



PSRP Reporter

THE NATIONAL PUBLICATION OF AFT PARAPROFESSIONALS AND SCHOOL-RELATED PERSONNEL

MAKING A **difference** EVERY DAY

Like most AFT members, paraprofessional **Yoseño Lewis** makes a difference in the lives of his students

PROVIDING HOPE is what Yoseño Lewis does for a living. By teaching prisoners to make better choices, the paraprofessional is making his mark as a high school graduation coach at Five Keys Charter School in the San Francisco jail. He analyzes school transcripts of adult offenders, helping them develop plans so they can finish school. He also helps organize an annual art show of inmates' work at the public library and serves on a committee devoted to restorative justice, which helps repair the harm done to victims of crime.

Continued on page 6



Remembering 9/11

PAGE 3

**AFT +
Member Benefits
Booklet**

**PULL OUT FOR SAVINGS
THROUGHOUT THE YEAR!**

ELECTIONS MATTER

PAGE 5

VOTE



Governing is about making choices

RANDI WEINGARTEN, AFT President

NORMALLY, BACK-TO-SCHOOL is a time of tremendous optimism—a new year, full of hope and opportunities. But the start of this school year is a reminder of the stark realities that marked the end of the last one—the need to help all kids succeed against the backdrop of increasing challenges and diminished resources.

School employees didn't cause the budget shortfalls that pose such grave threats to our students and to our work. Nonetheless,

we are willing to do our part to help lessen the damage—and AFT members are doing so in ways that the public rarely sees and that our critics ignore.

By taking furloughs, forgoing pay increases, shouldering more health and pension costs, and agreeing to other concessions, school staff across the

nation are doing much to mitigate the damage from budget cuts and to keep the impact as far from the classroom as possible.

I have visited members in community after community where, squeezed by budget shortfalls and under attack from politicians, school staff have put their own economic welfare on hold for the sake of the kids they educate. In Toledo, Ohio, teachers and paraprofessionals agreed to packages that funnel resources to ensure kids' needs were met. In Broward County, Fla., staff agreed to pay freezes for two

years and took steps to keep layoffs and disruptions in education to a minimum. In Syracuse, N.Y., teachers reduced their bargained salary increase to help stave off some but not all layoffs of other vital positions. School employees across the country are stepping up to the plate to get the work done when positions aren't filled.

School staff everywhere dig into their own pockets to give their students adequate supplies, to make sure they have enough to eat, and even to provide eyeglasses and other necessities. School secretaries and bus drivers keep snacks close at hand for students who would otherwise go hungry. These are noble efforts that should be recognized and honored. But this is neither a practical nor a sustainable way to fund our public education system. America's public schools truly are the *public's* schools—dependent upon (and reflective of) community support. Strapped communities are making difficult but short-sighted choices. And the debt ceiling agreement hashed out in Washington—with its significant cutting of domestic spending—is likely to make things worse.

Ultimately, the act of governing is about making choices. We need thoughtful approaches that call for shared responsibility and sacrifice on the part of citizens, particularly for those who can afford it. Unfortunately, too many elected leaders across the country are making damaging choices. We can never accept a "new normal" where tax breaks are doled out to millionaires and billionaires with one hand while school funding is cut with the other.

AFT members across the country are fighting to reduce the damage to our students and to vital public services our communities depend upon. The AFT is working with community partners to advance a quality education agenda that ensures a great education for all children. We are shining a spotlight on the damage that deep and ongoing budget cuts are inflicting on our children's education, and fighting for equitable and adequate resources to help our young people reach great heights. And we are working with the larger labor movement and others to press for sensible investments in programs that will create jobs, provide for those who need help the most, increase revenues from those who can afford to pay, and stimulate the growth of our economy.

Unfortunately, many lawmakers have abdicated their own responsibility to lessen the blow the recession is inflicting on students. Legislators are too often focused on who gets laid off first, and not on strategies to avert layoffs and other draconian cuts. We can't cut our way to better schools. Nor can we "race to the top" when the bottom is falling out.

AFT members and leaders will continue to seek ways to mitigate the damage to public education caused by budget shortfalls. We will challenge cuts that may solve temporary fiscal problems which, in the long run, would create more social and economic problems. And we will insist that the people closest to the classroom, who work with students every day and see the impact of these cuts, are heard as lawmakers make choices affecting our young people, our communities and our country.

