

# AFSA Administrator

The Newsletter of the American Federation of School Administrators, AFL-CIO • Volume 61, Fall 2009

## AFSA 12th Triennial Constitutional Convention a Success! *Leaders across the Nation United to Meet Global Challenges*



*New AFSA General Executive Board*

This summer marked AFSA's 12th Triennial Constitutional Convention, which was held in Las Vegas, Nevada at the Rio All-Suite Hotel and Casino. The three day convention provided AFSA members the opportunity to meet with their colleagues from across the country and share their experiences while taking part in a variety of professional development workshops. The convention culminated with the

election of Diann Woodard as AFSA's 6th President and newly elected AFSA Officers including James Dierke, (Local 3, San Francisco), Executive Vice President, Wendi Caporicci (Local 83, Oakland), Secretary, and Ernest Logan (Local 1, NY), Treasurer. Domingo Madera (Local 105, Puerto Rico) was also elected to serve on AFSA's General Executive Board, with all other re-elected GEB members: Crystal Boling-Barton, Clarice Berry, Carver Farrow, Roch Girard, Jimmy Gittings, Janie Pertillar, Leonard Pugliese, Dominic Sacchetti, James Smallwood, Cynthia Warren, Charles Whelan and Florida Woods (see page 4 for biographies). In her first address as AFSA's President, President Woodard released the following statement:

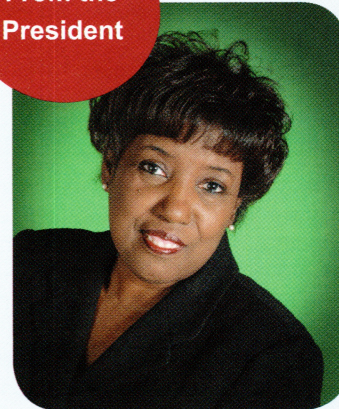
"I am delighted to serve as AFSA's 6th President... As we look about us and see crisis, we must be aware that yesterday's answers may not be right for today. Education and educators have had to change. The labor movement has had to change. And AFSA has to change... Our primary objective is wages, hours and working conditions. We want to gain the right to collectively bargain for those who do not have it. And we want to improve the contracts for those affiliates who have contracts. We want to assist locals in enforcing those contracts, and we want to help train leaders so that they can build and maintain strong local unions".

With nearly 300 attendees, the convention set an AFSA record in attendance. The attendees included delegates, alternates and members, representing AFSA locals from California, Connecticut, the District of Columbia, Illinois, Louisiana, Massachusetts, Maryland, Michigan, Missouri, New Jersey, New York, Puerto Rico, and the US Virgin Islands.

Beginning with an opening reception on Thursday, AFL-CIO Executive Vice President Emerita Linda Chavez-Thompson addressed AFSA members. With the encouraging remarks from Ms. Chavez-Thompson, members began the following day with enthusiasm as the convention officially commenced. The morning kicked-off with a very warm welcome from Danny Thompson, Executive Secretary Treasurer of the Nevada State AFL-CIO. In his address to the members of AFSA, Executive Secretary Treasurer Thompson expressed his delight at AFSA's choice to hold its convention in the great city of Las Vegas.

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**From the  
President**



### **Dear Colleagues:**

It is with a deep sense of humility and pride that I greet you as the newly elected President of AFSA. I am awed by the trust that you have placed in me to lead our union during these perilous times. As a second generation union member, I am grateful to be given this opportunity to serve.

Thomas Paine, in speaking about the Revolutionary War period, said "These are the times that try men's souls." Today, we live in equally trying times. We are fighting wars in Iraq and Afghanistan. We are struggling to bring our country's financial situation back from the abyss of monetary collapse. Millions of people are losing their jobs, and their homes are in foreclosure. These are perilous times because the broken economy is fostering a new level of hostility in our country. Many are taking up arms in grassroots political movements. We have Tea parties where guns are worn openly, and our President was called a 'liar' in the hallowed halls of Congress.

These are perilous times because everywhere we look, past gains that were made because of union participation are now under attack. It seems that Americans have forgotten that the hallmarks of their standards of living were achieved because of union activism. Many have forgotten that the many benefits enjoyed by both

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union and non union workers today - safe working conditions, paid vacations, retirement benefits, employer paid health care, collective bargaining and many others - would never have occurred if not for the hard fought victories of unions. We are living in perilous times educationally also. Our children are entering school without the readiness skills they should have. Our classrooms are overcrowded, and our teachers are being forced to test more than they instruct. Students are turned off by the curriculum, and the dropout rate is on the rise. Students are scoring lower than ever on standardized tests. Higher education costs are on the rise and less money is available for student loans. We have more of our population in prison than we have in college. These are issues that we must tackle to save public education and help our country overcome the problems that beset us on every side.

Yet, even in these perilous times, we still have opportunities to affect change and improve the condition of life in America. Education is still the key to solving our problems. Those who are educated in economics are working hard to correct our financial situation. Those who have diplomatic training are struggling to end the wars. Those who are trained in sciences and other areas are working to create new industries and new areas of occupation. As administrators we must examine the condition of education in America and our roles in improving it. So, where do we begin? The issue of child readiness cannot be ignored. All educational stakeholders must be involved in making sure that our students are ready to learn when they enter school. Parents must do their part in stimulating children from birth - they must be made aware of the importance of stimulating children from the time that they are born. We must examine the role of educators and ensure that children receive equal stimulation in the classroom. It is our job as administrators to make sure that those who serve our students - staff, faculty, and ourselves - are properly prepared to receive them. Thus, the principal must form liaisons with parents and community organizations to inform them of techniques that help these children to be ready when they enter preschool or kindergarten. As administrators, we will encourage teamwork between teachers and paraprofessionals by providing professional development, for once a student begins their schooling, it is the collective responsibility of administrators

and teachers to work together and provide students with continued readiness for future levels of education.

Meaningful healthcare reform is directly linked to our efforts to support student readiness. Universal healthcare will provide prenatal care which is essential to a child's readiness for school. In too many cases we have mothers who did not receive prenatal care and, thus, did not provide the nutrition needed for a child's healthy development. Healthcare reform will provide screenings for diseases and problems such as lead paint, which may affect a child's development.

