, over 9,000 wishes have been granted in Ohio. This is a natural bridge between member and community engagement. With the *Adopt-A-Wish* program, a local can adopt a child and work to raise the money to grant the wish. The *Kids for Wish Kids* program involves the students raising funds in the school community. Members can also volunteer with Make-A-Wish. The Ohio Nurses Association is important because referrals come from nurses.

Laura Murphy, mother of a Make-A-Wish recipient, spoke to the delegates about her experience with the foundation.

Recognition of Local Presidents, Committee Chairs, Convention Helpers

Melissa Cropper, President, Ohio Federation of Teachers

President Cropper recognized the Presidents of OFT locals, OFT Officers, and Executive Committee members. She also recognized OFT Committee Chairs (Darrell Lausche – Human Rights, Ari Klein – Constitutional Amendments, Brian Schaner – Legislative). The convention organizers and helpers (Tamar Gray – Sergeant-at-Arms, and Tina Reynolds – Time Keeper) were also thanked.

Directions for the Nomination of Officers

Michelle Rzucidlo, Cleveland Teachers Union

Election information was explained as outlined in the *Election Information* tab of the convention binder. All OFT officer positions were up for election.

Friend of Public Education Award – Ohio State Senator Peggy Lehner

Melissa Cropper, President, Ohio Federation of Teachers

Senator Lehner is the Chair of the Senate Education Committee. She also serves on numerous state and national legislative committees. President Cropper explained that Senator Lehner fully informs herself about an issue before drafting and introducing legislation. She is a model of the legislative



process in how she listens to constituents and stakeholders. She understands the importance of early childhood education and limiting vouchers.

Senator Lehner extended her gratitude for the award and the pleasure it has been to work with the OFT. She discussed how complex education policy is due to everyone's varying opinions and experiences. She further remarked how Ohio can do better in crafting education policy and make it less complicated. She expressed a desire for more collaboration among all stakeholders, especially teachers, administrators, school boards, etc. across Ohio. Senator Lehner also conveyed the message that the OFT is one of the highly respected voices in the State Legislature.

Growing Stronger Through Member Engagement

Success and Challenges with Recommit Campaign

- *Terri Hook, Oregon City Federation of Teachers*

The local's leadership realized that the only record of membership was the dues deduction card with the school board. The first concern was in how to begin the efforts. The local began with newly hired staff. Information was shared during the time allotted in which the local could address new hires during orientation. There is a strong one-to-one member engagement network, but the issue has such high priority that the local president and additional officers visited school buildings to educate members. The benefit to in-person conversations is that personal stories can be shared. Terri taught in North Carolina, a right-to-work state, for a short period of time and highlighted the benefits of working in a collective bargaining state.

- *Michelle Rzucidlo, Cleveland Teachers Union*

There are over 4,000 members, represented. With two moves, membership cards were not on file. Recommit cards helped to document membership. The Executive Board was supportive. The challenge was in communicating with members. To address the concern, Chapter Chairs were educated on *Janus* with the help of the AFT. After checking which members did not re-sign, one-on-one conversations will occur to find out why a member did not re-sign. Having these conversations now gets the member to reconsider. If the local waits, it may be perceived that the union is reactive and may lose credibility in regard to the issue.

- *Sean Hill, Treasurer, Crooksville*

There are 75 members in two buildings in this local. Negotiations for the current contract had just concluded and were looking for membership cards for members. Recommit cards were the way to accomplish this goal. There was hesitation with the language on the recommit cards. The concern was over how strong the support or push-back from members might be. Conversations with individuals does help to address the concern. Some members were concerned with political money being spent on views that don't match theirs. Members were supportive of unions, overall.

Special Order of Business

Cleveland Teachers Union (AFT Local 279) President, David Quolke introduced a resolution “Strengthening the Ohio Federation of Teachers Through Member Engagement and Recommitment Campaigns” regarding strengthening the OFT through member engagement (see Appendix A). The resolution reflects the conversation about the recommit campaigns discussed in the panel just prior to the special order of business.

A motion to approve the resolution occurred on Friday, February 23, 2018. The resolution was unanimously approved.

Panel with STRS Candidates

- *Ben Pfeiffer, Candidate*

Mr. Pfeiffer teaches high school in the Oregon City Schools. He is a member of Oregon City Federation of Teachers (AFT Local 1080). Mr. Pfeiffer expressed his concern that the retirement plan we thought we would have, when we began teaching, no longer exists. Mr. Pfeiffer feels that a 1% or 1.5% COLA could be instituted sooner than expected. He is also opposed to the raise for STRS staff. Mr. Pfeiffer would like to have video/audio recordings of STRS Board meetings posted on the STRS website so all of the membership can access the information without it being filtered. STRS needs to improve preparing active teachers for the changes that have been made and doing the appropriate planning for retirement (including the gap between retirement and Medicare eligibility). Mr. Pfeiffer says it is appropriate to investigate the companies/organizations/funds STRS invests in to uncover lobbying efforts, lawsuits, etc. to protect the interests of members and show social responsibility.

- *Dale Price, Candidate for Re-election*

Mr. Price is running for his third term. He has taught in Toledo for 36 years. Mr. Price is the Treasurer for the Toledo Federation of Teachers (AFT Local 250). He advocates prudence and finding solutions that impact the fewest number of people as possible. Mr. Price feels hedge funds are a diversification tool but not perfect (receiving 7% return with a 1.6% administration fee).

Moderating: Bill Boone, Chair, Retirement Committee

Both candidates are endorsed by OFT. There are issues around the elimination of the Cost of Living Adjustment (COLA) and STRS staff receiving a 3% raise considering the COLA elimination. Eliminating COLA created a \$12 billion patch for a \$10 billion hole. STRS has \$1.7-1.8 billion (less than 2% of the portfolio) invested in hedge funds. STRS should be less than 1% of the portfolio invested in hedge funds in the coming year.



Growing in Numbers – Meet Our Newest Locals

Sean Beleveal & Abi Haren, Cleveland ACTs

Erin Susick & Mandy Burkhart, Belmont College Faculty Association

Both new locals discussed the realities faced before organizing and after organizing.

Committee Meetings

Committees met to discuss proposed resolutions. Committee meetings concluded during an afternoon session. See Appendix A for the resolutions.

Delegate assignments were:

Budget-Jennifer Bennett

Civil Rights Committee-Darrell Lausche (Chair)

Constitutional Amendments Committee-Ari Klein (Chair)

Educational Issues Committee-Beth Rae, Tina Reynolds and TeKara Ray (Alternate)

Legislative and School Finance Committee-Brian Shaner (Chair pro tem), Josephine Shelton-Townes, Tiffany Underhile (Alternate)

Communications Committee-Karen Rego

Retirement Committee-Tamar Gray, Marty Javorek (Alternate)

Delegation Caucus

The Cleveland Heights Teachers Union Delegation met to discuss committee meetings. Delegates reported on the resolutions (see Appendix A) being brought to the floor in general session.



Friday, February 23, 2018

General Session

Public Schools Shout Out Week

Delegates watched a student-produced video from Buckeye Local Schools.

Remembrance of Members Who Have Passed Away

Committee Reports

- *Constitutional Amendments Committee*

See the committee resolutions (Appendix A). The two resolutions were unanimously approved by the delegates-at-large.

