



Cleveland Teachers Union

News & Notes

Compiled by Tracy Radich, 1st Vice President
November 28, 2016

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.

WORKDAY

Workday will officially open on December 17. All members should log into Workday on December 19 and verify the following: Name is correct, bank is correct (or pay card info is correct), work place and position are correct, sick day balance is correct, personal info is correct. CTU members DO NOT check in and check out each day. CTU members DO NOT need to log in each day to Workday. All additional work that is done at the school level that requires additional compensation need to be entered into the Workday system for payment to be issued.

PAYCHECKS

Please keep your pay stub on December 16. Use this to verify number of sick and personal days that are transferred into Workday when it officially goes live. Check balance of sick and personal days in Workday on December 19. Your December 16 and December 30 paychecks will be issued under the current payroll practices. The paycheck that is issued on January 13 will be the first paycheck issued using the new Workday system. No paystubs will be mailed. All paystubs will be available online through Workday. This paycheck will cover the pay period of December 17 – December 30. The pay period of December 31 – January 13 will be paid on January 27. Technically, you are paid 2 weeks after you verify the information submitted in Workday.

DISCIPLINE REFERRAL FORMS

The office referral form is a bargained form that is on page 160 of the CBA. Schools cannot and should not have other forms developed at the school level. The official referral form is a document with the offenses on the back side of the referral. Official forms were resent to all Chairs by Jillian Ahrens last week. Each referral that is written should have an administrator response that goes back to the referring teacher per Article 15, Section 4, C. All members have a right to know the discipline that was issued from the appropriate administrator.

REI

REI (Removal for Educational Intervention) Forms were sent to all Chairs from Jillian Ahrens to be shared with all members. These forms can be used should a child be consistently or flagrantly disruptive or disrespectful, or one of the other listed offenses on the form (Article 15, Section 5). Every school has the right to use REI. If you have any questions, please let Jillian Ahrens (jahrens@ctu279.org) know.

DECEMBER 23

Michelle Rzucidlo wants to make sure that all members are aware that at the November 22nd Board of Education meeting, the 2016-17 school year calendar was officially amended. The Board approved Friday, December 23, 2016, as a half-day of school with Open House dismissal hours. Early schools will dismiss at 11:00/11:20. Late schools will dismiss at 12:30/12:50.

NWEA/RIMP CUT SCORES

The window for K-10 administration of NWEA is November 28 – December 15. The following table outlines the reading cut scores used by our district to determine if a child is on-track or off-track for reading. The cut scores determine if a student must be placed on a mandatory RIMP for the remainder of the school year.

	Fall	Winter	Spring
K	25(KRA)	144	150
1st	150	162	168
2nd	168	174	180
3rd	180	185	190

In order for students in third grade to pass to the fourth grade (unless exempted per the statute) must pass the state reading assessment (OST) or they must score 190 or higher on the Winter or Spring administration of NWEA.

All of this is a part of legislation called The Third Grade Reading Guarantee. This legislation was passed by the state legislature during the lame duck session in December 2012.

SLO DUE DATE CHANGE

Mark Baumgartner wants to make sure that all members are aware that the SLO timeline has been extended so that teachers and building teams can take the time necessary to do the work. This is to help relieve some of the pressure that is happening with TDES observations and interim reports.

The new timeline is:

- **SLOs are due Wednesday, November 30 at the end of business**
- **SLOs have to be approved by the Principal Tuesday, December 6**

ENCORE POST TEST DATE CHANGE

Because of the extension of the SLO timeline the **Encore post test window for administering the test is now:**

- **Wednesday, December 7 through Tuesday, December 20.**

SLOs

Teachers that are Accomplished or who have submitted an irrevocable notice of retirement need to log into the system. One of the first questions will ask you if you are Accomplished or if you have submitted retirement. Once you answer yes to one of those questions – you are done. Teachers who are not required to complete an SLO are still required to administer all assessments. Please contact Mark Baumgartner or Debbie Paden with any Student Growth Measure concerns.

OPEN ENROLLMENT

November is Open Enrollment month for healthcare. This is the month that members can change health care providers (we have Medical Mutual of Ohio and Aetna to choose from). If you are not planning to change anything, the CTU still strongly recommends that you login and verify that all information in the system is correct. Login information was emailed to all members via CMSD email on October 31. This is also the time when you re-establish or start a new Flexible Spending Account. Flexible Spending Accounts are NOT automatically renewed, they must be renewed annually.