Along with the issues that affect education directly, we must also work to keep collective bargaining in order to maintain those gains we have made thus far. In that regard, we will push strongly for the passage of the Employee Free Choice Act. This Act will provide more well-paying jobs for others who will be the parents of the children we educate. This will ensure that more of our students will come from homes where the parents are able to support them. I plan to fight for these critical issues as your President, and, with your help, we will not succumb to perilous times. Rather, we will maintain and strengthen our collective bargaining rights, gain quality health care and benefits for all working Americans, to truly improve the condition of public education.

### AFSA's New Look!

AFSA has officially launched its new web site! While the address remains the same, [www.AFSAadmin.org](http://www.AFSAadmin.org), you will find the look much different. The new layout will offer users a more effective way of getting AFSA updates and news, and will make the information you need easy to find.

In addition, AFSA is now offering a web site template to all AFSA State Federations and Locals! If you are an AFSA Affiliate and are currently without a web site, this new tool will allow your organization to have an official web site that includes AFSA content automatically - with the content completely under your control. This will offer your organization an online tool to present information to your membership, post important updates and gain credibility with the public and media! If you are an AFSA Affiliate and already have an existing web site, you will have the option to easily link directly to AFSA benefits and other

important content based upon your own preferences. Best of all, there is no cost for the web site.

AFSA has also posted the "AFSA Contract Database" to the web site. We hope that this fully searchable on-line database will be an invaluable tool for local affiliates to reference when evaluating, drafting and negotiating future contracts. If you have not sent us your latest contract, please do so immediately, so that we may include it in the database. The contract electronic files should be e-mailed to [afsa@AFSAadmin.org](mailto:afsa@AFSAadmin.org), with the subject specifying "contract for (your local name and number)".

Be on the lookout as we continue to activate new and exciting features on the AFSA web site that will keep you in contact, not only with the AFSA National Office, but with Locals, administrators and policymakers across the country!



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# LOCAL NEWS

## AFSA Local 20, City Association of School Supervisors and Administrators

*by Dr. Leonard Pugliese, AFSA Regional Vice President, President, AFSA Local 20*

Walter Vincent Genuario, Vice President of AFSA's Local 20 (CASA), representing School Administrators in Newark, New Jersey, was unanimously elected Executive Secretary Treasurer of the Essex-West Hudson Central Labor Council of New Jersey on August 17, 2009. Mr. Genuario replaces Thomas H. Kenney who retired from the Office of Executive Secretary Treasurer after 20 years of stellar service to the council.

Mr. Genuario's election to this prestigious position greatly enhances Local 20 and AFSA's voice in the Council's activities.

Leading the Council is President Thomas P. Giblin, Business Manager of Local 68 of the

Operating Engineers and New Jersey State Assemblyman from New Jersey's 34<sup>th</sup> Legislative District. President Giblin professes the goal paralleling that of AFSA President Diann Woodard and Regional Vice President and Local 20 President, Dr. Leonard P. Pugliese, as they seek to expand and increase AFSA's involvement in the American Labor Movement.

The election was an even greater honor for Mr. Genuario because his late father, Anthony Genuario, former business manager and Secretary Treasurer of Painters District Council 10 and a highly regarded and esteemed labor leader, also served as a delegate to the Essex West Hudson Labor Council, which is comprised of 60 unions representing more than 40,000 union brothers and sisters.

The honor bestowed upon Walter V. Genuario was all the more poignant because he was nominated for the position by Frank Darcy who served as President of the Council when his father was a delegate. Mr. Darcy is, and has been, an outstanding labor leader for over 60 years in District 15 of the International Association of Machinists.

Mr. Genuario is both humbled and honored to be elected to this office. He will work diligently to express and have AFSA's concerns addressed by the labor movement. He



*Congressman Donald Payne (D-NJ), center; Walter Genuario, VP of CASA, AFSA Local 20 (right of Congressman Payne)*

hopes to continue the outstanding and exemplary tradition and record of service established by his father, Anthony Genuario, Thomas P. Giblin, Thomas H. Kenney, Frank Darcy, Diann Woodard, Leonard P. Pugliese and all the unsung and unheralded heroes of the American Labor Movement.

## AFSA Local 25, Baltimore City Public School Administrators & Supervisors Association

*by Jimmy Gittings, AFSA Vice President and President, AFSA Local 25*

The Baltimore City Public School Administrators & Supervisors Association (PSASA), AFSA Local, 25, has finalized negotiations on a one-year contract with district officials. Wage negotiations will reopen on July 1, 2010.

Like many cities across the country, Baltimore has suffered from budget deficits, resulting in the cutting of resources and extreme layoffs, and PSASA has suffered a significant reduction in force. Approximately 100 administrators lost their jobs. However, through union efforts, nearly 80% of these members have been placed back into administrative positions. PSASA President Jimmy Gittings continues to work diligently with Baltimore public school officials, PSASA members, and AFSA to place the other 20% of administrators.

## AFSA Local 10, Buffalo Council of Supervisors & Administrators

*by Crystal Boling-Barton, AFSA Vice President and President, AFSA Local 10*

Principal Crystal Barton received "The National Community Service Award" from The National Association of Negro Business & Professional Women's Club at their 74th National Convention held in Buffalo, New York on Saturday, August 1, 2009. Principal Barton, who is a Vice President of AFSA and President of Local 10, was recognized for her many years of service to the communities in Niagara and Erie counties. Pilar Nelson, a 2009 graduate of Hutchinson Central technical High School received the Jessie Taylor Scholarship at the awards dinner.



*Locals from across the nation attended AFSA's Convention*

*Local News continued on page 10*



**President**  
**Diann Woodard**

Diann Woodard previously served as AFSA's Executive Vice President. She has been a member of AFSA's GEB for nine years. Fighting for union rights and working families comes naturally to her, having been raised in a United Auto Worker (UAW) family. She believes in protecting the rights of working families, and advancing the role of leadership in education for school administrators. President Woodard has served the Detroit Public Schools for 36 years as a classroom teacher, guidance counselor, and assistant principal. In January 2000, she was elected President of the Organization of School Administrators and Supervisors (OSAS), AFSA Local 28. President Woodard is an elected state official. In the 2008 elections, she was elected to serve an eight year term as a Trustee to Michigan State University.

Diann Woodard is Trustee of the Michigan State AFL-CIO; Executive Board Member of the Metropolitan Detroit AFL-CIO; and President of the Michigan State Federation of AFSA (MI-AFSA). She serves on various local boards including the Youth Connections, a Robert Wood Johnson Foundation; the United Way; and the Coalition of Detroit Public School Unions.



