



Cleveland Teachers Union

News & Notes

Compiled by Tracy Radich, 1st Vice President
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NEWS & NOTES

News & Notes is a weekly (that's the goal) publication that has been ongoing since August. It is available on the CTU website and through Member Mobilization emails. This is an update of the work that is being done on behalf of all of our teachers, paraprofessionals, psychologists, nurses, speech language pathologists, therapists, sign language interpreters, and social workers.

FINAL EVALUTION RATING

The end of the school year means that teachers and RSPs need to verify the data submitted to the state that will make up the Final Effectiveness Rating. Our final evaluations are composed of 2 things performance (TDES Rating) and student growth measures (SLO, Vendor data). Performance makes up 50% of your final rating and Student Growth Measures make up 50% of your final rating. The district must send this information to the ODE. Remember there is NO Value Added this year due to our efforts to convince the Ohio Legislature to put a Pause on PARCC.

For most people 2 SLOs or SLO and Vendor will make up your Growth Measures. Prior to the end of the school year you will need to verify your Final Effectiveness Rating (the combination of TDES and Student Growth Measures). This verification is done through eTPES – the site where ODE manages the evaluations for Ohio.

Do not leave your school for the summer without verifying the Final Effectiveness Rating.

The email notifying you that you can verify this will come during the week of May 24. GRADES High School 4th Marking Period Grades are due at 11:59PM on May 25*. Semester Grade Verification will be from Noon on May 26 until 11:59PM on May 27. K-8 4th Marking Period Grades are due by 7:30AM on May 23. *Unless dates are changed by mutual agreement of the principal and Chapter Chair.

BOARD MEETING

The next Board of Education Meeting will be on Thursday, May 24 at Glenville High School (650 East 113th Street). The Board Meeting starts at 6:30. Wear your CTU blue. Wear your new I Don't Want to Strike But I Will tee shirt to the Board Meeting.

CTU END-OF-YEAR PARTY

It is hard to believe that the end of the school year is here. The CTU End-of-Year Party is on THURSDAY, May 26 at Nautica Pavilion from 3:30-7:30. Cassandra Carter and the Social

Committee hope that everyone is planning on coming to the party. It is a great chance to see old friends, meet new friends, and celebrate the beginning of summer. Please plan to attend the Party AFTER the CTU Rally at the Board of Education.

CALLING ON ALL CTU MEMBERS & FRIENDS

Join us for a CTU Voices for a Fair Contract Rally to send our important message to the District. CTU members demand a contract that is good for kids and fair for educators. We demand that the district go back to the table to reach an agreement that is good for kids and fair for educators.

We need you to tell the district and the community that we need:

- To be treated with dignity and respect •Fair evaluations for all educators
- Electives, libraries, career tech for kids
- Less testing
- Living wages for paraprofessionals

Join us at 1111 Superior. Every person is important. Wear your new shirt. Rally is from 3:30-5:30 to accommodate early schools and late schools. Come march for an hour. RALLY POSTER CONTEST Show even more of your CTU Spirit at the Rally by joining our Rally Poster Contest. Illustrate our Rally theme in a creative, fun, and tasteful way. We will have prizes at the rally, so get the creative juices flowing! You must be present to win. See your poster showcased on our FB page, Twitter feed, and shared by CTU Brothers, Sisters, and all of our friends and family!

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- Fair evaluations for all educators •Electives, libraries, career tech for kids •Less testing
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ADDITIONAL DAY FOR K-8 ART, MUSIC, PE

Jillian Ahrens wants to make sure that all elementary art, music, and PE teachers know that they have the option of scheduling one additional day after the close of school to prepare equipment and supplies for storage. Please see page 33 of the CBA.

SEVERANCE PAY – ARE YOU RETIRING?

David wants to make sure that all members that are planning to retire are aware of the 2 ways that Severance payments (30% of unused sick leave up to \$30,000) are disbursed in accordance with the CBA. **IF YOU ARE AGE 55 (OR OLDER) OR YOU WILL ATTAIN AGE 55 IN THE CALENDAR YEAR OF RETIREMENT:** If you are age 55, over 55, or 54 but will turn 55 by Dec. 31st...this applies to you. If you fall in this category and will be receiving a severance pay from the district then it is **MANDATORY** for employees to enroll in a 403(b) and have the severance pay deposited into that 403(b). The only 403(b) Tax Sheltered Annuity that is used for this severance plan is VALIC. If you don't have an account with VALIC you must establish one before you can access your severance payment. Once you have your account set up, you can leave that money in your VALIC account, transfer if you have another 403(b) account with another provider, or withdraw a portion.

