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2009 UTD Steward
of the Year

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Dr. Joseph Underwood
wins FEA Award for
Teaching Excellence

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Academy of Finance
a wealth of knowledge
for students

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Florida #1 in new National Board Certified Teachers

Florida ranks first in the nation for new National Board Certified Teachers for 2008.

In an effort to recognize the significance of achieving National Board Certification, UTD has maintained language in the current contract to provide a one-time \$7,500 stipend upon obtaining the NBPTS certification. Additionally, UTD and FEA were instrumental

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The Education Experts
UTD

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UTD members decisively ratify new Contract!

Raises, holding the line on healthcare and saving jobs were top priorities despite tough times and state funding cuts

Teachers and other school employees represented by United Teachers of Dade approved a new contract by a margin of 68% to 32%. The three-year agreement includes a step increase as well as salary enhancements for the 2009-10 school year. Salaries for 2010-11 and 2011-12 will be negotiated later. The agreement also includes a 100% employer-funded option for employees' health insurance.

The District's current insurer had asked for increases of 28% over a one-year period. Cost savings in

operational and administrative areas identified by UTD provided the necessary funding for the agreement.

"While this contract itself does not restore our teachers, clericals, and support professionals to their promised levels of pay or value, it represents a good start toward making our members whole after a period of much difficulty," said UTD President Karen Aronowitz.

In late October, members received repayment of delayed wages which were used to assist the District

through a difficult financial period. Step increases will follow in December.

The contract also addresses the salary commitment already made to early career teachers.

Despite difficult times and skyrocketing costs, UTD was also able to keep an employer-paid healthcare option for all employees. Considering the times, when other public entities are struggling, UTD's goal was to maintain jobs and begin moving forward.

UTD members voted online for three days on the tentative agreement reached with the district's negotiators. The School Board approved the contract at the October 14, 2009, School Board meeting.

In the final tally, 14,247 UTD unit members voted, with 9,742 voting in favor and 4,505 voting against ratification.



UTD Stewards recognized at awards ceremony

Lights, cameras, roll out the red carpet...that was the atmosphere at UTD's annual Stewards Conference and Awards Luncheon.

UTD Stewards gathered on October 3 at the Doral Golf Resort and Spa for a regular meeting followed by the special awards luncheon where the 2009 Steward of the Year was announced.

The winning Steward was Antonio White, a vocational business teacher from Jose Marti Middle School.

A member at his school said, "Jose Marti Middle School's teachers and staff have had the honor of having Antonio White as our Designated Steward. The members (and non-members) look to him for support and guidance each and every day. Tony never hesitates to help the UTD mem-



(Left to right) The five finalists for Steward of the Year are: Nora Janvier, Mandy Hall, 2009 Steward of the Year Antonio White, Patrenia Dozier-Washington, and Karen Uhle.

bers. His no-nonsense personality and professionalism make it easy for him to assist members in communicating their concerns with the administration."

Congratulations to all of the nominees.

Wilson awarded for heroic support of public education

Florida Senator Frederica Wilson joined UTD Stewards at the Annual Stewards Conference to receive an award for her support of public education. Senator Wilson was joined by Representative Dwight Bullard, Coral Reef Senior High Steward, as she addressed UTD Stewards in their breakout sessions to thank them for the award and their continued support. Senator Wilson promised her unwavering dedication to public educa-



tion issues in the 2010 legislative session.

Are you fully protected?

You can avail yourself of additional coverage



Signing up members for the UTD Sick Leave Bank are Tracey Kealy - VALIC; Aaron Warner - NEA; Maria Henning - UTD and (not shown) Maddie Lopez - UTD Sick Leave Bank.

Join the UTD Sick Leave Bank today by donating one of your sick leave days and receive up to a maximum of 30 sick leave days paid to you during a medical confinement period.

That is correct; the UTD Sick Leave Bank can award a maximum benefit of 30 working days during a member's medical confine-

ment period, once the eligibility requirements have been met.

For details about this important contract benefit and to find out how you can enroll, visit the UTD website: www.UTD.org and click on the Sick Leave Bank link inside the UTD NEWS section.