**Secretary**  
**Wendi Caporicci**

Wendi Caporicci has served as an AFSA GEB member, and is President of the United Administrators of Oakland Schools (UAOS), AFSA Local 83. At AFSA's 2009 12th Triennial Constitutional Convention, she was elected to serve as the Secretary of AFSA. Wendi has worked for the Oakland Unified School District for 38 years as the principal of five elementary schools, as an assistant principal, as a classroom teacher for 13 years including starting the GATE and Math Lab Program at her first school. Wendi is currently a member of the Superintendent's District Advisory Board and is working with her school community to revitalize Emerson Elementary School in the Temescal Neighborhood of Oakland. The school's motto is 'Show What You Know!' She is a member of the Lifetime PTA, the Association of California School Administrators (ACSA), and Phi Delta Kappa.



**General Vice President**  
**Carver Farrow**

Carver Farrow has served as an AFSA GEB member, and is President of the St. Thomas - St. John Educational Administrator's Association, AFSA Local 101 in the U.S. Virgin Islands. During his 22 years as President, the union tackled such issues as job security and grievance resolution. As a result of his leadership and role as Chief Negotiator, administrators now have these rights with contractual provisions, and a grievance procedure with binding arbitration. His career in public education includes being a middle school principal for 20 years, an elementary school principal for nine years, and an assistant principal in elementary schools for five years. Mr. Farrow played a major role in developing the Adult Continuing Education Diploma Program in the St. Thomas - St. John District for the Virgin Islands, and served as its principal for 24 years.



**Executive Vice President**  
**James S. Dierke**

James S. Dierke is an AFSA Regional Vice President, and President of the United Administrators of San Francisco (UASF), AFSA Local 3. He has been active in UASF for 19 years, and its president for 11. Mr. Dierke is also serving as Region 5 President for the Association of California School Administrators for 2009-2010. He is Principal of Visitacion Valley Middle School in the San Francisco Unified School District (SFUSD). President Dierke led a team of professionals in transforming Visitacion Valley Middle School from a low-performing school to a model school in the SFUSD. He just completed his 38th year of service to the school district, and was recently awarded the 2008 MetLife/NASSP National Middle Level Principal of the Year Award.

**AFSA Treasurer**  
**Ernest A. Logan**

Ernest A. Logan was elected Treasurer of AFSA in the summer of 2009 after serving for the past nine years as a Vice President on its Executive Board. Mr. Logan was elected President



of the Council of School Supervisors and Administrators, AFSA Local 1, in November 2006. Prior to beginning at CSA in 1997, Mr. Logan served 25 years in the NYC public schools as an English teacher, curriculum writer, Education Administrator, Assistant Principal and Principal. His tireless efforts as CSA President and his affiliation with various organizations- including New Visions for Public Schools, NY Research Alliance, and the NY Academy of Public Education- Mr. Logan has helped to provide his members with newly negotiated contracts and he continues to work towards his future goals of providing new contracts for Day Care Directors and Assistant Directors, expanding professional development for members and spearheading membership involvement in the political and legislative arenas.

**General Vice President**  
**Charles D. Whelan**

Charles D. Whelan serves as an AFSA Regional Vice President and is Executive Vice President of the Yonkers Council of Administrators, AFSA Local 8. He also serves on the Executive Board of the New York State Federation of School Administrators.



Vice President Whelan retired from the Yonkers School District after thirty-eight years of service. He continues to work part-time as the chief examining officer for the GED examination. During his tenure as a principal he served on the elementary, middle and high school level, after serving the Yonkers School District as a physical education teacher and later a school guidance counselor.

**General Vice President**  
**Clarice Berry**

In September 2004, Clarice Berry was elected to the presidency of the Chicago Principals'





and Administrators Association, having previously served as the chair of the legislative committee, Auxiliary President, Treasurer, Second Vice President and Elementary Vice President. Ms. Berry has been serving as a principal since 1984, when she was selected as the principal of John Fiske Elementary School in Woodlawn. However, Ms. Berry's time within the Chicago Public Schools surpasses solely elementary education, for she, herself, is a graduate of Chicago's public elementary and high schools and continued her education at Roosevelt University for her undergraduate and graduate degrees. Prior to becoming the principal at Fiske Elementary, Ms. Berry taught at Olive Henry Junior College and later became the Head Teacher of a private state funded school for developmentally disabled adolescents. Clarice participated in the development of the Handbook of the Instructional Program of the Chicago Public Schools, 1981.

General  
Vice President  
**Crystal Boling-Barton**



Crystal Boling-Barton has served as a Vice President on the AFSA General Executive Board (GEB) member for the past three years, and is President of the Buffalo Council of School Administrators, AFSA Local 10 - the first African American, and first woman to hold the office. Previously, she served as a Vice President of the local. She is the Vice President of the New York State Federation of School Administrators and a facilitator for the School Leaders Network, a national support program for school principals. In 1987 President Barton was named Principal of McKinley Comprehensive High School - the first woman in Buffalo Public Schools' then 149-year history to hold the top post of a career and technical school. She continues to serve as McKinley's principal to date



General  
Vice President  
**Dr. Cynthia Warren, Ph. D.**

Cynthia Warren has previously served as an AFSA

GEB member and is President of the Administrators Association of the St. Louis Public Schools, AFSA Local 44. As president, she led the effort to redesign

the organizational structure of the local, implemented an improved financial reporting plan, began monthly meetings with the superintendent's office, helped to create the newly implemented administrator's evaluation tool and initiated a program for SLPS administrators. Previously, she was an active member of the teacher's union, Local 420. President Warren is now a retired Principal of Emerson, Clark eMints and Ashland Elementary School in St. Louis after having served in public education for 30 years. She remains committed to helping administrators provide students with an intimate and personalized learning environment that supports leaders in industry and education.

General  
Vice President  
**Domingo Madera Ruiz**



At AFSA's 12th Triennial Constitutional Convention in 2009, Domingo Madera Ruiz was elected to be a member of the General Executive Board of AFSA. Mr. Ruiz has been the presiding officer for the Educadores Puertorriqueños en Acción (EPA) since 1998 and is also member of Comisión Permanente de los Sistemas de Retiro in Puerto Rico. In 2005, Mr. Madera obtained the opportunity to associate EPA with the American Federation of School Administrators. Mr. Madera also served as a delegate in the Teacher Retirement System from 1998 to 2002. Mr. Ruiz worked as an elementary teacher for a span of 32 years.