This is a great plan and your severance is not taxable until you withdraw it from your account. The transfer between different annuity providers is not a withdrawal, so you will not be taxed. Additionally, since you are over 55 or attaining age 55 in the year you retire, if you do choose to withdraw these monies, you will not be penalized for an early withdrawal (you will simply pay the taxes on the amount of money you need). As always, consult with your financial planner or annuity provider on what best meets your financial needs. **IF YOU ARE NOT 55 OR OLDER IN THE CALENDAR YEAR OF RETIREMENT:** It is not mandatory to enroll in a 403(b). Severance will be paid in a lump sum payment no later than 2 1/2 months after the effective date of retirement. This will result in a pretty significant amount of your severance being taxed. Employees may elect to have all or a portion of the severance deferred to a tax sheltered annuity. Please check with your financial planner regarding tax sheltered annuity, withdrawal of the dollars, and any penalties that might apply.

SCHOOL CALENDAR 2016-2017

The Board of Education voted to approve the 2016-17 school year calendar at the Board Meeting on April 19. The calendar is posted on the CTU website. Voluntary Professional Development for Paraprofessionals and Sign Language Interpreters (at traditional schools) will be on August 9 and first day for certificated members (at traditional schools) will be August 10. The calendar for the 2017-18 school year will be voted on at the May 24 Board Meeting.

CONTINUING CONTRACTS

For all members that submitted continuing contract application before September 15 – voting to approve Continuing or Extended Limited contract will be conducted at the May 24 Board of Education Meeting at Glenville.

GOLF OUTING

The 8th Annual CTU/CCU Golf Outing is Saturday May 21, 2016. Consider registering as a team of four or as an individual. Would your school like to sponsor a hole? A collection of a few dollars from each member of your staff adds up, and all money raised supports the Tri-C Scholarship fund, which provides financial awards to CMSD graduates at Tri-C. Contact Wendi Kral with your school sponsorship or questions at Wendi.Kral@clevelandmetroschools.org.

OUTSTANDING BLUE AWARD FOR MOBILIZATION

Congratulations teachers, paraprofessionals, and related service providers at Max Hayes High School and Joseph Gallagher who receive the Outstanding Blue Award. These members mobilized to stand up for and with their colleagues, the kids of Cleveland, the Union movement, and the preservation of public education. Thanks to all of these members that attended the Board Meeting at Max Hayes in April. You are the

CTU! TDES APPEALS

Composite appeals can be appealed within 10 days of the composite conference. The first step is to email the Academic Superintendent with specific information regarding the appeal/components being appealed. The Academic Superintendent has 10 working days to resolve the appeal. If not resolved, the member can email TDES@clevelandmetroschools.org to request that the TDES Co-Chairs review the appeal. The Co-Chairs have 10 working days to respond. All appeals must be submitted to the Academic Superintendent within 10 days of the event, but no later than June 13, 2016. Any appeals submitted after June 13 will not be timely.

HEALTHSPAN

A special Open Enrollment Period will be conducted for all CMSD employees that are currently enrolled in HealthSpan. The Open Enrollment period will be May 2 – May 31. Employees will be able to choose either Medical Mutual of Ohio (MMO) or Aetna to replace HealthSpan starting on September 1. Employees will need to choose a new health care provider that will begin coverage on September 1. The choices will be Medical Mutual or Aetna. Both of these options have higher premiums than HealthSpan. This does mean that health care costs will go up for these members effective September 1. Any employee that does not make a selection during the Open Enrollment period May 2 – May 31 will automatically be enrolled in Aetna with the same coverage and with the change in premium.

TEXT ALERTS

A text service is available for members of the CTU. You can sign up right now to receive mobile text message alerts from AFT-Cleveland Teachers Union. You will receive updates, notices, and reminders. Get your phone out right now and send a text message with the word `ctu279` (lowercase, no spaces) in your message box. Send to the phone number 69238.

AFT-CTU will never charge you for text messages, your carrier's Message & Data rates may apply.