- *Paraprofessionals, School Related Personnel and School Health Care Providers Committee*

See the committee resolutions (Appendix A). The one resolution was unanimously approved by the delegates-at-large with the addition of “training” to the end of line 54.

- *Legislative and School Finance Committee*

See the committee resolutions (Appendix A). The one resolution was unanimously approved by the delegates-at-large.

- *Human Rights*

See the committee resolutions (Appendix A). All five resolutions were adopted. The gun violence resolution had one word change in line 55 from “semi-automatic” to “tactical assault”.

ShareMyLesson.com

Natalie Dean, AFT

Ms. Dean highlighted the ShareMyLesson.com website. She was available outside the delegation chamber for questions and information.



Growing Stronger Through Political Strength

- **Shelly Simonds – The Power of One Vote**

Ms. Simonds is a former teacher. She initially won her Virginia House of Delegates seat by one vote. A judge nullified that one vote and she lost due to a random drawing of lots due to the tie that was created. Ms. Simonds shared her story and talked about the challenges teachers face and lack of resources to accomplish our goal of educating students. She stressed the need to put teachers in the forefront of the political realm.

Ms. Simonds explained how the one vote situation she was in caused the Democrats to lose some of the strength in their voice at the statehouse. Healthcare (Medicaid Expansion) for many Virginia residents didn't become a reality. She asked the delegates to imagine what would happen if every teacher in Ohio voted consistently.

- **Richard Cordray – Candidate for Governor of Ohio**

Mr. Cordray addressed the convention delegates. He was the first United States Consumer Financial Protection Bureau Director and had served as Ohio's Attorney General in the past. He was also Ohio's first Solicitor General. Betty Sutton has been selected as his running mate.

Mr. Cordray extolled his admiration for teachers as they mentor Ohio's children, and are role models. He also highlighted his campaign points.

- ✓ Broaden early childhood education.
- ✓ Rethink the testing situation of K-12
- ✓ Support school funding across Ohio (citing the *Derolph* decision)
- ✓ Making community colleges free (exhausting all grants and scholarships first but having no further financial responsibility after that)
- ✓ Find ways to develop Ohio's workforce
- ✓ Have more oversight regarding student loan servicers
- ✓ Access to affordable healthcare

- **Political Landscape**

Darold Johnson, OFT Director of Legislation and Political Action

Mr. Johnson reviewed the recent developments in Ohio politics; including how our U.S. Senators voted in confirmation hearings, education issues, etc. Senator Sherrod Brown continued to fight against unsound policy and appointees. Senator Portman voted the opposite of Senator Brown.

Ohio House of Representative races were highlighted. Republicans are split over who they will support. The State House of Representatives has 33 Democrats and 66 Republicans. The State Senate has 9 Democrats, and 24 Republicans. There is a super majority in both houses and legislation passed may not be subject to a citizen referendum. Key races were examined and candidates that support public education were highlighted.



Mr. Johnson reminded the delegation to vote our values and ask ourselves who will speak up for us.

Special Order of Business

Julie Sellers, President of Cincinnati Federation of Teachers (AFT Local 1520) introduced a resolution regarding racial sensitivity training for school employees. The resolution was sent to the Human Rights Committee for submittal to the OFT Executive Council.

Special Request/Announcement

Ari Klein asked locals for names and contact information of “friendly” school board members in which the Cleveland Heights-University Heights City Schools Board of Education members could have discussion.

Committee Reports

- *Credentials Committee*

The final count of delegates, alternates, guests, etc. was presented.

- *Nominations Committee*

The current officers, President Melissa Cropper, 1st Vice-President Shari Obrenski, 2nd Vice-President Lee Black, Recording Secretary Catherine Hernandez and Treasurer Brian Kessler were nominated unopposed. The delegates-at-large re-elected the candidates by acclamation.

ULI Announcement

The 2018 Union Leadership Institute will be held June 12-14, 2018 at Mohican State Park Lodge. Four classes will be offered:

- ✓ OFT Leadership Cohort (by invitation only)
- ✓ Next Steps in Keeping Recommitted Members Engaged
- ✓ Talking with Your Members About Politics
- ✓ Professional Conduct Code Potential Changes



Committee Reports

- *Education Issues*

See the committee resolutions (Appendix A). The two resolutions were passed unanimously.

- *Retirement Committee*

See the committee resolutions (Appendix A). The two resolutions were passed unanimously.

- *Budget Committee*

See the budget proposal (Appendix B). Because the possibility of an unfavorable decision in Janus, Mark Lesser (Comptroller) looked at a loss of 10% of membership. The loss is figured into the proposed budget. There is no OFT dues increase. The budget proposal was unanimously approved.

- *Higher Education Committee*

See the committee resolutions (Appendix A). The two resolutions were passed unanimously.

- *Career Tech Committee*

No report given.

- *Communications Committee*

The committee worked with the AFT's Asher Hughey about the use of social media. Discussion occurred about using Action Network to further member communications.

Growing Stronger in Our Education Vision

Paolo DeMaria – Ohio State Superintendent

Mr. DeMaria addressed the convention delegates. He remarked about the monumental and complex task that is educating Ohio's children. He expressed a desire to listen to people and values a partnership approach to solving issues in education. He is interested in how we (as a state) can support great practice. Policy is one thing, but supporting best practice is necessary. He provided examples of the great work he has observed when visiting schools. Mr. DeMaria feels compelled to highlight those positive stories throughout the state because they are not widely known.

Mr. DeMaria further explained his desire to support the whole child. This transitioned into an explanation of Ohio's Strategic Plan.



Breakout Session with Ohio State Superintendent Paolo DeMaria

Attended by Tiffany Underhile, Steward, Monticello Middle School

Twelve teachers were invited to have a discussion with Mr. DeMaria. The questions asked included, “What is the best part of teaching?” “What are the barriers that stand in the way of being the teacher you want to be?” and “How would you teach differently?” He also asked participants to talk more about their principals.

Mr. DeMaria talked about the four tiers of education: classroom, building, district, and state. Participants responded that the best parts of teaching included being with the students and when concepts “click”. The overreliance on testing came up as a barrier to teachers being the teachers they wish to be.

When asked how they would teach differently, participants wished there were fewer standards in a year to cover. There is a desire for more academic freedom and the ability to use inquiry learning with more problem solving. Participants also expressed a desire for more local control and a focus on “soft skills”. Most of the participants, though, did express that their administrators support teachers in making time decisions.

Due to time constraints, the conversation could not go further, as the participants desired. A couple final comments addressed mental health as a major issue in Ohio’s schools. Additionally, relationship building was stressed.

Installation of Officers

President Melissa Cropper, 1st Vice-President Shari Obrenski, 2nd Vice-President Lee Black, Recording Secretary Catherine Hernandez and Treasurer Brian Kessler were installed after being re-elected by acclamation.

Breakout Sessions

Sessions offered:

- STRS Elections
 - *Bill Boone – Retirement Committee Chair, Berea*
 - *Tom Rose – OFT Field Coordinator*
 - *Kim Luther – OFT Field Coordinator*
 - *Megann Walsh – OFT Field Coordinator*

18,000 votes are needed to win the election. The OFT has 12,000 eligible votes. The OFT candidates increase our voice on the STRS board. Our candidates want to make the STRS board meetings more transparent and return the COLA. Ballots will be mailed April 2, 2018 and voting closes May 7, 2018. Candidate Ben Pfeiffer will attend the March 15, 2018 CHTU Executive Board meeting.