UTD members speak out about their bargaining team experience

Participating in the bargaining sessions has been an interesting learning experience. The opportunity to be part of this dynamic process is one that every member should seek. I was truly impressed with the way our negotiators responded to some of the challenging proposals and counter proposals that were suggested. I learned about bargaining, from ground rules to tentative agreements and all the negotiating that happens between those two points. The details of bargaining are like an intricate weave, with record keeping and constant communication being the central focus. Everything has to be thoroughly researched, data has to be accurate, and strategies have to be well thought out and carefully planned. I was truly appalled at some of the behavior and proposals of the management team yet at the same time impressed with some of the psychological tactics they tried to use.

Angie Gonzalez

Teacher, Special Education
South Pointe Elementary

By taking part on the UTD bargaining team I was fortunate enough to learn and acquire an understanding of what's known as the "3 A" principle: **Accept, Adapt & Accelerate**. In bargaining you have to accept situations for what they are, not what you would like them to be. This realization causes one to re-evaluate and adapt strategies accordingly in pursuit of established goals and objectives. When meeting those objectives is in sight, one must accelerate the decision-making process to finalize an agreement that benefits the majority of those we are responsible for representing.

Antonio White

Vocational Business Teacher
Jose Marti Middle School

Teachers and support personnel have been slapped hard during these financial times our state is currently facing. Consequently, participating in bargaining afforded me the opportunity to experience first-hand how hard UTD fights for its members and all employees across our district. Thanks to our consistent efforts, the power of unity, collective bargaining, not giving up, and fighting for what is right, we were able to move forward. Although it was not what we wanted, it was a step in the right direction during these difficult financial times. We all must realize the importance of unity and standing strong together while envisioning a great public school for every child and all education employees. Bargaining has allowed me to appreciate past, present, and future accomplishments of UTD. Unity is the key!

Mari Corugedo

Teacher, Jack D. Gordon Elementary

UTD bargaining negotiations highlighted the determination and commitment our members have when faced with resolving compensatory or workplace issues.

Timothy Randall

Teacher, Gratigny Elementary

from our
PRESIDENT

KAREN ARONOWITZ



Team UTD: The Winning Playbook

I have become more interested in watching football since we bought an HDTV. Before the arrival of this living room behemoth, football was largely a blur of tangled bodies to me. I knew what the quarterback did (threw the ball or got sacked) but backs and ends just sounded like the parts of a chicken.

Now I can see what everybody is doing. I still can't name everybody's position - my brother finally told me to shut up during the Gators-Razorback game - but I can see that yes, the catch was complete, or no, that was not inside the line.

With my newfound vision of the players on the field, I thought I could give an HDTV vision of our union. First, every member of UTD is part of the team. Our team is as strong as the number of members we have because the other teams (MDCPS, the Florida Legislature, Congress, USDOE) have more money. We make up in numbers what they have in dollars.

Playing Defense

UTD must have a strong defense. The other teams in the league can buy lobbyists, PR managers, and aides and they get to appoint who serves on various commissions and bodies. For example, the members of the Florida Board of Education were all appointed by former Governor JB, and the Commissioner of Education reports to them. So, our team must use its team members to bring an issue forward. When we do an E-Activity, make phone calls, leaflet or rally, we need as many members on the field as possible to block the opposition.

The UTD defensive line must also defend against a rogue league that attempts to lure members into

right-wing insurance sales agencies posing as unions. PEN, TRAC, MEA and other subversives spread rumors and lies throughout the bargaining unit to weaken UTD. Many of the same people who earn their livelihoods in public education work in organizations that seek to destroy it. So, each member of our defensive line must get the facts and be a source of accurate information to our bargaining unit.

Playing Offense

UTD must have a strong offense. UTD knows that winning games requires scoring! No matter how brilliantly the game is played, the final score reflects the outcome of that game. The score at half-time is not a final, and a final score is not a season. A great team knows that each game is played to completion.

Sometimes UTD needs a first down. We need to move the ball forward to get into field goal range. The game can come down to the final seconds before we know who has won. But no one makes it to the Super Bowl by leaving at half-time.

UTD has just won a game by the ratification of the 2009-2012 contract. We have moved up the league rankings by moving forward one step and maintaining an employer paid healthcare option for employees. The season is not yet over. We are pushing the District to have sufficient staff for your health insurance questions now through open enrollment. We know that bargaining for salaries and health care will open each year of this contract. We will be present in Tallahassee as Florida faces a continuing financial crisis.