General  
Vice President  
**Dominic Sacchetti**

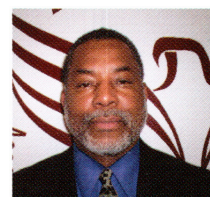
Dominic Sacchetti has served as AFSA Organizing Vice President and is President of the Boston Association of School Administrators and Supervisors (BASAS), AFSA Local 6. He has served as BASAS President for nine years, and was reelected to a new three year term in May 2009. His role at AFSA also includes overseeing the union's national organizing program. President Sacchetti served the Boston Public School System for 37 years as an assistant principal, guidance counselor, and teacher. He has helped thwart attempts by the Commonwealth's governor to strip BASAS members and other public employees of their collective bargaining rights and is

currently leading the fight to thwart the attempt by the Boston Public Schools to strip collective bargaining rights from his members serving in schools labeled as underperforming.

General  
Vice President  
**Florida Lagarde Woods**



Florida Lagarde Woods is an AFSA Regional Vice President and President of the Professional Administrators of New Orleans Public Schools, Inc. (PANOPSI), AFSA Local 17. She has been on the General Executive Board for six years and PANOPSI President for eight years. After 31 years of public school service, President Woods has retired from school administration, but remains active and involved in the redevelopment of the educational systems of New Orleans. She continues to fight for PANOPSI's right to have a substantial voice in the process of resurrecting and re-staffing the city's public schools. Despite the lack of a brick and mortar office, and a membership 'at large,' Vice President Woods is committed to restoring the membership of PANOPSI to its previous prestigious level of professionalism and community engagement.



General  
Vice President  
**James M. Smallwood**

James Smallwood is an Assistant Principal at Dr. Henry A. Wise, Jr. High School in Upper Marlboro, Maryland - one of the largest high schools in Prince George's County with well over 2,800 students. Mr. Smallwood has been employed by Prince George's County Public Schools (PGCPS) for the past 27 years serving as a teacher for 10 years and as an administrator for 17 years. During his tenure with the school system, he has served in numerous leadership roles culminating in his current Presidency of AFSA Local 109. Mr. Smallwood has served as the President of the Association of Supervisory and Administrative School Personnel (ASASP) union in Prince George's County representing approximately 800 administrative and supervisory personnel for the past 6 years, during which he has been an active participant in the labor movement attending various labor conferences, conventions and local political events.

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General  
Vice President  
**Janie D. Pertillar,**  
Ph.D.



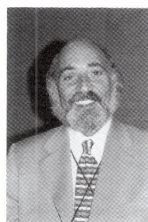
Janie Dent Pertillar, Ph.D. has served on the AFSA General Executive Board (GEB), as the Connecticut State Federation of Administrators' (CSFA) Treasurer and President of the Hartford Principals' and Supervisors' Association (HPSA), AFSA Local 22. In January 2007, she became the first female President in the history of the Hartford Principals' and Supervisors' Association (HPSA). Under her leadership retirees became eligible to return as members of the HPSA. After serving the Hartford Public School system as an instructor in Business and Mathematics, Dr. Pertillar became the Principal of the award winning Blue Ribbon, Simpson-Waverly Classical Magnet Elementary School in Hartford, Connecticut. Dr. Pertillar is also a lifetime member of the NAACP and sits on its Executive Board in addition to being a member of Delta Kappa Gamma - a National Honorary Society that supports scholarships for students throughout the country.

General  
Vice President  
**Jimmy Gittings**



Jimmy Gittings has served on the AFSA GEB for six years and is now one of the sitting Vice Presidents. Mr. Gittings began his career with Baltimore City Public School System in 1971 as a second grade teacher at City Springs Elementary School. He has worked in various capacities throughout Baltimore City Public School System, including the Office of Secondary Education Basic Skills, the Office of Communications and the Superintendent's Office. He retired from Baltimore City Public School System as an Education Specialist in the Title I Office after 37 years of dedicated service. It is because of this dedication he maintains his Union responsibilities as President of Public School Administrators and Supervisors Association (PSASA), AFSA Local 25, representing over 600 Union principals and school administrators.

General  
Vice President  
**Leonard P. Pugliese Ed. D.**



Leonard P. Pugliese Ed. D. is an AFSA Regional Vice President, and has served as President of the City Association of Supervisors and Administrators (CASA), AFSA Local 20 since 1997. Dr. Pugliese chairs the GEB's Policy and Rules committees, and serves on several other committees. He is President of the New Jersey State Federation of School Administrators. A lifelong resident of Newark, New Jersey, and educated in its public schools, he has served the Newark Public Schools system in many capacities including elementary school teacher, high school mathematics teacher, vice principal, and principal. He resides in Ocean Grove, NJ, with his wife, Dr. Arlene Cardinale, a retired Newark elementary school principal.



General  
Vice President  
**Roch Girard**

Roch J. Girard has previously served as AFSA's National Secretary for three three-year terms, and is currently serving his second term as a national Vice President. He is President of the Connecticut Federation of School Administrators (CFSA), winning reelection in May 2009 to an unprecedented fifth three-year term. He originated the office of CFSA Secretary/Treasurer, an office he held for 17 years prior to being elected president. He was President of the East Hartford Administrative and Supervisory Unit, AFSA Local 42 for 27 years. President Girard worked in the East Hartford public schools for 34 years as a principal, assistant principal, administrator, and teacher for elementary and middle school grades. He holds many board positions, including Chairman of the Connecticut Advisory Council for School Administrators Professional Standards Board; and Chairperson for the Connecticut Coalition for Public Education.



## Delegates Support UAW through Resolution

Las Vegas, NV - AFSA's 12<sup>th</sup> Triennial Constitutional Convention was filled with many highlights, including dynamic speakers, informative professional development workshops and opportunities for AFSA delegates and members to network with their colleagues from across the nation. The most important highlight, though, was the action AFSA took to stand by its brothers and sisters in Atlantic City, NJ, who have been fighting to join the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW) for over two years.