- Political Mobilization/Talking Points
 - *Darold Johnson – OFT Director of Legislation and Political Action*
 - *Sherry Simonds – Candidate for Virginia's House of Delegates*

Mr. Johnson discussed talking about shared values (accountability, fairness, opportunity, safety, retirement security, interdependence) when approaching political conversations with people. This year, OFT will participate in a member-to-member campaign with AFL-CIO. Tell stories of self, us, and now.

- Carrying Out the OFT Partnership with Make-A-Wish
 - *Jill Jones – OFT Coordinators of Field Services*
 - *Rebecca Dykstra – Development Officer, Kids for Wish Kids Campaign Manager*

The Make-A-Wish Foundation exists to empower children who are battling critical illnesses. The goal is to let children be children again. Participants work with the staff of Make-a-Wish OKI (Ohio, Kentucky, and Indiana), based in Cincinnati.

The first wish was granted in 1980 to a child with leukemia who wanted to be a police officer. A uniform was created, the child was sworn in, allowed to help write parking tickets, etc. The child died from his illness a short time later.

Currently about 700 wishes are granted each year, which is about half of the demand. A goal of Make-A-Wish is to be able to grant all wishes within the next 10 years. The organization is nearing the 16,000 wishes-granted milestone.

Children can be between 2.5 and 18 years old. 31 critical conditions, not all of them terminal, are recognized as being eligible. Children cannot be granted multiple wishes.

There is a process that is followed in wish granting:

1. There is a referral
2. There is a medical confirmation
3. Grantors are assigned
4. A program manager is assigned
5. Two volunteers interview the child
6. Within 7 to 9 months the wish is granted.

Wishes fall into categories: Meet, Have, Give (the rarest), Be, Go. A lot of them are what the organization refers to as Disney wishes. 97% of recipients say their mental and emotional health improved. 74% found the experience to be a turning point in their illness. 89% of health care providers saw the physical health of the recipient improve. 97% saw their families strengthened. 99% of families felt normal again

There are different ways to help: adopting a wish means raising \$8,000-\$10,000 to pay for the wish (greatest costs involve medical equipment and travel). The Kids-for-Kids program involves students



raising funds. Volunteers get wish granting training (about 2 hours) and work an average of an hour a month thereafter planning and executing special events, etc.

- Parent Home Visits
 - *Lynn Smith – Toledo Federation of Teachers*
 - *Theresa Mariea – Toledo Federation of Teachers*

Information and handouts were provided by Toledo teachers from www.pthvp.org. Presenters stressed that these home visits increased academic performance and decreased discipline issues. The first visit should be completed during the summer or fall and is focused on building relationships, then two-way communication occurs throughout. Finally, the second visit should occur during the winter or spring and should be focused on academics. Teachers should go in teams of 2 and be compensated with Title I funds. There are five nonnegotiables that must occur during the meetings:

1. Teachers arrive hands free- no clipboards or info for parents to fill out
2. Meeting lasts for 30-60 minutes
3. Family shares hopes & dreams/interests
4. Share important information
5. Take a family photo to post in school next to hopes & dreams/give one to the family

One important aspect of home visits is to not target students based on issues they may be having. All students should receive a home visit and it can occur at a mutual location such as the library or fast food restaurant if parents are hesitant to have teachers at their home. Finally, home visit debriefs should occur twice a year for the staff. These will help guide future visits.

POC: Theresa Mariea Email: tmariea@tps.org

POC: Lynn Smith Email: Lsmith@tft250.org

OFT Awards Banquet

The Cleveland Heights Teachers Union (CHTU) was honored in the following ways:

- ✓ Professional Unionism Award – CHTU Work with the Heights Coalition for Public Education
- ✓ COPE Award – Political Contributions
- ✓ Public School Proud Recognition – Participation in Walk-in Days
- ✓ Certificate of Appreciation – CHTU participation in June 21, 2017 OFT Lobby Day
- ✓ Marilyn Bruening – Service at the Statewide Level Strategic Plan Work Groups: High School Success and Postsecondary Connections
- ✓ Jennifer Gareau – Service at the Statewide Level Strategic Plan Work Groups: Standards, Assessment, and Accountability



- ✓ Melissa Pollutro – Service at the Statewide Level Strategic Plan Work Groups: Early Learning

AFT Regional Meeting with Members from Great Lakes Region

The American Federation of Teachers convened a regional meeting with members from the Great Lakes Region beginning with the OFT banquet. The AFT President, Randi Weingarten, addressed attendees.



Saturday, February 24, 2018

COPE Breakfast

Video from U.S. Senator Sherrod Brown

Senator Brown thanked the Ohio Federation of Teachers for their political work. He commented on how Rev. Dr. Martin Luther King, Jr. enjoyed working with the American Federation of Teachers because our union always been in the forefront of civil rights.

The OFT has endorsed Senator Brown for re-election. He has fought against Betsy DeVos's confirmation and advocated for public schools.

Address by OFT Endorsed Candidates

- *Steve Dettelbach, Candidate for State Attorney General*

Mr. Dettelbach is the son of a teacher and has been a lawyer for 26 years, including serving as a prosecutor and civil rights attorney. He wants to fight to ensure there is one set of rules for everyone (citing the ECOT scandal as one example). He opposes the gerrymandering that has occurred in Ohio. He wants to be the State Attorney General who "has our backs."

- *Ohio Representative Kathleen Clyde (D-75th District), Candidate for Secretary of State*

Representative Clyde referred to the efforts in Ohio to curtail voting rights for our citizens. Two million Ohioans had voter registration canceled because of not voting in a few elections, the most in the United States. Tens of thousands of ballots are thrown out every year (for minor technicalities like writing in cursive on the envelop of the absentee ballot). Representative Clyde desires to stand up for voters rights and against gerrymandering that erodes our democracy. She highlighted three responsibilities of the Secretary of State; being the chief elections official, being the first stop for anyone doing business in Ohio, and sitting on the redistricting commission. Representative Clyde encouraged attendees to talk to people in our networks, follow her on social networks and visit her website.

- *Rob Richardson, Candidate for State Treasurer*

Mr. Richardson is a proud union member. He promised to have STRS divest in any funds that are associated with AR-15 manufacturing. He values long-term investments, like funding quality public education.

- *Zach Space, Candidate for State Auditor*

Mr. Space spoke to the influence of money in the political process, especially in public education (i.e, ECOT). He discussed the negative role gerrymandering has played in the current state of Ohio politics. He desires to correct both issues. The State Auditor sits on the redistricting commission.



COPE Report

Brian Kessler, Treasurer, Ohio Federation of Teachers

Mr. Kessler presented the income and expenditures of the COPE fund as prescribed by law. See Appendix C for details.

AFT Great Lakes Regional Meeting

The American Federation of Teachers convened a regional meeting with members from the Great Lakes Region beginning with the OFT banquet. Many of the Cleveland Heights Teachers Union delegates participated in a variety of sessions and the Ohio Statehouse rally.