UTD's 2009-2010 season has just begun. As your quarterback, no one will work harder or smarter for our team than I will. I know I can count on Team UTD to be my wide receivers. From a first down to the Super Bowl, Team UTD plays to win.

the politically savvy EDUCATOR

UTD is in the House at FEA Delegate Assembly



UTD Delegation

The UTD delegation included UTD President Karen Aronowitz, First Vice President Artie Leichner, Secretary-Treasurer Fedrick Ingram, Maxine Aebi, Marilyn Cave, Trevor Colestock, Beverley Dowell, Maria Fernandez, Dien Forbes, Tom Gammon, Angie Gonzalez, Paul Grollitzer, Cassandra Holmes, Valarie Johnson, David Kirsner, Maryellen Kirwan, Jerry Lara, Teresa Martin-Major, Valda McKinney, David Moss, Tom Nunn, Maggie Palmer, Chris Radney, Ingrid Robledo, John Roques, Mildred Slocum, Albert Stellmach, Michael Van Dyk, Wendi Werther, Sharon Williams and Elsa Lopez, Staff Liaison.

A group of over 30 enthusiastic UTD members led by President Karen Aronowitz represented UTD at the FEA Delegate Assembly in Orlando this October. UTD delegates had the opportunity to vote on important business items that will help FEA, including class size and school capacity for electronic testing. In new business, the delegate assembly voted to stand behind the class size amendment as written in the Constitution and directed the FEA to ensure it will do all it can for full implementation. The delegation also voted to direct FEA to use all available avenues to require that

infrastructure precedes testing administration.

Legislative Awards

Each year, the FEA Government Relations Committee presents deserving Florida Legislators with

Three of the four legislative awards were received by members of the Miami-Dade Legislative Delegation

the coveted Friend of Education Award at the delegate assembly. Nominees for the honor must possess a committed voting record on FEA issues and must sponsor FEA-initiated legislation and/or amendments. The awards recognize legislators who show an unwavering support for Public Education and the issues that concern FEA members.

Award categories include: Freshman Legislative Friend of Public Education, and Champion for Public Education.

This year during the convention's legislative presentations, three of the four awards were received by members of the Miami-Dade Legislative

Delegation. Senators Dan Gelber and Alex Villalobos received the Friends of Education Award.

Representative Dwight Bullard, a UTD member and Steward at Coral Reef Senior High School, received the Freshman of the Year Award.

UTD member takes top educator award

UTD member Dr. Joseph Underwood was honored by receiving the 2010 FEA Award for Teaching Excellence. This 25-year veteran will now represent Florida for the 2010 NEA Teaching Excellence Award. (See related story on page six.)

UTD Legislative Relations Committee gears up for pre-session activity

The UTD Legislative Relations Committee held their first meeting on October 21 to gear up for the 2010 Legislative Session. After hearing a brief recap of the 2009 Legislative Session from UTD's Joe Minor, the group had the opportunity to review the State and Federal Legislative Agenda adopted by the school board at the October 14 school board meeting. They were also briefed on new business items passed at the FEA Delegate Convention that will direct FEA's 2010 Legislative Agenda.

The legislature met once in early October for the regularly scheduled committee week.

The Office of Economic & Demographic Research stated in its first report to the Senate Education Appropriations Committee that critical need expenditures will exceed revenue by \$923.2 million in 2010-2011, \$2.33 billion in 2011-2012 and \$1.14 billion 2012-2013.



Legislative Relations Committee members, front row: Brian Firtell, Karen Bodenhammer, Eric Hernandez, Glenn Drew, Second row: Gustavo Rivera, Myriam Garcia, Jacqueline Frankel, Dale Donley Third row: Sophia Miller, Quintera Parris, Whitson Carter, Kathy Pham, and Maryellen Kirwan.

With those daunting numbers, UTD's Legislative Relations Committee will take the lead in meeting with the Miami-Dade Delegation locally to discuss the need to fund Florida's pub-

lic schools over the next three to four years.

The committee elected a chairperson and recorder for the committee. This year's

chairperson will be Maryellen Kirwan from Joella Good Elementary and the committee's recorder will be Myriam Garcia from Amelia Earhart Elementary.

Aronowitz at Florida Democratic Convention

UTD President Karen Aronowitz was one of three esteemed panelists on the Florida Democratic Party State Conference's "Protect Florida Education" Panel. Among the educational issues that were discussed were Florida's universities and community colleges, and funding for K-12, FCAT and NCLB.