During the convention, AFSA learned from Elizabeth Bunn, Secretary-Treasurer of the UAW, that the Harrah's Entertainment group in Atlantic City was engaging in unfair bargaining tactics as the UAW fights to gain a contract for dealers and other gaming employees. AFSA's convention contract included a clause that allowed the termination of any relationship if it is found that Harrah's Entertainment may be engaged in a labor dispute with another union. AFSA strongly considered doing so.

However, rather than leave the Rio All-Suite Hotel & Casino, AFSA requested a meeting with the hotel management team. AFSA President Diann Woodard, Executive Officers and AFSA Vice Presidents (Crystal Boling-Barton, Clarice Berry, Carver Farrow, Roch Girard, Jimmy Gittings, Domingo Madera, Janie Pertillar, Leonard Pugliese, James Smallwood, Cynthia Warren, Charles Whelan and Florida Woods) met with Marilyn Winn, Regional President of Bally's, Rio & Paris Hotels, to express their deep concern regarding the negative treatment of our UAW brothers and sisters in Atlantic City.

## AFSA's action did not end there.

In support of the UAW and as part of the AFSA Convention, AFSA President Woodard put forth a resolution condemning Harrah's Entertainment for employing intimidation tactics and refusing to bargain with the UAW. The resolution states AFSA will, "Refrain from booking any further

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business with The Rio or other Harrah's properties until these labor disputes are resolved," and strongly urges Harrah's to "recognize employees at Caesar's and Bally's, to bargain with the UAW on behalf of these employees, and to cease and desist from any acts of retaliation or intimidation against employees for their union activities." The resolution was unanimously adopted by AFSA delegates.

Immediately following the convention, President Woodard sent the adopted resolution, along with a letter expressing AFSA's position and concerns, to Gary Loveman, CEO of Harrah's Entertainment. President Ron Gettelfinger and Secretary-Treasurer Elizabeth Bunn of the UAW sent AFSA President Diann Woodard a letter thanking AFSA for "...your solidarity in committing not to schedule future events at Harrah's properties...you can be assured that our union will support your membership in any struggle that you confront." AFSA will continue to monitor this situation closely as it develops, and advocate for an outcome that is favorable to all parties.

### Health Care Reform News

Senator Max Baucus (D-MT), Chairman of the Senate Finance Committee recently proposed a health care bill that is deeply flawed. The measure fails to meet the principles outlined by President Obama, and even fails to meet the most basic promise of meaningful health care reform - a guarantee of good, affordable coverage for working families. AFSA thanks all Local Presidents who contacted the Senate Finance Committee to express their concerns with the bill.

AFSA has strongly advocated for real reform, which must include: a strong public health insurance option; no taxation of benefits; employer shared responsibility (pay or play); and support for retiree benefits. AFSA supports the "America's Affordable Health Choice Act" which meets these key benchmarks. AFSA President Diann Woodard sent each member of Congress an updated list of AFSA's Congressional priorities in a letter this past August, with health care reform highlighted as a top priority.

AFSA turned up its support for health care reform on June 25, 2009, when several AFSA members attended the AFL-CIO/Health Care for America Now rally in Washington, DC. Immediately following the rally, AFSA visited with several members of Congress and their staff to discuss the importance of meaningful health care reform. AFSA thanks the members from CSA, AFSA Local 1 and ASASP, AFSA Local 109 for their participation, as well as the following offices: (special thanks to Congressman Eliot Engel (NY-17) for his gracious hospitality and engaging discussion regarding health care reform)

Representative Gary Ackerman (NY-5), Representative Edolphus Towns (NY-10), Representative Gregory Meeks (NY-6), Representative Eliot Engel (NY-17), Senator Kristen Gillibrand (NY), Senator Barbara Mikulski (MD), Senator Benjamin Cardin (MD), Senator Mel Menendez (FL), Senator Frank Lautenberg (NJ).

AFSA also sent a sample letter and talking points on health care to each AFSA Local President, along with contact information for each member of Congress. AFSA gives special thanks to all members who sent a letter to their representatives - it is this personal contact that makes all the difference!

### AFSA Officers Meet With Speaker of the House

On Friday, September 4<sup>th</sup>, AFSA President Diann Woodard, Executive Vice President James Dierke, Secretary Wendi Caporicci and Treasurer Ernest Logan attended the San Francisco Labor Council Pre-Labor Day Breakfast. The AFSA Officers had the opportunity to hear from several speakers, including the Honorable Nancy Pelosi, Speaker of the U.S. House of Representatives. Prior to the breakfast, they were privileged to meet with Speaker Pelosi to discuss several of AFSA's top priorities, including collective bargaining rights for administrators, meaningful health care reform and the reauthorization of the No Child Left Behind Act (NCLB). Speaker Pelosi was very receptive to AFSA's suggestions and recommended AFSA submit any NCLB recommendations to Representative George Miller, Chairman of the House Education and Labor Committee. AFSA has submitted NCLB recommendations to the committee in the past and will continue to diligently relay its concerns as the reauthorization process continues in the future. Overall, the meeting and breakfast were an excellent opportunity for AFSA, as leaders in Congress continue to view AFSA as an educational resource on critical issues that affect school administrators.



*Executive VP Dierke, Speaker Pelosi, President Woodard, Secretary Caporicci, Treasurer Logan*



*Speaker Pelosi on health care*



*President Woodard and Liz Shuler*

### New AFL-CIO Leadership

On Tuesday, August 18, 2009, the International Brotherhood of Electrical Workers (IBEW) held a "Meet and Greet" with Liz Shuler, International Secretary-Treasurer of the AFL-CIO at IBEW headquarters. AFSA President Diann Woodard and AFSA Director of Operations and Government Affairs Nick Spina attended the event. Former AFL-CIO President John Sweeney and AFL-CIO Executive Vice President Arlene Holt-Baker were in attendance, as well as several Presidents of AFL-CIO affiliates.



*Continued from cover*

In addition to attending a series of workshops that focused on a variety of topics (see page 9 for workshop details) AFSA members also had the opportunity to hear from AFL-CIO President John Sweeney, Dr. Pedro Noguera and Kevin O'Connor, CSP. In his remarks, "Closing the Achievement Gap," Dr. Pedro Noguera spoke about conditions and situations within schools including insufficient funding, minimal staff and a



Dr. Janie Pertillar, Dr. David Mauricio, AFSA Treasurer Ernest Logan, Dr. Thomas Cason, Dr. Pedro Noguera, Dr. George Edwards

number of other factors that perpetuate the achievement gap within the American public school system. Dr. Noguera posed the idea to AFSA members that the achievement gap is an aftermath of inequities that preexist in American communities, and to truly close the achievement gap, we must invest in wrap-around services that ensure that education is at the forefront of reform efforts. Throughout his remarks, Dr. Noguera's underlying message was clear; every student deserves an equal opportunity to access a high-quality education, and where that education originates- whether from the federal

government, outside organizations or from educators - shouldn't be our main concern.

