



Cleveland Teachers Union

News & Notes

Compiled by Tracy Radich, 1st Vice President
Issue 28 – August 24, 2015

INTERVENTION SPECIALISTS

Laptops are being delivered to all Intervention Specialists K-12 (except Promise Academy) by the Special Education Department. The Pre-K Intervention Specialists will also be receiving laptops through a different funding source. If you have not received your laptop please email your principal and chapter chair. The principals should contact Jessica Baldwin.

Our Low Incidence teachers will be received a new curriculum called Attainment. The materials are grade banded (k-5 and 6-12). There will be PD scheduled for those teachers who will be using this curriculum. The Special Education Department also purchased sensory materials for our Low Incidence classes and Low Reading Ability/High Interest Reading materials for each building. Please watch for these deliveries.

WELCOME NEW MEMBERS

Wendi Kral and the Membership Committee welcomed over 200 new members during BLUE! The new members had the opportunity to hear from CTU Executive Board Members and our President, David Quolke. Members were given an overview of what each CTU committee does and all of the benefits there are when becoming a member. They were also encouraged to get involved. Please help new members navigate the waters so that we can all be successful! Membership lists will be given out at the September Delegate Assembly. Remember, that if you are at a different building this year, please see your Building Chair so that we have accurate records for when we send out your CTU membership card. Again a huge welcome to all that have joined us in Cleveland!

CDCS AWARD UPDATE

Per our CBA, all members should see the 1% base pay increase reflected in the first check of the 2015-16 school year. For most members this will be Friday, August 21. Additionally, members who earned a total of 15 Achievement Credits (ACs) by the end of the 2014-15 school year should see their schedule move reflected in the first check, as well. The supplemental differentiated stipends for attendance, building goals, and CFL goals will be awarded at a later date, which will be announced very soon. This is also true of the \$1500 award for Related Service Providers who joined CDCS at the start of last school year. The reason for the delay is due to issues in opening the portal to check ACs and awards. The district does not expect the portal to open

until the beginning of October. If you have general questions about CDCS, please contact our Joint Governing Panel at mbx.JGP@clevelandmetroschools.org. If you believe that you should have moved on the salary schedule but do not see the movement reflected in your pay, please e-mail Amanda Artbauer and copy Shari Obrenski on that e-mail.

B.E.S.T. Rubric

BEST Rubrics will be emailed Principals and Chapter Chairs on August 27 or 28. Making adjustments to staffing (if necessary) will be done in September in order to have everyone in place by October 1 (per CBA). If there is a need to reduce allocations in your building then Necessary Transfers will need to be identified. The BEST Rubric determines who the proper person(s) is. Chairs and Principals are the first team to verify the information (which can be checked via Esweb). HR will verify Rubrics prior to issuing NT notices to teachers. Remember that if a teacher or paraprofessional is transferred, then effective on the first day of the second grading period, this person carries with him/her all system seniority accumulated to that time (Article 12, Section 4, A). What this means is that if necessary transfers are needed you would look at the scores on the B.E.S.T Rubric of those who were new to the building first. This includes new hires and transfers. Paraprofessionals do not need to complete the BEST Rubric. If Necessary Transfer for paraprofessionals are needed, those that are new to the school are considered first in their order of seniority, then those that were in the building last year by seniority and classification.

There is a change to the BEST Rubric this year. The past two years, the field of **Areas of Specialized Training and Experience** has not been applicable. This year a committee (as required by law) of 3 CMSD and 3 CTU Representatives met to determine what, if any, areas of specialized training and experience needed to be identified. Article 19 Section D of the CBA identifies the process for identifying areas of specialized training and experience. The committee looked at training, cost, who could do it, whether there were areas that required levels of training that could not be easily replicated, and if the individuals were laid-off would the program be destroyed. After interviewing teachers and administrators from programs all over CMSD, the only 2 agreed upon areas for 2015-2016 are Montessori and

Bard. For the 2015-2016 school year, teachers that are Montessori endorsed teachers (that are currently teaching in a Montessori program) and teachers currently teaching at Bard, are able to add 1 point for specialized training. Currently, only Tremont and Bard teachers would be eligible based on the agreed areas of specialized training.