NEGOTIATIONS

The district and CTU negotiations teams continue to meet in the month of November. After members of the CTU and the Board rejected the TA – that allows for all areas of the CBA to be open for talks. In addition to the items that were identified as members as a priority for continued discussion – the district has also identified additional areas as negotiations topics. Talks will continue for the foreseeable future.

CTU APPAREL

The Cleveland Teachers Union Local 279 is pleased to announce that the <http://www.ctu279apparel.com/> is live and taking custom orders now. The Legislative Committee introduced samples at Delegate Assembly of this new apparel. As of today, the site is live and you can order your custom union made and printed gear. Check it out: <http://www.ctu279apparel.com/>. If you have any questions, contact Elisa Kazek (ekazek@ctu279.org).

FLEXIBLE SPENDING ACCOUNT

Michael Kulcsar among many others highly recommend a Flexible Spending Account for all members. A Flexible Spending Account is an IRS pre-tax dollar benefit covering healthcare as well as child and dependent care.

Per the CBA, there are two types of Flexible Spending Accounts. One is for un-reimbursed medical, drug, dental, or vision expenses that occur over the calendar year. In general, if you anticipate out-of-pocket expenses not covered by health care (braces, Lasik surgery, deductibles, copays) you can enroll and have pre-tax payroll deduction to cover expenses. Since it is pre-tax money, you benefit. While these pre-tax dollars go into an account, they do not continually roll-over. More information will be out with the opening of Open Enrollment. Talk to your advisors or Michael Kulcsar to see if a FSA is something good for you too.

PARAPROFESSIONAL EVIDENCE COLLECTION

Jillian wants to remind all paraprofessionals that evidence collection for Domains 1 & 4 is due on December 16.

NEW PARAPROFESSIONAL TDES TRAINING

TDES Training for all new paraprofessionals who have not yet been trained will be held on November 29.

OHIO STATE TESTS (OSTs)

This is a message from Mark Baumgartner: It is never too early to start thinking about the Ohio State Tests (OSTs) that are happening in the spring of 2017. With Safe Harbor going away next year the results of these tests will produce a Value Added score for the students and will also be used as the 35% of a teacher's evaluation for next school year 2017-2018.

One of the things the district and CTU are teaming up on is the sharing of tips and tools for teachers and students starting now and going until the beginning of the OSTs. This week is the first one and it deals with just getting the students familiar with the computer and how to navigate for the state tests. There are two tutorials and each one lasts about 7 1/2 minutes. They deal with signing in and navigating the test itself. The link is at the bottom of this message and it takes you to the Outreach tab of School Net. In the middle of the page is "The Bulletin Board". The first item is an update on the new SLO timeline for teachers and school teams. The second item is the OST Tip #1. This is where the two tutorials are found. This should help our students so the OSTs in the spring aren't a test of a student's computer ability but rather a true test of a student's grasp of content and knowledge.

<https://cleveland.schoolnet.com/>

Contact Mark Baumgartner if you have any questions about this or anything else related to testing and growth measures.

GRIEVANCE FORMS

Mary Moore wants to make sure everyone is aware of the new Grievance forms that are available on the CTU website. On Monday, a slight change was made to the wording at the bottom of the new Step I Grievance form. New forms were sent to all Chairs and are posted on the CTU website. The new forms have an improved layout with instructions and

include an email address that should be used to submit forms: grievances@ctu279.org.

IPDP

All members that have a certificate or license must have an IPDP on file BEFORE taking coursework or PD for CEUs. Everyone should do an IPDP right after their license is renewed. Once approved that is your IPDP until after your next license is issued. You DO NOT write one before coursework and a second one after you have taken all of the coursework. Jim Wagner and Bonnie Hedges will come to schools to help with IPDPs if there are more than 4 people interested in a session. Building Chairs need to contact Jim (jwagner@ctu279.org if you use his CMSD email it is James Wagner) to set up a day and time for the IPDP Session. Jim Wagner (jwagner@ctu279.org), Bonnie Hedges (bhedges@ctu279.org) and Tracy Radich (tradich@ctu279.org) can send you your username and password as well answer individual questions about the IPDP and IPDP process.

NOTE FOR SPECIAL EDUCATORS & RSPs

All intervention specialists and RSPs should have received an email from Jessica Baldwin announcing the district acquisition of Goalbook Toolkit for 16-17 school year. Goalbook is a resource used to create IEP goals and objectives as well as UDL strategies. If an Intervention Specialist or RSP did not receive the email from Jessica please email Mary Moore (Mary.moore@clevelandmetroschools.org).

TEXT ALERTS

A text service is available for members of the CTU. You can sign up right now to receive mobile text message