Appendix A

Committee Resolutions



PROPOSED OFT CONSTITUTIONAL AMMENDMENTS

Submitted by the Cleveland Heights Teachers Union, Local 795

ARTICLE V

EXECUTIVE COUNCIL AND DUTIES

Section 1. The Executive Council shall consist of the elected officers of the Ohio Federation of Teachers, and additional representatives apportioned among the various affiliated locals on the following basis, ***as determined by each locals' per capita payments during the month of April to determine representation for the following school year:***

PROPOSED OFT CONSTITUTIONAL AMMENDMENTS

Submitted by the Cleveland Heights Teachers Union, Local 795

ARTICLE X

RETIREES

Insert New

Section 3. *a. Each Chartered Retiree local shall have one vote on Executive Council for the first 650 members and a total of two votes for more than 650 members.*

b. OFT-R shall have one voting member on each of the OFT Committees.

Old Section 3 – renumber as Section 4.

a. A council of retiree locals chartered by the American Federation of Teachers within Ohio shall be established and shall be known as the Ohio Federation of Teachers-Retired. OFT-R shall consider and make recommendations to the OFT-on ~~issues pertinent to retirees.~~

Ohio Federation of Teachers Ed Issues Committee

Supporting Ohio's Strategic Plan

WHEREAS the State of Ohio, in their Every Student Succeeds Act (ESSA) submission, calls for the creation of a Strategic Plan for success in quality teaching and increased student learning, and

WHEREAS the Strategic Plan is a way to increase school quality, increase student achievement, and graduation results because it identifies common vision and shared goals in Ohio, and

WHEREAS the five components of Ohio's Strategic Plan are represented by five workgroups comprised of experts in their fields who have made recommendations to the Steering Committee which will make them known to the public, and

WHEREAS the first workgroup is Early Learning and Literacy that will make recommendations about preparing Ohio's youngest children for success in school, and

WHEREAS the second workgroup is Standards, Assessments, and Accountability whose members will create a vision of measuring what Ohio's students should know and be able to do and how schools and districts will be held accountable, and

WHEREAS the third workgroup is Excellent Educators and Instructional Practices which focuses on excellent teachers and teaching, as well as excellent school management, leadership and professional learning, and

WHEREAS the fourth workgroup is Student Supports and School Climate and Culture that will make recommendations as to how to best support Ohio's students offering a comfortable environment that maximizes student learning, and

WHEREAS the fifth and final workgroup is High School Success and Postsecondary Connections where the focus is on clear academic expectations and a smooth transition to higher education and work life;

WHEREAS the Ohio Federation of Teachers (OFT) committed to providing members who demonstrate knowledge and expertise to the five workgroups, The Oversight Team, and the Steering Committee; therefore

BE IT RESOLVED that the OFT supports a strategic plan that ensures equity and fairness for all Ohio's children, including our most needy; and

BE IT RESOLVED that OFT supports a strategic plan that considers the needs of the whole child, and

BE IT FINALLY RESOLVED that the OFT supports finalizing a strategic plan with a common vision for its educational system by working through stakeholders and the public for input in regional meetings to assure the needs of all students are met through its Strategic Plan.

Higher Education Committee

Supporting House Bill 337

3

4 **Whereas**, The Governor's Task Force on Affordability and Efficiency in Higher Education
5 has recommended that all institutions of higher education in Ohio explore means of
6 reducing the cost of textbooks and report annually on their progress in that area;

7 **Whereas**, No law, policy or administrative action should in any way impinge upon an
8 individual instructor's ability to choose whatever textbooks and other teaching materials
9 (e.g. software, course notes, etc.) they have determined to be most appropriate for the
0 classes that they are assigned to teach;

1 **Whereas**, Students at Ohio’s public institutions of higher education pay approximately
2 \$30 million in sales tax on textbook purchases each year, and many states support
3 higher education and reduce costs to students by exempting textbook purchases for
4 secondary education from state sales tax (as proposed in the 131st Ohio General
5 Assembly’s HB 308 and in the 132nd Ohio General Assembly’s HB 337);

6 **Be it resolved**, the Ohio Federation of Teachers moves to support House Bill 337 that
7 would exempt post-secondary textbooks from state sales tax.

7 would exempt post-secondary textbooks from state sales tax.

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**Ohio Federation of Teachers Human Rights Committee
2018 Convention Resolutions**

Darrell Lausche - CHAIR	Cleveland Heights Teachers Union, Local 795
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RESOLUTION SUPPORTING THE OHIO FAIRNESS ACT (HB160 AND SB100)

WHEREAS, Ohio law does not prohibit discrimination in employment, housing, and access to public goods and services based on sexual orientation, gender identity, or gender expression; and

WHEREAS, the United States Supreme Court has heard the case of *Masterpiece Cakeshop vs. Colorado Civil Rights Commission (No. 16-111)* in which a denial of services to same-sex couples is based on deeply held religious beliefs; and

WHEREAS, the case is being argued as a violation of First Amendment rights; and

WHEREAS, Ohio House Bill 160 (HB160) adds sexual orientation, gender identity, and gender expression to existing Ohio discrimination laws; and

WHEREAS, HB160 restates First Amendment principles and case law; and

WHEREAS, HB160 was sent to the Ohio House Government Accountability and Oversight Committee on May 1, 2017, and received a committee hearing on June 7, 2017, with additional proponent testimony at a second hearing on January 31, 2018; and

WHEREAS, Ohio Senate Bill 100 (SB100) includes sexual orientation, gender identity, and gender expression as protected classes, expanding legal protections in housing, employment, and access to public services; and

WHEREAS, SB100 eliminates several existing religious exemptions to Ohio's anti-discrimination laws; and

WHEREAS, SB100 was sent to the Ohio Senate Government Oversight and Reform Committee on March 15, 2017, and has not yet received a hearing; and

WHEREAS, on January 17, 2018, Equality Ohio and the Cleveland Plain Dealer reported that the Ohio Chamber of Commerce supports HB160 along with a coalition of about 300 Ohio businesses; and

WHEREAS, Ohio Representative Nickie Antonio (D-Lakewood) addressed the Ohio State Bar Association's Diversity and Inclusion Conference on June 14, 2017, citing the fallout since March 2016 after North Carolina's bathroom bill (NC HB2) passed regarding transgender people; and

WHEREAS, NC HB2 required that people at a government-run facility must use bathrooms and locker rooms that correspond to the biological sex recorded on their birth certificate, if the rooms in question are multiple-occupancy; and

WHEREAS, NC HB2 prevented local governments, until December 2020, from passing or amending their own nondiscrimination ordinances relating to private employment and public accommodations; and

WHEREAS, Representative Antonio cited North Carolina as evidence that HB160 could be an economic benefit to Ohio as employers seek welcoming business environments, by discussing the possible \$3 billion loss North Carolina could have faced if the NC HB2 had not been partially repealed; and

WHEREAS, among the American Federation of Teachers (AFT) five core values is the belief that we should "fight against discrimination, hatred, and bigotry, so we can create a fairer and more just society for all"; and

WHEREAS, the Ohio Federation of Teachers (OFT) aligns our core beliefs with those of AFT; and

WHEREAS, the OFT advocates and promotes our mission and vision with collective bargaining, political activism, member engagement and mobilization, community engagement, and organizing; therefore

BE IT RESOLVED, the OFT supports companion bills HB160 and SB100, making Ohio the 21st state to provide nondiscrimination protections to all citizens, regardless of sexual orientation, gender identity, or gender expression; and

BE IT FURTHER RESOLVED, OFT encourages all members to contact Ohio State Representatives and Ohio State Senators via telephone, text messaging, email, written correspondence, or in-person conversations to advocate for action on making the bills become law.