Aronowitz's comments to the participants addressed ways in which the Florida Legislature is failing to provide a full education to students.

"The focus of the Florida Legislature is to narrow the education offered children when their focus should be the expansion of education. All children must have access to a full, comprehensive education."

"What if a student were told he couldn't have lunch because he needed to be tutored? We would be outraged! Yet, the state does the same thing when it denies our children recess or physical education, when it denies children their access to art or music or wood shop or

band. UTD and our state and national affiliate unions will continue to advocate for the right of each child to a full, comprehensive public education."

Other panelists included State Rep. Geraldine Thompson (D-Orlando), Democratic Leader pro tempore 2008-2010, and Bud Chiles, son of Governor Lawton Chiles and founder of "Worst To First," which is raising awareness about Florida's public education system.



AFT held the 2009 Civil, Human and Women's Rights Conference in Miami Beach Oct. 23 - 25. President Karen Aronowitz, Chair of the AFT Women's Rights Committee, introduced AFT President Randi Weingarten at the opening plenary session.

Dr. Joseph Underwood receives FEA Award for Teaching Excellence



Congratulating Dr. Underwood are left to right: Andy Ford, FEA President; Joanne McCall, FEA Vice President; Dr. Underwood; Karen Aronowitz, UTD President; Clara Cook, FEA Secretary Treasurer

“Joe Underwood represents the best in public education in Florida. He has demonstrated instructional expertise, creativity, leadership and innovation with this school within a school.”

Andy Ford
FEA President

High school teacher and UTD member Dr. Joseph Underwood has been named the winner of the 2010 Florida Education Association Award for Teaching Excellence, an annual award to celebrate teaching excellence, public education and our dedicated workforce. Underwood established the Arts Related Technology for Entertainment Careers (ARTEC) Academy at Miami Senior High School to assist students interested in a career in the television, movie and sound industries.

“Joe Underwood is the type of teacher whose influence echoes through generations,” said UTD President Karen Aronowitz.

“He has provided a wide open door between his students and their shining future. He not only asks students through the door but insists on their passage.”

The FEA Award for Teaching Excellence is another in a long line of accolades for Underwood, including earning National Board Certification, and national recognition for teaching from both Disney and USA Today. He was inducted into the National Teachers Hall of Fame in 2007 and won Toyota International Teacher, Galapagos in 2006.

He has taught at Miami High for 25 years and is known for inspiring his students, making learning fun and giving students real

experiences for real careers.

“Joe Underwood represents the best in public education in Florida,” said FEA President Andy Ford. “He has demonstrated instructional expertise, creativity, leadership and innovation with this school within a school. He’s a dynamic force and an inspiration to FEA members and to his students.”

Underwood, who receives \$5,000 for winning the award, will represent Florida in the national competition for the NEA Foundation Award for Teaching Excellence.



Team UTD delivers

Many thanks to Team UTD, led by UTD Organizer Dana Stewart, who raised more than \$1,500 for the American Diabetes Association at their annual Walk to Fight Diabetes. The walk took place on Saturday, October 10 at 8 am, at Bayfront Park in downtown Miami.

members in
ACTION

Academy provides students a wealth of knowledge, college credit and scholarships

By ELIZABETH PIÑA

Counselor for Academy of Finance
Counselor, Barbara Goleman Senior High

As a counselor for the past 13 years at Barbara Goleman Senior High, one of my proudest accomplishments has been to be part of the Academy of Finance (AOF) supported by the National Academy Foundation (NAF), a national network of career academies.

From the program's beginning, the students have taken courses in marketing, international relations, finance and law, accounting, and business computers.

Additionally, students have worked on a Capstone Project as part of their internship during the summer between their junior and senior year. The project-based internships have developed the first, and one-of-a-kind, uniform store sponsored by Ibiley Corporation where the students coordinated, designed, marketed and set up the actual store with salesmanship, inventory control, point of sale and pre-orders with strict marketing plans. In two years, the project has yielded \$33,000.00 for scholarships for seniors at our school.

The group of AOF students continues to work managing the store and every year a new group of students takes ownership.

Business Partnerships

There are 13 Academies of Finance in our school district with a group of mentors who supervise the



The Academy of Finance's Lead Teacher Don Festge and Counselor Elizabeth Piña are dedicated to the success of their students and the Academy. They are both UTD members.

students' learning in specific skill attainment and professional development with internships to help our students with fundraising activities and sponsorship opportunities. These companies are: John Hancock, New York Life, South Florida Education Credit Union, Jetstream Federal Credit Union, Bank of America, State Farm, and Federal Reserve Bank.