We can't cut our way to better schools. Nor can we "race to the top" when the bottom is falling out.



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Called to duty

Ten years later, educators and other public employees recall the sector's exemplary service following Sept. 11



Paraprofessionals Julia Martinez (above right, at left) and Margaret Espinoza with two students they carried to safety on Sept. 11 during the evacuation of a school two blocks from the World Trade Center. Above: Espinoza with former student Becky Zang this summer; the four remain friends.

AS THE NATION PREPARES to commemorate the 10th anniversary of the Sept. 11 terrorist attacks, Margaret Espinoza and Julia Martinez, paraprofessionals who worked at a school two blocks from where the World Trade Center once stood, remember that day vividly. Together, the paraprofessionals partly wheeled and partly carried

two wheelchair-bound students through streets choked with debris. When Espinoza arrived late that afternoon at the home of one of the girls, the mother greeted them, overcome with joy and tears to see a child she feared might have perished. "I have her," Espinoza remembers saying as the door opened.

This is just one chapter in a catalog of selfless acts and dedication that educators and public employees displayed that day—a day in which teachers, school staff and administrators helped secure safe passage home for 8,000 students in New York City without a single serious injury. And public schools across the nation would demonstrate their worth again in the troubled weeks to follow—days when the impulse to lash out at anyone deemed an "outsider" was a clear and present danger.

"They did just an awesome job, a wonderful job" in the aftermath, Espinoza says of her colleagues. At school, "everyone was like family, and we came together in kindness and decency."

New Washington memorials

Third-grade teacher Leona Johnson, like many of the students and staff at Ketcham Elementary School in Washington, D.C., felt the ground rumble when an American Airlines plane crashed into the Pentagon right across the river. Three D.C. students and three of their teachers were on board, part of a group that had just left for California, where they were to take part in a National Geographic program on marine biology.

Johnson, a building representative for the Washington Teachers' Union (WTU), remained calm until school was dismissed and it was ascertained that the three D.C. teachers—Sarah Clark, James Debeuneure and Hilda Taylor—had died in the attack, along with their three 11-year-old students. "It was just devastating to us," says Johnson, one of many friends and colleagues of Debeuneure. "We did all we could to comfort the families," including siblings of the students who died. After that day, memorials were erected at all three schools that lost teachers and students. These have been a comfort to the families of the children who died: Bernard Brown, Asia Cottom and Rodney Dickens.

A call to service

The valor, courage and sacrifice of AFT members crossed constituencies. AFT member Joel Vetter, a former state flight paramedic at Stony Brook University Medical Center, remembers listening to the radio that morning. Within minutes of learning that an airliner had crashed into the north tower, his pager went off. The member of the New York State Public Employees Federation (PEF) spent the next 10 to 12 hours flying in and out of lower Manhattan. Dozens of AFT members died in the attacks, including 34 PEF members who worked at the World Trade Center. Vetter, who has moved on to a new job as a first responder, plans to keep "coming to work and doing my job. That is the greatest good I can do—continue my public service."

Friends and colleagues of Hilda Taylor hold a photo (inset) showing Washington, D.C., students and teachers just before they boarded the plane that crashed into the Pentagon.



Engaged & energized

When **pushed too far**, educators and other public employees are taking the offensive and **pushing back**.



ALYSA BURTON

Members from Toledo were on hand to support a referendum on Ohio's new anti-bargaining law.

THE LAST SEVERAL MONTHS have been eventful—perhaps momentous—for unions and their members. In states across the country, educators, firefighters, police officers and other public employees have faced off with governors and state legislatures bent on rolling back hard-won gains.

In many respects, it's amounted to an all-out attack on the basic values of organized

labor—and polls show that Americans are strongly opposed to these attempts to scapegoat public employees and collective bargaining. Elected officials who have used their positions to hammer away at workers' rights have seen their disapproval ratings soar.

The good news is that these battles have galvanized AFT members and other workers to defend their right to bargain collectively and to have a voice in the workplace.

Below are the results of democracy in action in two states, Ohio and Wisconsin—action that reflects similar initiatives by members of AFT affiliates in California, Florida, Michigan, New York, Texas and many other places.

Ohio builds momentum

The We Are Ohio coalition and its supporters are gearing up for a massive turnout this November to repeal Senate Bill 5, a backward-looking law enacted this past spring that strips Ohio educators and other public employees of their collective bargaining rights.