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RESOLUTION SUPPORTING RIGHTS OF IMMIGRANT STUDENTS

WHEREAS, the Ohio Federation of Teachers (OFT) is committed to creating safe, inviting places of learning and teaching, where all students and their families feel welcomed and protected; and

WHEREAS, in 1982, the U.S. Supreme Court ruled in Plyler v. Doe that every child has a constitutional right to a free public education, regardless of his or her immigration status or parents' immigration status, citing the equal protection clause of the 14th Amendment; and

WHEREAS, federal law requires public schools to protect students from discrimination and harassment based on race, color, religion, sex, national origin, and disability; and

WHEREAS, ensuring that Ohio's public schools are safe and inviting for all students and their families is a commitment and reaffirmation to the educational success of all students; and

WHEREAS, immigration raids and Immigration and Customs Enforcement (ICE) activities around schools, colleges and universities, early education centers, bus stops, and adult school facilities disrupt the learning environment and educational settings for students; and

WHEREAS, recent raids and deportations separating families have caused heightened fear and anxiety amongst for many students and their families; and

WHEREAS, involving college and university campus police departments in enforcing federal

immigration law will erode the cooperation and trust between local law enforcement and students; and

WHEREAS, no written state or federal law mandates that local districts assist ICE in the enforcement of immigration laws; and

WHEREAS, some states, cities, counties, higher education institutions, and school districts have adopted policies that restrict engagement with ICE and resist any government action that may lead to the discovery of a person's immigration status; therefore

BE IT RESOLVED, the OFT will urge Ohio's House, Senate, and State Board of Education to hereby declare that every school in Ohio will serve as a safe haven and welcoming place of learning and teaching, free from harassment, discrimination, and the threat of deportation; and

BE IT FURTHER RESOLVED, the OFT will advocate for legislation that reflects that every school and community center in Ohio will serve as a resource and information site for students and their families; and

BE IT FURTHER RESOLVED, that absent any applicable federal law or court decision, and in absence of proof of criminal proceedings as determined by a law enforcement agency, the OFT encourages the House and Senate legislation actions to include that all districts abide by the following conduct:

- a) District personnel shall treat all students with equity in the receipt of all school services, including but not limited to meal programs, transportation, and educational instruction;
- b) District personnel shall not inquire about a student's immigration status, including that of family members;
- c) If parents or students have questions about their immigration status, school personnel shall not refer them to any office or representative of ICE;
- d) District and school employees shall adhere to the privacy rights guaranteed under the Family Educational Rights and Privacy Act (FERPA), which prohibits schools from sharing student information without parental consent;
- e) Any request by ICE for data, student files, or permission to visit a school site shall be forwarded to the superintendent and general counsel for review; and

BE IT FURTHER RESOLVED, the OFT encourages the Ohio Department of Education to increase and enhance partnerships with community-based organizations and legal service organizations that provide resources for families facing deportation, and to establish a rapid response network to assist children whose family members have been detained; and

BE IT FINALLY RESOLVED, the OFT will support the efforts of Ohio's public schools in offering counseling services for students who have witnessed or had a family member detained in an ICE raid, presentations to students and their family members on their rights, and services to ensure students are aware of opportunities to gain access to college, in-state tuition, financial aid, scholarships, internships, and career opportunities regardless of their immigration status.

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RESOLUTION SUPPORTING OHIO SANCTUARY CITIES

WHEREAS, Ohio has long considered itself a state of immigrants; and

WHEREAS, Ohio prohibits discrimination based on race, color, ethnicity, national origin, or other protected characteristics; and

WHEREAS, it is particularly essential to the mission of Ohio's emergency services departments that victims report crimes or injuries, cooperate fully in investigations, and summon help when needed; and

WHEREAS, enforcement of federal immigration law is the prerogative of federal enforcement agencies, not local law enforcement agencies; and

WHEREAS, the threat of deportation or prosecution for no reason other than immigration status may discourage residents without legal immigration status or who have family members or friends without legal immigration status from reporting crimes or injuries, cooperating in investigations, seeking opportunities for their children living in our communities, or summoning help when needed; and

WHEREAS, federal law does not require local law enforcement or other local service providers to inquire into an individual's immigration status or to respond to federal Immigration and Customs Enforcement (ICE) detainer requests so the principles of Sanctuary Cities are not inconsistent with federal law; and

49 WHEREAS, these practices are generally considered to be “Sanctuary City” policies; and

50
51 WHEREAS, President Trump’s executive order that attempted to cut off federal funds for
52 Sanctuary Cities was permanently blocked by Federal District Judge William Orrick because the
53 order is unconstitutional and violates principles of federalism and separation of powers; therefore,

54
55 BE IT RESOLVED, the Ohio Federation of Teachers (OFT) expresses a desire for Ohio to be a
56 welcoming and inclusive state for all immigrants to live, work, or visit by declaring cities,
57 counties, and townships as sanctuaries; and

58
59 BE IT RESOLVED, the OFT supports a welcoming and inclusive environment in Ohio by
60 advocating for changes in state law that will allow undocumented immigrants opportunities to
61 obtain identification, such as state identification cards, and driver’s licenses; and

62
63 BE IT FURTHER RESOLVED, the OFT supports the practice of refusing that city or state
64 resources may be used to assist in the enforcement of federal immigration law or to gather or
65 disseminate information regarding the immigration status of individuals; and

66
67 BE IT FINALLY RESOLVED, the OFT encourages all schools and other institutions to build a
68 climate of trust and support for our immigrant community.

Ohio Federation of Teachers Human Rights Committee 2018 Convention Resolutions

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19

20 RESOLUTION IN SUPPORT OF MEASURES TO END GUN VIOLENCE IN SCHOOLS

21

22 WHEREAS, all students deserve safe, welcoming, supportive school environments where they can learn and
23 thrive without fear; and

24 WHEREAS, no parent should send his or her child to school in fear that the child may never come home; and

25 WHEREAS, principals, administrators, teachers, paraprofessionals and other school staff have repeatedly shown
26 their instinct to shield and protect students in these tragic situations, and their acts of heroism should be lifted
27 up, while at the same time doubling down on the work needed to ensure safe working environments that are
28 free from gun violence; and

29 WHEREAS, in the wake of the December 14, 2012 mass murder at Sandy Hook Elementary School in Newtown,
30 Connecticut, we said, "never again," yet there have been 239 school shootings since Newtown; and

31 WHEREAS, on February 14, 2018, a gunman killed a total of seventeen individuals which included students and
32 school staff at Marjory Stoneman Douglas High School in Parkland, Florida; and

33 WHEREAS the students living through this trauma have been born post-Columbine (1999), and have experienced
34 numerous mass killings and have said, "enough is enough;" and