GROWTH & IMPROVEMENT PLANS

All CMSD teachers and RSPs are on either a Growth Plan or Improvement Plan for the 2015-2016 school year. Paraprofessionals do not have to do a Growth Plan or an Improvement Plan. Accomplished teachers must do a Growth Plan (even if you are not going to be evaluated this school year). All teachers that are new to the district must complete a Growth Plan. Teachers are on an Improvement Plan for the following reasons:

- Student Growth Measure of Least Effective or Approaching Average
- TDES rating Ineffective or Developing
- Ineffective on any power component on the TDES Composite

Teachers and RSPs write the Growth Plan. The portal just opened today (August 24). Evaluators write the Improvement Plans. Both the Growth Plan and the Improvement Plans have 2 goals. **Plans are due on September 4.** Support material is available here: <http://www.clevelandmetroschools.org/Page/7529>

CONTINUING CONTRACT APPLICATIONS

Continuing Contract applications are due September 15. See CTU website for application and eligibility criteria.

INTERVENTION SPECIALIST IN PC

Intervention Specialists in the Planning Center (PC) Be sure that your building schedule adheres to Article 15 Section 5 of the CBA. **"An intervention specialist is to be scheduled to provide services to students with IEPs in the PC for a minimum of 2 periods every day. If no students with IEPs are assigned to the PC for that day, these periods shall be unassigned periods. Assignment to the PC shall be voluntary. Intervention Specialists must submit in writing to both the principal and chapter chairperson their willingness to volunteer for the PC assignment in lieu of a teaching assignment. If sufficient volunteers are not available to meet the needs of the PC assignment, the principal and chapter chairperson shall determine the fairest and most appropriate solution. No intervention specialist shall be involuntarily assigned to the PC for two consecutive school years. The intervention specialist assigned to the PC will not replace or serve in lieu of the Planning Center Instructional Assistant (PCIA)."**

Any intervention specialists in your building can take on this assignment. This includes teachers in low or high incidence assignments and substitutes in those assignments. To lighten the burden on everyone some buildings have given each Intervention Specialist one or two periods a week. In other buildings one person has taken on all ten periods. This is a building decision, but it has to be scheduled as part of the building schedule. There will need to be ESP time available for any Intervention Specialists who have self-contained classrooms.

PLANNING CENTER INSTRUCTIONAL ASSISTANT (PCIA) SCHEDULE

Please make sure these are scheduled per the CBA Article 15 Section 30, **"The school support personnel employee (psychologist, nurse or guidance counselor) assigned to the SST by the District shall meet with the PCIA weekly for a period of forty-five to sixty minutes to discuss student support and interventions. The day and time of the weekly meeting shall be mutually agreed upon by the principal, school support personnel employee and the PCIA. If the meeting occurs before or after school, the school support personnel employee will be paid at the in-service instructor rate for the meeting. Any part of an hour will be considered an hour." "The principal and PCIA shall mutually agree to a schedule which includes a duty-free lunch, two personal needs times of fifteen minutes each, and a forty-five minute planning period. This planning period shall be scheduled before or after school to record office referral information into the electronic system and to conduct the PC activities."**

RSP MASTERS DEGREE ATTAINMENT

If you are a Related Service Provider (members that went on the 5 touch evaluation in the 2014-15 school year) please make sure that you see the Guidelines for Master's Degree Attainment that is on the CTU website. RSPs who started a Master's Program prior to Feb. 1, 2013 and were employed by the CMSD in 2013 when the current CBA was ratified, may be eligible for a one time stipend. Please see the website for all of the details. You can also contact Shari Obrenski (sobrenski@ctu279.org). Deadline to submit information for this stipend is September 11, 2015.

NEGOTIATIONS

As you are probably aware, we are in the last year of our contract. The Collective Bargaining Agreement expires on June 30, 2016. The CTU Negotiations team has already begun to prepare for the upcoming Negotiation. We will be seeking your input over the next several

months, because we know that EVERY VOICE
MATTERS!

LABOR DAY FESTIVAL

Northshore Federation of Labor 2015 Labor Day
Festival is on Saturday, September 5 at James Day
(Nike) Park (11828 Pleasant Valley Road, Parma) from
10am – 4pm.