As the day continued with AFSA's PAC Luncheon, AFSA members were privileged to hear from AFL-CIO President John Sweeney. President Sweeney delivered his address after being delayed for hours in a Washington, DC airport, and flew back to DC immediately after his address. This was another example of the outstanding leadership that President Sweeney has displayed during his time as President of the AFL-CIO.

During his remarks, President Sweeney elaborated upon the AFL-CIO Convention Greeting Letter, which stated:

"AFSA is in the frontlines of the union movement. We see it every day. With Jill Levy at the helm, your contribution, your energy, your support for these great causes has been absolutely indispensable. There's no finer example than the Labor 2008 campaign last year. You were the best. You were phone-banking in New York City, mailing hundreds of postcards to working women in Pennsylvania, holding a candidate forum in San Francisco, volunteering for Saturday walks in Connecticut, getting out the vote on election day in Virginia - and much, much more. In addition, you've spread the word to AFSA members about the Employee Free Choice Act and how it would help the economy and thus strengthen our schools. The truth is that with your talent and expertise and commitment, AFSA plays a role in the union movement that absolutely no one else could. With your strong, steady support, our movement has gone farther than anyone could have imagined even a year ago."

Following his remarks, former AFSA President Jill Levy presented President Sweeney with an official scroll congratulating him on his retirement and thanking him for "...involving all AFL-CIO affiliates, regardless of size," and that "AFSA deeply appreciates President Sweeney's insight in this regard, for it has not only helped to strengthen all working people, but has empowered AFSA and its affiliates to become a more powerful union."

Mr. Kevin O'Connor, CSP, a consultant for professionals who lead their fellow professionals, addressed the members of AFSA prior to the start Saturday's official convention business. His energetic delivery, combined with his extensive background in education allowed Mr. O'Connor

to truly connect with AFSA participants and relate to the challenges they face in being effective leaders. AFSA member, Ms. Shirley Johnson commented on Mr. O'Connor's address, stating that "The New Art of Leadership: Making a Difference" facilitated by Kevin O'Connor was excellent. He provided practical, creative and effective strategies that can be implemented in all aspects of leadership not just for educators."

AFSA would like to thank all of the members, guests, staff, and participants who were involved in making this a truly memorable convention!

“AFSA was one of the most engaged groups I have seen in my experience giving this presentation.”  
Kevin O'Connor, CSP

## AFSA 12th Triennial Constitutional Convention: Resolutions

On Saturday, August 1, 2009 AFSA delegates assembled to vote on several resolutions. The proposed resolutions addressed several important education and labor issues that affect school administrators. All 11 resolutions were unanimously adopted at the Convention. A summary of the resolutions are as follows:

### Dues:

The per capita dues to AFSA remain \$8.35 per month for active members and \$30 per year for retirees.

### Employee Free Choice Act:

AFSA will support the enactment of the Employee Free Choice Act by utilizing its resources to educate its members, the public and legislators.

### National Standards:

AFSA will participate in and support the design of National Frameworks and, will support such frameworks for major subject areas and arts education.

### Health Care Reform:

AFSA will support the enactment of legislation that will provide all members of U.S. society with affordable, quality health care.

### Leadership Development:

AFSA will encourage its members about the standards for leadership and will support federal funding for leadership programs that are research-driven, creative and rational.

### Early Childhood Development:

AFSA will support President Obama in the development of 0-5 educational and day care services that are transparent, accountable and supervised by certified early childhood supervisors.

### AFL-CIO:

AFSA will further support the AFL-CIO at the local and state level by educating local affiliates and the entire membership about the importance and benefits of joining their respective local CLC's and State Labor Federations. Further, the President of AFSA, with the assistance of the Officers and GEB, will make every effort to secure a permanent seat on the Executive Council of the AFL-CIO.

### Delegate Diversity:

AFSA will assure that its delegation to the AFL-CIO Convention will reflect the diversity of its membership in ethnicity and gender.



**Professional Development:**

AFSA will seek out and support nationally-funded professional development programs directed towards school Principals and other school supervisors.

**Safe and Healthy School Environment:**

AFSA urges the establishment of stringent standards with a regular testing program to determine potential hazardous environments.

**Harrah's Employment Policies:**

AFSA will support the employees of Harrah's Entertainment by urging Harrah's to recognize the UAW as the collective bargaining representative for the gaming employees at Caesar's and Bally's properties in Atlantic City, NJ. AFSA will refrain from booking any further business with Harrah's properties until these labor disputes are resolved.

In addition to the eleven resolutions adopted at AFSA's 12<sup>th</sup> Triennial Constitutional Convention, the AFSA delegates also approved two amendments to the AFSA Constitution, which now read:

**Article, VII, Section 1. President.**

The President (f). To the extent possible shall attend all regularly scheduled General Executive Council meeting of the AFL-CIO. If the President is unable to attend, he/she may designate another GEB member to attend.

**Article VIII, Section 3 (j). Representation at Conventions.**

(j) Delegates and alternates shall be elected by a secret ballot of the general membership of the affiliated local unions. Such ballot shall list the candidates in alphabetical order at an election held at least sixty (60) days before the opening of the convention.



*AFSA President Woodard with members of AFSA Local 4*

**AFSA Members Attend Key Workshops**

During AFSA's 12<sup>th</sup> Triennial Constitutional Convention AFSA members from across the country participated in an assortment of professional development workshops. During these break-out sessions, professional presenters from assorted backgrounds and disciplines imparted their information to AFSA members, and presented practices for use in their own schools and workplaces. The break-out sessions included:

**Filing and Responding to Grievances**

**Presenter:** Robert "Bo" Links, Esq., Attorney, Slote & Links

What is a grievance? How does it compare to litigation? What is arbitration? This session offered AFSA members a union perspective on filing and responding to grievances. Those who participated in this break-out session mentioned that they left "well informed," with a new insight to the grievance process and the role that their local chapter can play in assisting in the process.