35 WHEREAS school safety is a multi-faceted issue that requires social-emotional, mental health, and behavioral
36 support, as well as common sense approaches to address gun violence in schools; and

37 WHEREAS, America's students, led by the courageous young people of Marjory Stoneman Douglas High School,
38 are now leading the charge to prevent further tragedy; therefore

39 BE IT RESOLVED, that the Ohio Federation of Teachers (OFT) will work to support the courageous efforts of the
40 survivors of gun violence at Stoneman Douglas, Sandy Hook, Virginia Tech, within in Ohio: Success Tech

Ohio Federation of Teachers Human Rights Committee 2018 Convention Resolutions

- 41 Academy, Chardon High School, Jackson Memorial Middle School and Madison Junior Senior High School and
42 too many other schools and institutions of higher education to name, and of all those who have fought for
43 schools that are free from gun violence, by ensuring that April 20, the anniversary of the Columbine massacre,
44 becomes a day of action to end gun violence in schools, and by supporting student-led actions such as the
45 marches on March 14 and March 24; and
- 46 BE IT FURTHER RESOLVED, that the OFT urges the Ohio Legislature to support funding increases for school-based
47 health and mental health care in schools; and
- 48 BE IT FURTHER RESOLVED, that the OFT urges the Ohio Legislature to value teachers as educators, not as
49 security personnel, and view schools as places of education not prisons; and
- 50 BE IT FURTHER RESOLVED, that the OFT urges the Ohio Legislature to value all lives by providing uniform,
51 physical security systems; and
- 52 BE IT FURTHER RESOLVED, that the OFT urges the Ohio Legislature to require more intensive background checks,
53 increase the age of gun purchase to twenty-one (21), provide Extreme Risk Protection Orders, and close the
54 loopholes for the sale of all guns; and
- 55 BE IT FINALLY RESOLVED, that the OFT urges the Ohio Legislature to pass a ban on tactical assault weapons and
56 fully-automatic weapons to protect the human rights and the safety of students and school personnel.

**Ohio Federation of Teachers Human Rights Committee
2018 Convention Resolutions**

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**RESOLUTION OPPOSING JANUS v AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES**

WHEREAS, the United States Supreme Court has agreed to hear the case of *Janus v. American Federation of State, County, and Municipal Employees* in its 2017 term; and

WHEREAS, the plaintiffs in the case charge that the fair-share fees collected by public-sector unions from workers who do not become members are a violation of the dissenting workers' First Amendment rights; and

WHEREAS, this challenges federal case law set nearly 40 years ago when, in 1977, the U.S. Supreme Court unanimously ruled in *Abood v. the Detroit Board of Education* that although public school teachers cannot be required to join a union or to contribute to the union's political expenditures, they can be required to pay their fair share of the costs that the union incurs in negotiating and administering an agreement on behalf of all teachers; and

WHEREAS, this case and its dangers are substantively similar to the case of *Friedrichs v. California Teachers Association*, for which a lower court ruling in favor of the defendants only prevailed due to a vacancy on the U.S. Supreme Court; and

WHEREAS, the *Janus* plaintiffs have followed the same legal strategy as the *Friedrichs* plaintiffs; and

46 WHEREAS, a court decision in favor of the *Janus* plaintiffs will effectively prevent school districts
47 from collecting so-called "agency fees" from non-union members represented by teachers'
48 unions and will likely extend to all other public-sector unions as well; and

49
50 WHEREAS, this means that although public-sector unions will still be obligated to represent all
51 members of their bargaining units, they will no longer be assured of receiving fees to
52 compensate them for the costs of representing non-members, which will deeply undercut
53 unions' financial viability; and

54
55 WHEREAS, the *Janus* case is driven by the same movement that has been working for at least
56 two decades to undermine labor unions so as to reduce their influence on politics and public
57 policy on behalf of teachers and other working people; and

58
59 WHEREAS, a court decision in favor of the *Janus* plaintiffs will weaken union power and
60 solidarity by dividing union members from non-members; and

61
62 WHEREAS, the U.S. Supreme Court's decision in *Janus* will adversely impact the members of the
63 Ohio Federation of Teachers (OFT); and in turn, negatively impact the citizens of Ohio; therefore

64
65 BE IT RESOLVED, the OFT does hereby offer our unwavering support for the right of all public-
66 sector employee unions to collectively bargain and collect fair-share fees.

Ohio Federation of Teachers Legislative Committee
(Submitted by Toledo Federation of Teachers, Local 250, assigned to Legislative Committee)

Restore House BILL 70 to its Original Intent

WHEREAS, public schools have been the hallmark of the American education system and the foundation of the nation's democracy; and

WHEREAS, Ohio's schools have traditionally been governed by an elected Board of Education whose members have been chosen by their fellow community members to make sound decisions about educating their community's children and to determine the most effective use of local tax dollars in pursuit of that goal; and

WHEREAS, employees of local Boards of Education have the right to collectively bargain for the terms and conditions of their employment and have those terms and conditions of employment reduced to writing in the form of a collective bargaining agreement which binds the employees and local Board of Education; and

WHEREAS, these collective bargaining agreements provide the framework and structure within which all parties are allowed to educate children; and

WHEREAS, HB70 mandates substantial and significant changes to the very structure under which affected Ohio schools are operated; and

WHEREAS, HB70 allows the voiding and unenforceability mutually agreed upon in existing collective bargaining agreements; and

WHEREAS, the Ohio General Assembly passed HB 70 without any serious input from the affected and potentially Board(s) of Education, their employees, or members of the communities; and

WHEREAS, this bill was adopted by Columbus-based legislators with little or no connection to the affected and potentially affected community and without any genuine effort to engage those affected by HB70.

THEREFORE, BE IT RESOLVED, that we, the elected members of the Ohio Federation of Teachers, on behalf of the children and community we serve, do object and protest to the manner in which this legislation was passed and question how school district reforms and improvements can be achieved without involving and engaging the elected Board of Education and the affected community members; and

BE IT FURTHER RESOLVED, that the State Superintendent of Public Instruction, as the manager of the academic distress commission process, take appropriate steps to engage the elected Board of Education and community in the school improvement process prior to appointment of the new CEO; and

BE IT FURTHER RESOLVED, that in any event in which a CEO is appointed that he or she recognize and give full legal effect to any applicable collective bargaining agreement entered into before any such time as a CEO is appointed; and

BE IT FURTHER RESOLVED, that we demand that members of the Ohio General Assembly, the State Board of Education, and Governor John R. Kasich to seek amendments to House Bill 70 and the

Ohio Federation of Teachers Legislative Committee
(Submitted by Toledo Federation of Teachers, Local 250, assigned to Legislative Committee)

48 academic distress commission procedures that will preserve and enhance democracy and local control;
49 and

50

51 BE IT FURTHER RESOLVED, that such amendments should embrace the original intent of House Bill 70 to
52 foster community engagement and collaboration and to create community learning centers to better
53 serve any affected school's children and families; and

54

55 BE IT FURTHER RESOLVED, that until any such amendments are adopted, we the elected members of the
56 Ohio Federation of Teachers do hereby condemn House Bill 70 in its current form; and

57

58 BE IT FINALLY RESOLVED, that the Ohio Federation of Teachers hereby adopts this resolution and directs
59 the Ohio Federation of Teachers Recording Secretary to reflect this action in the meeting minutes and
60 that copies be distributed to the Governor, members of the Ohio General Assembly, the State Board of
61 Education and State Superintendent of Public Instruction.