The students have traveled to visit corporations such as: The Stock Market, Microsoft, Boeing, ABC Network, NAF Headquarters, Radio City Music Hall, and Sears Tower in cities such as Chicago, New York, Seattle, and Memphis. Our Academy students have just returned from a college trip to visit Florida State University, University of

their senior year.

At the end of the four years, they will have the opportunity to complete a course of study that would culminate in possible scholarships and be awarded a Manager Trainee certificate.

Currently, we are working with The National Foundation for Teaching Entrepreneurship helping students build skills and unlock their entrepreneurial creativity. We also encourage attendance and involvement in the Financial Literacy Program that teaches students the importance of good credit, budgeting, saving, and investing.

With the dedication of the teachers to the program and the student enthusiasm and academic excellence, truly we have achieved the goal of education..making learning fun while always evolving in new endeavors.

Florida, and University of Central Florida. Students are encouraged to take part in the Dual Enrollment Program at Miami Dade College in the School of Business to acquire a certificate in Business Management at the end of



Student Manuel Costa developed and maintains the website for the district's Academy of Finance. Don Festge teaches international marketing at the Academy at Barbara Goleman Sr. High.



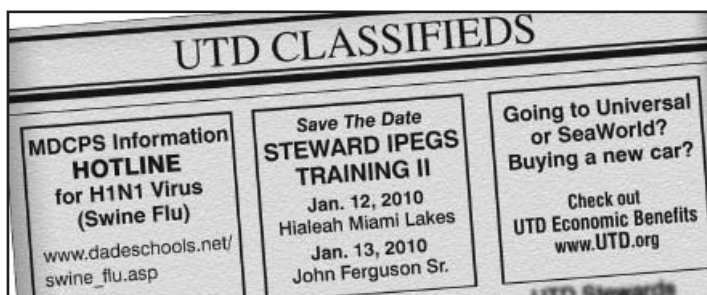
UTD Elections for Officers, Executive Board and Convention Delegates

Check our website at www.utd.org for information on upcoming elections for Officers, Executive Board and Convention Delegates for 2010-2013. Information will be posted and available to all UTD members after the November 19th Council of Stewards meeting.

Florida #1 in new NBCTs

(Continued from page 1)

in lobbying the Florida Legislature to continue the annual certification bonus for National Board Certified Teachers of 10% of the average annual salary of a public school teacher in the State of Florida. (The bonus is subject to proration if there is insufficient state funding.)



teaching tips

Create an email listing of parents

At the beginning of the school year, I ask each student to fill out a questionnaire. One of the questions asks for their parent's email address. Once they've been returned, I input the information into Microsoft Outlook in a folder by class under contacts. Instead of putting in the parent's name, I use the name of the student (to avoid confusion if last names are different) in my class along with the parent's email. This allows me to send out individual or general class emails. My first email is a test of the system, where I ask parents to respond upon receipt.

This year, I had an average of two parents per class that were not hooked up on the internet. I made a note of those students/parents and continued to give them hard copies. I type my name in the TO box, then select all the parent email addresses and copy and paste them into the BCC box providing me with a copy and them with privacy. This has allowed me to communicate efficiently with most of my students' parents in a paperless fashion.

Carmen Campmany
South Miami Middle School
Art Teacher

Share your most profound teaching tip with your colleagues. If we choose it, you win 2 free movie tickets. Email teaching tips to UTDArtivist@utd.org. Please include your name, school, and position.

Upcoming Events

NOVEMBER

- 10 Economic Benefits Committee meeting
- 13-15 SPARKS Retreat
- 17 10 a.m. School Board Organization meeting
1:00 p.m. Regular School Board meeting
- 19 Council of Stewards meeting

DECEMBER

- 3 Council of Stewards meeting
- 8 Economic Benefits Committee
- 9 1:00 p.m. Regular School Board meeting

JANUARY

- 6 Legislative Relations Committee meeting
- 12,13 STEWARD IPEGS TRAINING II
- TBA Regular School Board meeting
- 21 Council of Stewards meeting
- 26 Educational Support Professionals Committee meeting
- 29 UTD Multicultural Event at Mahi Shriners Auditorium

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