*AFSA Members at workshop*

**Utilizing Data to Drive Instruction**

**Moderator:** Ada Dolch, Executive Director, Executive Leadership Institute (ELI)

**Presenters:** Eleanor Greenberg, Dr. Eloise Messineo, Christopher Ogno; (ELI)

Data, statistics, and raw numbers continue to have powerful implications for administrators and the policies and initiatives that they are able to establish within their schools. The panel from the Executive Leadership Institute presented several ideas as to how administrators can use the onslaught of data that they receive to benefit their students, faculty and personal preparation and proposals. From the simple idea of sharing data and results with parents, to the greater idea of the Inquiry Team model, the panelists offered the belief that utilizing data in an effective manner can be a key factor in fostering successful teaching and learning.



*Ada Dolch, Rose Fairweather Clunie, James Phair, Linda Singer*

**Evaluative Tools for Administrators**

**Moderator:** Ada Dolch, Executive Director, Executive Leadership Institute (ELI)

**Presenters:** Rose Fairweather Clunie, James Phair, Linda Singer; (ELI). An evaluative tool for administrators should identify areas of competence and excellence while recognizing areas that require continued growth and development. This break-out session examined the many tools used in the evaluation of school administrators, and how they guide and promote professional growth for AFSA members.

**Overcoming Stress in School Environments: Quiet Time, A Practical Approach to Reducing Stress Among Staff and Students**

**Presenter:** Dr. James Grant, Ed.D., Co-Director, Quiet Time Program, San Francisco Unified School District; and, President, Center for Wellness and Achievement in Education

In this session, Dr. Grant discussed the nature of stress and its documented impact on physical and mental functioning, specifically in a school environment. AFSA members were shown simple meditation techniques that have been implemented in the Quiet Time Program, as they examined the structure and transforming results of the program via empirical findings, videotaped interviews, and testimonies of school and district administrators who have used the program.

**Negotiation for Change**

**Presenter:** Bruce K. Bryant, Esq., AFSA General Counsel

In an environment where job security is faltering, increased accountability continues to plague faculty, and performance based salaries are an encroaching possibility for districts across the country, the ability to bargain is an essential tool. Mr. Bruce Bryant, Esq. presented effective bargaining strategies to AFSA members so that they will be well-equipped to face these challenges and communicate with local members and district officials.



News from Locals continued from page 3

## Connecticut Federation of School Administrators

CFSA Attends AFL-CIO Legislative Conference:

Committee on Political Education (COPE Committee) Chairman Paul Rebot and President Roch Girard attended the March 23, 2009 AFL-CIO Legislative Conference in Hartford. President Olsen opened the conference by introducing Speaker of the House Christopher Donovan. Mr. Donovan stated that Connecticut was in the midst of a very serious economic crisis even more serious than the infamous 1991 crisis, which gave Connecticut the State Income Tax. The Budget deficit could reach 8.5 billion dollars for the biennium budget. He said the Governor was not honest in her budget presentation last February in that her own people told her that the deficit would be larger than she stated. The luncheon speaker was Senate President Donald Williams who echoed the Speaker's thought on the budget. The conference itself dealt with three key issues: Quality Health Care for All; Progressive Taxation that Supports Public Services; and the Freedom to Organize. Each session had a panel of speakers addressing each of these issues.

## AFSA Local 4, Council of School Officers, Washington DC

by Aona H. Jefferson, President, AFSA Local 4

The DC delegates enjoyed the AFSA Conference. We found our workshop sessions very valuable. We came away with strategies that will be helpful as we resume our negotiations. Acknowledging that National President, Diann Woodard, has pledged to reach out to the locals, CSO accepts her offered assistance, starting with an invitation for her to address our members at our first meeting of the school year.

## AFSA Local 3, United Administrators of San Francisco

Excerpt from "Remaining Strong in Shifting Times," by Jim Dierke, AFSA Executive Vice President and President, AFSA Local 3

Address to members of the School Board, the Superintendent, members of the cabinet and the UASF on August 4, 2009

"Today's school administrator is adrift on an ocean of concern for the future and the economic hardship that we now find ourselves as a part of in our profession. Never before have school administrators faced such challenges: NCLB fallout, economic cutbacks and reductions of personnel and services at the school sites, encroachment of the charter school mentality among the public and politicians and the hesitation of qualified teachers to enter the administrative ranks."

"The role of school administrator is the most difficult position in education today."

"With cut-backs, retirements and stress-outs, we are losing our highly qualified school administrators across the nation. Never before have so few been asked to do so much without additional support in our schools."

"We need to become involved at the local, state and federal level. We need to add our voices in the efforts to reform NCLB and we need to work to define our role as school administrators and see that our membership achieves equity in the educational community. We need to join with others in the educational community to make positive changes in our state capital."

## AFSA Represented at AFL-CIO Twenty-Sixth Constitutional Convention

AFL-CIO Delegates from across the country gathered this September 13-17th in Pittsburgh, PA for the 2009 AFL-CIO Convention. AFSA President Diann Woodard - who was elected to serve on the AFL-CIO's Executive Council - was joined by AFSA Vice President's Crystal Boling-Barton and James Gittings, to represent AFSA as delegates at the Convention. AFSA was privileged to join its brothers and sisters from across the country in supporting the new AFL-CIO Leadership Team and offers its congratulations to AFL-CIO President Richard Trumka, Secretary-Treasurer Liz Shuler and Executive Vice President Arlene Holt Baker.



President Woodard and General VP Crystal Boling-Barton

The Convention offered Delegates a chance to hear from a variety of speakers, including President Barack Obama on

health care, Senator Arlen Specter (D-PA) in support of the Employee Free Choice Act (EFCA) and Senator Tom Harkin (D-IA)-the new chairman of the Senate Committee on Health, Education, Labor and Pensions. The delegates also adopted several key Resolutions that will help make the AFL-CIO and its affiliates stronger and help move



Farm Labor Organizing Committee, AFL-CIO

the Labor movement into the future. These Resolutions included support of meaningful health care reform, the Employee Free Choice Act, education and work and skills training, which are all top priorities for AFSA.

Continued on next page



Another convention highlight was former AFL-CIO affiliate UNITE HERE rejoining the AFL-CIO, which emphasized the importance of unity within the labor movement and the work that the AFL-CIO continues to do for its members.