Ohio Federation of Teachers Paraprofessionals, School Related Personnel and
School Health Care Providers Committee

WORK SHOULDN'T HURT - SAFE SCHOOLS FOR ALL

WHEREAS, special education teachers, paraprofessionals, bus drivers, secretaries and all school staff operate at a heightened level of vigilance to guarantee their and their students' safety, and

WHEREAS, school staff are, at times, required to intervene in situations where students and staff may be at risk of harm or injury from a student's uncontrolled behavior, and

WHEREAS, the Oregon School Employees Association has received a significant uptick in reports of serious and career-ending injuries among its members who support behaviorally challenged students, and

WHEREAS, OSEA has launched a campaign to end these preventable and tragic incidents, beginning with a published series of articles, "Work Shouldn't Hurt," that documented sobering case studies; OSEA leaders and members took these reports to the governor and other policymakers, and

WHEREAS, the Oregon experience is far from unique. Ohio Federation of Teachers affiliates have reported increased rates of work-related assaults among special education paraprofessionals and assistants. The U.S. Department of Labor's Bureau of Labor Statistics reports that public school teaching assistants have a high rate of work-related injuries that result in lost work days, and

WHEREAS, the National Institute for Occupational Safety and Health found in a statewide Pennsylvania education study that special education paraprofessionals, assistants and teachers had the highest rate of work-related assaults and associated injuries, and

WHEREAS, a study of 8,000 school staff workers' compensation claims in Minnesota reported that special education assistants and teachers were at high risk of being injured and requiring medical care and workers' compensation, and

WHEREAS, special education assistants were most at risk for "student-related injuries" and had the highest workers' compensation claims rate (five for every 100 full-time employees) for such injuries, compared with all other school personnel; and

WHEREAS, special education staff are at risk not only for physical injuries but also for lingering and long-term post-traumatic stress disorders, and

WHEREAS, school districts across the country have failed to systematically and adequately address the issue. For example, OSEA has documented a mixed record among Oregon school districts of recording incidents, providing protective equipment and adequate de-escalation and restraint training for at-risk personnel, and assessing the placement needs of special education students, THEREFORE:

RESOLVED, that the Ohio Federation of Teachers(OFT) will continue to assist affiliates in developing campaigns that will assess the prevalence of assaults and related injuries, significantly improve district policy and practice, and educate members on steps to protect themselves and students as well as support injured members; and

Ohio Federation of Teachers Paraprofessionals, School Related Personnel and
School Health Care Providers Committee

46 BE IT RESOLVED, that the OFT will develop and disseminate leadership for both new and current
47 members training modules for affiliates to both educate about the problem and advocate for
48 appropriate professional development on preventing injuries, and
49

50 BE IT RESOLVED, that the OFT will work with affiliates and education organizations to identify the best
51 evidence-based staff training programs for supporting students who are behaviorally challenged, and
52

53 BE IT FINALLY RESOLVED, that the OFT will advocate for comprehensive Occupational Safety and Health
54 Administration training.

The Retirement Standing Committee of the

Ohio Federation of Teachers

1 Peggy Giuliano NFCTA 4864
2 Kim Wiery JMEA 4968
3 Betty Knittel BLEA 4595
4 Alyssa Brookbank LTA 3789
5 Jeff Hood VWFT 4088
6 Dale Price TFT 250
7 Pat Davidson Berea 1699
8 Martin Javorek CHTU 795
9 Tamar Gray CHTU 795
10 Bonnie Hedges CTU 279
11 Carol Cervenec OSSU 6235
12 Gayle Schmuhl BFT 1699
13 Wellyn Collins CFT-R 1520
14 Elizabeth Jones CFT-R 1520
15 Theresa Allen CFT-R 1520
16 Katie Hofmann CFT-R 1520
17 Robert Walters CTU-R 279
18 Elisa Kazek CTU 279
19 Ben Pfeiffer OCFT 1080
20 Kurt Richards CTU 279
21 Catherine Hernandez TFT 250
22 Bill Boone Berea 1699

23

24

25 **ADVOCATING FOR EQUALITY, TRANSPARENCY, AND OPENNESS of COMMUNICATION**
26 **and INFORMATION FROM the OHIO STATE TEACHERS RETIREMENT SYSTEM BOARD**
27 **TO ITS MEMBERS**

28

29

30 **WHEREAS**, the Ohio State Teachers Retirement System Board is the decision-making body for the
31 investment fund secured through the contributions of Ohio's publicly employed teachers, and

32

33 **WHEREAS**, the Ohio State Teachers Retirement System Board is partially composed of seven elected
34 contributing and retired members of the Ohio public educational system who represent the totality
35 of Ohio as well as their home regions, and

36

37 **WHEREAS**, the Ohio State Teachers Retirement System Board has recently, and in the past, made
38 decisions and changes to increase the contribution levels of working teachers in Ohio that more than
39 doubles the average percent wage increase realized by teachers in Ohio over the past ten years, and
40

41 **WHEREAS**, the Ohio State Teachers Retirement System Board has made the unilateral elimination of
42 the Cost of Living Adjustment (COLA) their primary solution for the long-term solvency of the
43 retirement fund, thusly treating all retirees as financial equals, and
44

45 **WHEREAS**, the Ohio State Teachers Retirement System Board is no longer contributing to the
46 retirement system healthcare program that provides hospital, medical, dental, vision, and
47 prescription drug coverage to retirees, and
48

49 **WHEREAS**, the Ohio State Teachers Retirement System Board has forecast 22, 18, 30, and indefinite
50 years of solvency over the course of 13 months, creating an obvious environment of funding
51 uncertainty, and
52

53 **WHEREAS**, the working, contributing, and retired public teachers of Ohio must remain engaged,
54 active, and informed of these changes and how they will impact their hard earned financial and
55 healthy futures, and
56

57 **WHEREAS**, the Ohio State Teachers Retirement System Board has within its organization 11 Senior
58 Staff Members and 575 Associate Staff Members in addition to the elected and appointed members
59 of the Board, therefore
60

61 **BE IT RESOLVED**, that the Ohio Federation of Teachers demand the Ohio State Teachers Retirement
62 System Board initiate, create, and maintain a system of transparent communication of Retirement
63 Board meetings that includes, but is not limited to the video and audio broadcast of the Board's
64 public meetings that are both digitally streamed live and archived on the STRS public website, and
65

66 **THEREFORE BE IT FURTHER RESOLVED**, that the Ohio State Teachers Retirement System Board
67 initiate, create, and maintain a system of email communication to *individual* Board members so that
68 they may be responsive to the contributing and retired members they represent, similar to those
69 methods employed by elected Ohio legislative representatives with whom any constituent may
70 personally email and receive a digital response from, and
71