Ohio's middle class sent a clear message to

Gov. John Kasich and other lawmakers when people marched through Columbus on June 29 during the "million signature march." The marchers, many of whom were AFT members, were delivering more than 1,500 boxes of petitions, which had been signed by nearly 1.3 million Ohioans, to the office of the Ohio secretary of state. More than 10,000 volunteers, including scores of AFT members, had been gathering signatures since April. The result was that five times the number of signatures needed were gathered to qualify a referendum on the law in November.

Wisconsin gains in recall votes

Meanwhile, a record number of Wisconsin voters went to the polls in August for recall elections. Six GOP state senators, who earlier this year had rubber-stamped Gov. Scott Walker's attack on Wisconsin workers and the middle class, had to answer to the voters.

The result: Two senators were successfully recalled. Democratic challengers Jennifer Shilling of La Crosse unseated Sen. Dan Kananke, and Jessica King of Oshkosh unseated Sen. Randy Hopper. The three Democrats who faced recall efforts were among the 14 state senators who left the state to try to block Walker's anti-worker legislation. All three won.

Bev Hilton, a member of the Chippewa Valley Technical College Staff and Clerical Federation in Eau Claire, helped gather signatures for the recall and worked hard to get out the vote. Among other things, she joined a mile-long parade in July and made more than 100 phone calls.

"To me, it was important to make a difference, to stand up and be heard," says Hilton. "It's so far out of my comfort zone to go door-to-door, but we really had to go out and meet the people. It did my heart good. It was one of those things that if you did nothing, you knew what the results would be, but if you did something, you'd have a chance to make a change."

AFT president Randi Weingarten has voiced high praise and admiration for the members of AFT-Wisconsin. "They did something incredible," she says. "I could not be prouder of our folks in Wisconsin."



JEFFREY SAUGER

A force for change in Detroit

TO HELP STUDENTS AND SCHOOLS meet the challenges they are facing in Detroit, three local AFT unions have responded with an increasingly popular summer literacy camp, now in its second year. Here, paraprofessional Shirley Tolliver works with two of the 70 students who attended the weeklong camp in August staffed by 25 union volunteers. Several community groups contributed backpacks, supplies, T-shirts and lunches.

ELECTIONS MATTER:

MAKE A DIFFERENCE



Hats in the 2012 presidential ring

THE 2012 PRESIDENTIAL ELECTION promises to be competitive. The AFT will be assessing the candidates—looking at their positions on retirement, education and collective bargaining. Because elected officials directly affect your job, your rights and your community's well-being, your involvement is critical. Visit www.aft.org/election2012 to find out how you can make a difference in 2012.

DEMOCRAT



BARACK OBAMA

President Barack Obama is running unopposed for the Democratic nomination. He announced his plans on April 4, 2011, to seek re-election. Previously a state senator, Obama was elected to the U.S. Senate from Illinois in 2004. He and Vice President Joe Biden took office on Jan. 19, 2009.

www.barackobama.com

REPUBLICANS



MICHELE BACHMANN

U.S. Rep. Michele Bachmann announced on June 13, 2011, that she is running for the Republican nomination. Bachmann has been a member of the U.S. House of Representatives since 2007. She is a founder of the House Tea Party Caucus.

www.michelebachmann.com



HERMAN CAIN

Herman Cain, former CEO of Godfather's Pizza and chairman of the board of directors of the Federal Reserve Bank of Kansas City, announced on May 21, 2011, that he is running for the Republican nomination. Cain has worked as a mathematician for the Navy.

www.hermancain.com



NEWT GINGRICH

Former Speaker of the U.S. House of Representatives Newt Gingrich announced on May 11, 2011, that he is running for the Republican nomination. When Gingrich

was elected House speaker in 1995, he was the first Republican in 40 years to hold the

job. Since leaving Congress, Gingrich has served as a consultant and commentator. www.newt.org



JON HUNTSMAN JR.