For more information on the 2009 AFL-CIO Convention, visit <http://aflcio.org/aboutus/thisistheafcio/convention/2009/>

*Pictured left: AFSA Delegates attend National Summit on Diversity II: Progress and Next Steps.*

## Don't Rush the "Race to the Top"

*by Wendi Caporicci, AFSA Secretary and President, AFSA Local 83*

California is in jeopardy of losing millions of dollars because a 2006 law exists in Sacramento that prevents teachers from being evaluated using test scores.

The new White House Program, 'Race to the Top', is projected to begin releasing funds in October 2009, but states not in compliance with the criteria set by the Department of Education will not be eligible for the \$4.35 billion fund.

Since California already has a budget deficit of \$26 billion, the 'Race to the Top' resources are vital for our state to continue its progressive push toward academic excellence. However, there is much questioning as to whether or not the evaluation of educators based upon test score outcomes would lead to academic excellence or an open door for more rushed, ineffective education policies. California's State Superintendent of Schools, Jack O'Connell, is opposed to the proposition, as is the California Teachers Association and its 340,000 members.

The 'Race to the Top' plan needs to be reworked. Pushing programs onto education has never reached optimum success. The No Child Left Behind Act (NCLB), for example, has many sound educational policies, but lacked the resources to make the legislation truly effective. Now 'Race to the Top' is headed towards a similar, rushed implementation that will leave the children of California, and of other states, behind if concessions are not made. High standards and equity should always prevail, without holding back funds from those who seek to achieve such a goal.

Do we really want our teachers and principals evaluated solely by test scores? Isn't this just one piece, even though a major one, of educating our children? Are we educating all of our children to go to college or the professional arena, where they can be successful, productive, happy citizens? How are we supporting their post-secondary school choices?

What are the standards, timeframe and involvement of teachers and principals in the Rush to the Top plan? How does this affect educating the whole child? How many years does it take to turn a school around? These are questions that need to be reviewed when re-drafting the Rush to the Top plan.

California already has a process for dismissing unqualified educators. Teachers may be released by principals within the first two years of employment for unsatisfactory performance. Tenured teachers, with unsatisfactory performance, may be terminated after three years, utilizing the state/teacher approved Peer Assistance Review program (PAR). Is this working? Why or why not?

Expediting a program without the participation of California educators is bound to fail, as is denying these educators access to greatly needed resources. Many questions need to be answered before these resources are held back from California's children.

## What Works?

The Department of Education's What Works Clearinghouse recently released its newest practice guide, *Helping Students Navigate the Path to College: What High Schools can Do*. This guide recommends five specific steps that educators, administrators and policy makers can take, beginning in 9th grade, to increase access to higher education. Implementation challenges and potential solutions for circumventing the roadblocks are also described, as well as the research evidence that supports these recommendations. The guide targets high schools and school districts, and focuses on effective practices that prepare students academically for college, assist them in completing the steps to college entry, and improve their likelihood of enrolling in college.

## AIL/NILICO

The December 2009 issue of the AIL/NILICO Labor Letter & Agenda will be the last print edition of the labor newsletter. After this date, the AIL/NILICO Labor Letter & Agenda will only be available online. To register to receive the online edition, go to [ailnews.com](http://ailnews.com).

## AFSA Travel Desk

**Call Gary Goldstein at 718-494-7722 or email [gsolamar@aol.com](mailto:gsolamar@aol.com) for special travel opportunities. Visit the AFSA website for more information.**

## Union Plus Drawing Winner!

Congratulations to Barbara Childs, Executive Vice President of AFSA Local 4, Council of School Officers, Washington D.C., for winning the \$150.00 drawing from Union Plus. The drawing was a part of AFSA's 12th Triennial Constitutional Convention.





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## UPCOMING EVENTS

- |                             |  |
|-----------------------------|--|
| <b>October 4-8, 2009</b>    | <b>Florida State AFL-CIO Biennial Convention.</b> Held at the Daytona Shores Resort in Daytona Beach, FL. Contact Cindy Hall at (850) 224-6926 for more information.   |
| <b>October 6-7, 2009</b>    | <b>New Jersey State AFL-CIO Legislative Conference.</b> Held at the Borgata Hotel, Casino and Spa in Atlantic City, NJ. Contact Charles Wowkanech at (609) 989-8730 for more information.  |
| <b>October 9-11, 2009</b>   | <b>AFSA Officers and General Executive Board meet in Oklahoma City, OK.</b>  |
| <b>October 9, 2009</b>      | <b>AFSA meeting reception with the Oklahoma City Administrators, AFSA Local 79.</b>  |
| <b>October 22-23, 2009</b>  | <b>The National Distinguished Principals awards ceremonies</b> will be held in Washington, DC. To nominate an elementary or middle-school principal, contact your NAESP State affiliate, which can be located at <a href="http://www.naesp.org/State_Affiliates.aspx">http://www.naesp.org/State_Affiliates.aspx</a> . |
| <b>October 29-31, 2009</b>  | <b>16th National Forum on Character Education</b> held at the Hilton Alexandria Mark Center in Alexandria, VA. Sponsored by Character Education Partnership (CEP).   |
| <b>November 15-21, 2009</b> | <b>88th Annual American Education Week.</b>  |
| <b>January 15-17, 2010</b>  | <b>AFSA Officers and General Executive Board will meet in the Virgin Islands.</b>  |
| <b>January 15, 2010</b>     | <b>AFSA Dinner meeting with the St. Thomas / St. John Educational Administrators' Association, AFSA Local 101</b>  |
| <b>March 12-14, 2010</b>    | <b>National Association of Secondary School Principals Annual Convention and Exposition</b> in Phoenix, AZ. For more information and to register, visit <a href="http://www.nasspconvention.org/">http://www.nasspconvention.org/</a> .  |
| <b>March 29-31, 2010</b>    | <b>Alliance for Retired Americans Convention</b> to be held at Bally's Las Vegas in Las Vegas, NV. Contact Joni Jones at (202) 637-5377 for more information.  |
| <b>April 8-11, 2010</b>     | <b>National Association of Elementary School Principals Annual Convention and Exposition</b> in Houston, TX. For more information and to register, visit <a href="http://s15.a2zinc.net/clients/NAESP/naesp10/Public/Enter.aspx">http://s15.a2zinc.net/clients/NAESP/naesp10/Public/Enter.aspx</a> .                   |