72 **THEREFORE BE IT FINALLY RESOLVED**, that the Ohio State Teachers Retirement System Board initiate,
73 create, and maintain changes in the STRS regional informational meetings as to how the changes in
74 the retirement pension and healthcare structures will directly affect the financial and health
75 insurance status of retired members and how these changes, coupled with changes at the Federal
76 levels, will affect the retirement planning for working teachers who must plan for an uncertain future
77 that was never disclosed to them as they began their careers.
78
79

The Retirement Standing Committee of the

Ohio Federation of Teachers

Ohio STRS Hedge Fund Investments

WHEREAS, the American Federation of Teachers released a study in 2017 titled “The Big Squeeze” which documented the harm to pension funds caused by the standard fund manager fee structure, where managers are paid up to 2 percent of assets under management, plus a “performance fee” (also known as carried interest) of up to 20 percent annual profits, and

WHEREAS, this report also found that if the fee structure (2 and 20) had been halved, the 12 funds examined would have saved \$3.8 billion per year in alternatives fees, for a total of \$19 billion over the last five fiscal years, and

WHEREAS, this report concludes by urging pension fund overseers to work to reduce the fees they pay and adopt policies requiring a full accounting and disclosure of all fees by alternative investment managers, and

WHEREAS, we support the Ohio SERS’s reducing the amount it pays hedge funds managers from 2 percent to 1.5 percent of assets managed, and

WHEREAS, the Ohio STRS Board has, thus far, failed to demand an end to the “2 and 20” fee structure in order to reverse the transfer of wealth from our teachers and hard-working taxpayers to Wall Street’s wealthiest players, and

BE IT RESOLVED, the OFT urges the Ohio STRS to require full and public fee disclosure from hedge fund managers and consultants, and

THEREFORE, BE IT FURTHER RESOLVED, the hedge fund model of “2 and 20” needs to be cut in half to “1 and 10” in order to reverse this transfer of wealth to billionaires especially since the rate of return has been less than favorable, and

THEREFORE, BE IT FINALLY RESOLVED, the OFT also encourages the Ohio STRS to conduct an asset allocation review to examine less costly and more effective diversification approaches and continue its current diversification efforts.

Ohio Federation of Teachers Ed Issues Committee

SUPPORTING OHIO RESIDENT EDUCATOR PROGRAM

WHEREAS, the Ohio Resident Educator Program (OREP) began in 2011, and is a comprehensive, four-year program of support to assist beginning teachers with mentoring and professional development as they start their education careers, and

WHEREAS, the Ohio Resident Educator Program can be envisioned as the first steps on a professional pathway to continued professional learning, leading educators to more effective practices and excellence in learning, and

WHEREAS, the Ohio Department of Education (ODE) has revised the yearly program components; including a retooling of the Resident Educator Summative Assessment, and

WHEREAS, the research on teacher development is at the forefront of the OREP standards, and

WHEREAS, mentor/mentee studies of instructional practices have shown to have reciprocal benefits for the resident educator and instruction mentor and positive effects on improved student achievement, and

WHEREAS, the components of OREP are aligned with the Ohio Teacher Evaluation System (OTES) with focus areas being stressed for lesson reflection, professional collaboration and communications, use of formative and summative assessment as best practices, and yearly professional planning and goal-setting; therefore

BE IT RESOLVED the OFT advocates for the time needed for OREP participants to adapt to the program changes;

BE IT RESOLVED that the Ohio Department of Education to provide funding to maintain OREP;

BE IT FINALLY RESOLVED the OFT supports the Ohio Resident Educator Program as revised in order to continue to support teachers with resident educator licensure.

STRENGTHENING THE OHIO FEDERATION OF TEACHERS THROUGH MEMBER ENGAGEMENT AND RECOMMITMENT CAMPAIGNS

WHEREAS, the Ohio Federation of Teachers (OFT) is composed of people who fight every day for a better life for themselves and others, and who deeply care about the students they serve and the members they represent; and

WHEREAS, the OFT promotes and defends the freedom of working people to earn a decent living, support their families, have work-life balance, access important public services like good schools and high-quality healthcare, and retire with dignity; and

WHEREAS, the OFT secures these freedoms for all working people through our work at the bargaining table, at the ballot box and in grass-roots actions, and through the work our members do for students and our communities; and therefore unions, historically and today, are the best vehicle for working people to join together to seek and secure a better life and the American dream; and

WHEREAS, public sector unions and the work we do are severely at risk in light of the U.S. Supreme Court decision to hear the Janus v. AFSCME Council 31 case which threatens to upend 40 years of precedent affirming the constitutionality of fair-share fees—meaning that if a person has the benefits of union representation, the person pays a fair share for that representation; and

WHEREAS, this case is being pushed by corporate interests and certain politicians who want to privatize our public education system. These anti-union forces understand that unions, like the OFT, fight to create a level playing field. That's why, in addition to speaking out in support of Janus, these corporate interests and politicians are waging an \$80 million campaign across the country to, in their words, "defund and defang" unions ; and

WHEREAS, building a union movement for the future is not simply about repelling and resisting the attacks of those who seek our demise; it is about strengthening the work of each and every local so our members and our communities see themselves and their aspirations in our advocacy. That is what unionism is—the collective work to achieve a better life for the people we serve and represent

BE IT RESOLVED, that the Ohio Federation of Teachers is committed to helping each of our 15,000 members and our locals in the fight against this assault on our existence and funding.

BE IT FURTHER RESOLVED, that each local of the OFT conduct a recommitment campaign in an effort to get 100% of our members recommit to their local union by June 1, 2018, and

BE IT FURTHER RESOLVED, that each OFT local conduct one-on-one conversations with their members, build strong worksite leadership structures and mobilize members around campaigns, including contract and issues campaigns, that matter to our members and their communities, and

BE IT FURTHER RESOLVED, that each OFT local commit to increasing their current COPE contributions to OFT by an average amount of \$3.00 per member to be used to support pro-labor, pro-public education candidates,

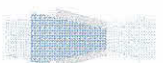
48 AND BE IT FINALLY RESOLVED, that the OFT commit resources and supports to locals to ensure the
49 success of our recommitment campaign and COPE drive.

Appendix B

Financial Reports and Budget Proposal



Cleveland Heights Teachers Union, AFT/OFT Local 795 |
2490 Lee Boulevard., Suite 106; Cleveland Heights, Ohio 44118
(216) 321-0020



BUDGET

2018 Resolution

Julia Wiant, CHAIR, Cincinnati Federation of Teachers, Local 1520
Jennifer Bennett, Cleveland Heights Teachers Union, Local 795
Dora Corsini, Oregon City Federation of Teachers, Local 1080
Brian Kessler, Berea Federation of Teachers, Local 1699
Michael Kulcsar, Cleveland Teachers Union, Local 279
Renee Lambert, New Lexington Education Association, Local 4186
Zachary Parent, Newton Falls Classroom Teachers Association, Local 4864
Carey Smith, Toledo Federation of Teachers, Local 250
Jessica Stoner, Owens Support Staff Union, Local 6325

OFT Staff – Mark Lesser

- 1 Concluding the budget committee meeting on 01/22/2018, Jennifer Bennett, Cleveland
- 2 Heights Teachers Union, Local #795 made a motion, to recommend the attached
- 3 budget to the OFT at the biannual convention. Jessica Stoner, Owens Support Staff
- 4 Union, Local #6325 seconded the motion. It passed unanimously.
- 5