Jon Huntsman Jr., former governor of Utah and U.S. ambassador to China, announced on June 21, 2011, that he is running for the Republican nomination. He served one full term as governor of Utah and was nominated by President Obama to serve as U.S. ambassador to China. Huntsman has served in four presidential administrations.

www.jonhuntsmanjr.com



GARY JOHNSON

Former New Mexico Gov. Gary Johnson announced on April 21, 2011, that he is running for the Republican nomination. A former businessman, Johnson served as governor from 1995 to 2003.

www.garyjohnson2012.com



RON PAUL

U.S. Rep. Ron Paul, who represents Texas' 14th Congressional District, announced on May 13, 2011, that he is running for the Republican nomination. Paul, a physician, serves on the House Financial Services and Foreign Affairs committees.

www.ronpaul2012.com



RICK PERRY

Texas Gov. Rick Perry announced his candidacy on Aug. 13, 2011. Perry was elected to the Texas House of Representatives in 1984 and served three terms. In 1990,

he was elected state agriculture commis-

sioner and then lieutenant governor. He became governor in 2000 when George W. Bush resigned the office to become president. Since then, Perry has won three full terms as governor.

www.rickperry.org



CHARLES ELSON "BUDDY" ROEMER III

Former Louisiana Gov. Buddy Roemer announced on July 21, 2011, that he is running for the Republican nomination. Previously elected as a Democrat to serve as both governor and congressman, he changed parties in 1991.

www.buddyroemer.com



MITT ROMNEY

Former Gov. Mitt Romney announced on June 2, 2011, that he is running for the Republican nomination. He also ran for the GOP nomination in 2008. He served as governor of Massachusetts from 2003 to 2007. Before that, Romney headed the Salt Lake Organizing Committee for the 2002 Winter Olympic Games. He is a past chairman of the Republican Governors Association.

www.mittromney.com



RICK SANTORUM

Former U.S. Sen. Rick Santorum of Pennsylvania announced on June 6, 2011, that he is running for the Republican nomination. Santorum served in the U.S.

House of Representatives from 1990 to 1994 and served in the U.S. Senate from 1995 to 2007. He is former chairman of the Senate Republican Conference. Santorum practices law and is a senior fellow with the Ethics and Public Policy Center in Washington, D.C.

www.ricksantorum.com

Continued from page 1

Lewis likes weaving together the strands of education, social services and law enforcement. He especially likes watching his students take control of their lives. “Seeing them as they begin to understand that they have choices is really inspiring,” he says.

Lewis’ career has been challenging from the beginning. He started out with two jobs: by day, as a paraprofessional for children with autism, and by night, as a monitor at a halfway house. He’s been a case manager for offenders with AIDS, and he’s been an innovator at halfway houses and treatment centers around the city, where he developed one of the first AIDS education programs for federal offenders. A union activist, Lewis helped organize the Five Keys Teachers

Union, a PSRP affiliate of the United Educators of San Francisco.

Lewis feels he has a personal responsibility toward his students. He is drawn in by the school’s “five keys” to success: community, family, recovery, employment and education, and by the

innovative learning model developed there.

“We can’t view our students just as inmates or even just as students—we also need to see them as parents, as employees or employers, as neighbors and as tax-paying citizens,” Lewis says, adding that the justice

system shouldn’t warehouse people but should provide “a holistic education, so that their whole bodies and minds are healed and changed.”

Lewis tries to give students a laugh, a challenge or good news every day so they’ll keep striving. He wants them to accept responsibility for their lives.

One of his former students is now a co-worker at the jail—something that makes Lewis realize how important his job is. “He was a hell-raiser! He was constantly challenging me and my authority,” he says. “Every day that I get to see him coming to jail—and walking out at the end of the day—and every day that he tells me how much he appreciated me, even when we were butting heads, I know I made a difference.”

Lisa Bryant

‘TREATING PEOPLE WITH RESPECT’

AN ACCOUNTANT for the Cincinnati public schools, Elizabeth “Lisa” Bryant helps manage the budgets of a dozen schools, so she knows exactly how tight funding is right now.

“I hate when we are told to make cuts—knowing that this is going to affect someone’s life because of the loss of teachers, loss of support staff, loss of supply and book money, and an increase in class sizes,” she says. “It’s not just hard as an employee, but also as a parent and member of our community.”

Bryant takes pride in going above and beyond what is asked of her. “I am one of those people who double- and triple-check my work to make sure it is right the first time around,” she says.

She also realizes that working well with others—whether they are vendors, administrators or colleagues—is a huge part of her job. Her co-workers count on her to solve computer glitches, and they go to her to get things off their chests. She likes to help,

even if it’s just a pep talk. “People skills go a long way,” she says. “I feel very deeply about treating people with respect and dignity. Everybody has good and bad days, and despite someone’s being the grumpiest person I may have seen or heard in a long time, I keep in mind that they are human beings who deserve respect.”

Bryant’s union membership is an important part of her life. As a floor rep for the Association of Cincinnati Public Schools Office Personnel, she represents the union on the school district’s budget commission and was named the union’s member of the year in 2009-10.

Having always loved math, she feels lucky that the Cincinnati public schools provided vocational courses so she could choose accounting, at which she excels. Lucky, too, that she got to work for her hometown schools.

“The best thing about my job is that what I do is for the good of the children, even if I am not in a school building working directly with them,” she says. Aside from her skills

“THE BEST THING ABOUT MY JOB IS THAT WHAT I DO IS for the good of the children, EVEN IF I AM NOT IN A SCHOOL BUILDING.”

LISA BRYANT,
Cincinnati



BRUCE CRIPPEN

WHAT DOES ‘PSRP’ MEAN, ANYWAY?

AFT PSRP represents more than 360,000 workers in preschool programs, K-12 school districts, colleges and universities nationwide.

The work of the division is directed by the PSRP program and policy council, an appointed group of 30 members who have risen to leadership positions in their state and local affiliates. This group provides guidance on new and existing initiatives for PSRP

AFT PSRP UNITES members of our union who work as classified employees and support staff. PSRP stands for paraprofessionals and school-related personnel, and

members, helping enrich the lives of all AFT members and their students. The voices of AFT PSRPs also are heard through several current and former PSRPs who serve on the AFT executive council.

Every spring, the PSRP division hosts a three-day conference on professional issues ranging from career ladders and community partnerships to green cleaning and managing student behavior.

As a benefit of membership, PSRP members receive the *PSRP Reporter* (which you are reading) five times a year. You also can sign up for the PSRP monthly e-mail newsletter and others on topics as varied as school building conditions and early childhood education. Go to aft.org/subscribe.

See videos of AFT members who make a difference every day at www.aft.org/difference.

Champions of children

Milestones for AFT officers: Cortese to retire, Johnson elected to AFL-CIO council

WITH MORE THAN FOUR DECADES as a leader in education and the labor movement, and as an advocate for children, AFT secretary-treasurer Antonia Cortese is retiring Sept. 8.

“Toni’s fierce dedication on behalf of our members, her expertise on education, and her commitment to advancing children’s issues both in the United States and abroad, have laid a strong foundation for our union,” says AFT president Randi Weingarten.

Cortese joined the union shortly after starting her career in Rome, N.Y., as a fourth-grade teacher and school social worker. Her union activism helped her rise quickly from building representative to a statewide leader. From 1973 to 2004, Cortese was a leader of the New York State United Teachers. She served as an AFT vice president and executive vice president, and has held her current

position since 2008. Cortese has lent her expertise to many groups, including the Special Olympics, the Learning First Alliance, the Child Labor Coalition and the AFL-CIO’s Department for Professional Employees.

Johnson joins AFL-CIO exec council

Lorretta Johnson, AFT executive vice president and former president of the Baltimore Teachers Union’s PSRP chapter, was elected in August as a vice president of the AFL-CIO.

“It’s wonderful to be recognized in this way by my peers in the labor movement,” Johnson says. “I look forward to using my position with the AFL-CIO to continue my lifelong fight for working people.”

Johnson has been a national and state labor leader for nearly four decades. She was PSRP chair in Baltimore for 35 years—adding



Antonia Cortese, above center, has set high standards as a union leader and an education advocate. Lorretta Johnson, at right, strengthens the AFT’s voice at the AFL-CIO.



AFL-CIO PHOTO

IT professionals and school secretaries to the unit in its latest contract—and president of AFT Maryland for 17 years. She served for 30 years as a vice president of the national AFT before being elected AFT executive vice president in 2008. She will become AFT secretary-treasurer when Cortese retires.

“Lorretta knows the challenges faced by working families because she’s spent her entire career working for them,” says Weingarten.

and meticulousness, “what I bring is my love for children and knowing that what I am doing, even if indirectly, is going to affect the children we are here to educate.”

Harry Dantus

‘I HELP THEM WITH EVERYTHING’

A NATIVE OF HAITI, special education paraprofessional Harry Dantus speaks three languages: French creole, Spanish and English. He speaks a fourth, too: the language of caring.

His job at a middle school in Brooklyn, N.Y., he says, is “to help kids focus, follow directions and do the right things.” By concen-

trating on those three goals, Dantus is able to navigate around the troubles his emotionally disturbed students bring to school. Summer and winter, before, during and after school, he rolls with their changing medications, calms them down, teaches them to show respect and briefs parents on what’s happening, saying, “We have to find a way to deal with this. That’s the thing I do.”

The work has its rewards. Every day is different. One day, he guides them through a field trip. Another day, he helps with homework. “I help them with everything,” says Dantus, a member of the United Federation of Teachers.

Once, a young man came back to visit and asked if Dantus remembered him. How could

he forget? That child had been the worst-behaved kid in the school, always fighting, always smoking, always in trouble. Dantus had tried mightily to get the boy to believe in himself, “so that he could become a man.”

Now his former student stood before him, all grown up. The young man had graduated from college and was working at a law firm in Manhattan. He came back to school to tell his mentor that he had become a man.

Some people call his students “bad,” Dantus says, but he doesn’t see it that way. He loves educating these kids and believes that if you help them, they’ll improve.

That’s the difference he’s making.

— ANNETTE LICITRA



HARRY DANTUS

POSTSCRIPT

IN CASE YOU MISSED IT, there is a great video on MSNBC about **C.J. Johnson**, an AFT PSRP member from Texas and a

2011 AFT Everyday Hero (PSRP Reporter, May/June 2011). You’ll find it online at <http://bcove.me/g00wly85>.



Taking security to a whole new level

THE HONORS KEEP coming for high school safety worker Charles ‘C.J.’ Johnson, whom members elected as a 2011 AFT Everyday Hero for his generosity in taking in dozens of homeless students over the years. The North Dallas High School employee and graduate accepted his award this spring at the annual PSRP conference.

DAVID GROSSMAN

Thumbs-up for support staff

School workers awarded AFT Innovation Fund grants



ERNEST LEYBA

From left: Marylou Vigil, Geraldine Atencio and Sandi Torres.

COLORADO KIDS already were among the fittest folks in America when a handful of school food service workers decided to make a good situation better. Shortly after merging with the paraprofessionals union last fall, school food workers in the Denver Federation for Paraprofessionals and Nutrition Service Employees noticed that teachers, but not classified staff, could enhance their wages through a pay-for-performance system of training and advancement. The food workers wanted in on the action. They had reached the top of their pay steps, hadn't had a cost-of-living adjustment for three years and saw a need for training in how to prepare fresh foods.

So, the food workers approached the district with an incentive-pay program that would promote wellness and fight obesity. They got a good reception—and will be supported in designing the program by a grant from the AFT Innovation Fund.

"This is a partnership. We worked as a team," says local union president Bernie Jiron. Already, the workers have taken a summer class and switched to making all their meals from scratch.

"Everything is low-fat; we're not doing any more processed food," says Geraldine Atencio, a union member and multisite manager. Students accustomed to a fast-food diet weren't keen on the changes at first, she says. Now they've seen the light. School lunch participation is up, and the kids' favorite

dishes include a black bean tortilla casserole, vegetarian chili, and sloppy joes made from grass-fed beef on homemade buns. The pilot program will include a salad bar at every school and fruit at every break.

"I can't wait to get back to work this fall," Atencio says. "I'll have all my fresh fruits and fresh veggies there."

Colorado is not the only place where PSRPs are shaking things up. The West Virginia School Service Personnel Association and AFT-West Virginia will use their Innovation Fund grant to turn two low-income schools in Charleston—an elementary school and a middle school—into community hubs that will house all kinds of social services. The two AFT unions will collaborate with several other partners, including the faith-based Hope Community Development Group and the Elks Club, to address outside-the-classroom concerns that can interfere with children's academic achievement.

The awards in Colorado and West Virginia are part of the latest round of AFT Innovation Fund grants, totaling \$800,000 this year, to support union-led efforts to develop models for more effective teaching and learning. AFT St. Louis will create a professional development program for early childhood educators. The Chicago Teachers Union and the Albuquerque Teachers Federation will create lessons and materials aligned to the new Common Core State Standards for English language arts and mathematics, now adopted by 46 states and the District of Columbia.

Everyday HEROES

Nominate
an inspiring
member
and enter
to win **\$250!**
Go to:

aft.org/everydayheroes



National School Bus Safety Week

October 17-21, 2011

<http://go.aft.org/bussafety>

SCHOOL BUS