



# Cleveland Teachers Union

## News & Notes

Compiled by Tracy Radich, 1<sup>st</sup> Vice President  
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News & Notes is a (usually) weeklyish publication sent out to Chairs via email and is available on the CTU website. This is an update of the work that is being done on behalf of all of our teachers, paraprofessionals, nurses, psychologists, speech language pathologists, therapists, and sign language interpreters.

### **HEALTHCARE AUDIT**

The dependent healthcare audit is underway. As of October 25, there are OVER 900 members with family plans that have not completed the audit. The deadline is October 30. Anyone with a dependent on CMSD healthcare must complete the audit. Pages 126-127 of the Collective Bargaining Agreement state: "The District shall have the right to conduct a hard audit requiring employees to produce acceptable documentation to establish eligibility for coverage for the employee as well as any claimed dependents and/or spouse." The last hard audit was conducted in 2013.

Important to note:

- This only applies to you if you have dependents or spouse claimed on our healthcare. If you have single coverage – there is nothing for you to submit or do during this audit.
- Teachers, paraprofessionals, and related service providers that are new hires to the district (just starting after July/August 2018) are not required to participate in the audit. New hires have just provided all of the documentation required in order to sign up dependents and/or spouse for healthcare.
- Some things you may need to gather: dependent birth certificates, court orders, custody orders, federal tax forms, financial documents, marriage certificate.
- If you have a marriage certificate you will also need your tax return to show that you are still married.

### **SLOs**

Mark Baumgartner wants to make sure that everyone knows that the SLO Portal is open. ALL teachers must log into the SLO portal. Teachers that log-in will answer a series of questions that will determine whether or not an SLO must be completed. The deadline for initial submission of SLOs is November 2. Principals and TDES teams have until November 9 to approve all SLOs. Please check your email at least once a day during the SLO process. If the SLO is rejected, see the written feedback. Make appropriate changes and resubmit SLO before

November 9. If you have any questions about SLOs or the SLO process please contact Mark Baumgartner.

### **VALUE ADDED**

Teacher level Value-Added data will be released in October or November. If you have Value-Added as a Student Growth Measure, you will receive an email from SAS/EVAAS. Value-Added makes up 35% of the Student Growth Measures. Value-Added data is a year behind, so the Value-Added results from Spring of 2018 will combine with this year's SLO to make up Student Growth Measures. If you have any questions, please contact Mark Baumgarten or Deb Paden.

### **CLASS SIZE OVERAGES**

Overage Forms for Grading Period 1 are available online on the CMSD website. Here is the link to the web page: <http://www.clevelandmetroschools.org/Page/13705>.

Completed Overage Forms are due November 2. When you are turning in completed overage forms and documentation, that must be emailed from your CMSD email to Areal Jones

([areal.jones@clevelandmetroschools.org](mailto:areal.jones@clevelandmetroschools.org)). Forms that are sent any other way will not be accepted.

Overages are reported 8 times a school year (each Interim and Report Card period). If you have an overage make sure that you print your Interim Summary and your Grade Summary from ESchool as soon as you complete your Interims and Grades. You can only claim the students that appear for overages. If a student transfers, they are immediately gone from your roster. If the overage that you have is a caseload overage, there is a specific procedure that you will follow to get the names from ESchool.

### **PREP AND ASSIGNMENT OVERAGES**

Forms for Prep and Assignment Overages were sent to Principals and Chapter Chairs on 10/25. One form is completed and submitted for each school, but documentation must be included for EACH TEACHER to show prep and/or assignment overages. Please upload one complete submission per school. Details are on the submission form. All information needs to be uploaded no later than November 14 in order for payment to be processed and paid prior to the December 1 deadline. Please let Shari Obrenski, Mark Baumgartner, or Mary Moore, know if you have questions or need assistance.

### **FORMAL ANNOUNCED OBSERVATION (FAO)**

A few notes to remember as we enter the Formal Announced Observation season. 1) New teachers to the district are required to have 6 hours of TDES training PRIOR to any TDES evaluation. New related service

providers and paraprofessionals are required to have 3 hours of TDES training prior to any TDES evaluation. 2) There is a ten day window from pre-conference, to evaluation, to post-conference. 4) Enter evidence after the evaluation if there is anything that is missing or incomplete. 3) This is the first event that can be appealed. You have 10 days to Appeal. The Appeal starts with the Network Leader.

### **CHARITIES OF CHOICE**

Charities of Choice Campaign is now live! You should have received an email through your CMSD inbox on or around October 15 regarding your online log-in information to participate in this campaign. If you would like to donate cash, you can request a paper copy of the form through Meg Ryan Shockey at the CTU office ([mryan@ctu279.org](mailto:mryan@ctu279.org) or 216-861-7676 x. 231). This campaign will run through December 21, and we encourage members to participate for the good of the Greater-Cleveland community. Thanks.

### **K-8 ESP STUDENT GROWTH MEASURES**

Language in the CBA states: "K-8 ESP classes must be scheduled to meet a minimum of 12 periods in a semester or 24 periods in a year between pre and post assessment for Student Growth Measure purposes." If there are not 12 or 24 periods scheduled, the Student

### **SUBSTITUTES WORKDAY**

Just want to re-emphasize how important it is for substitutes to verify what is in Workday and submit. I recommend that substitutes verify and submit on a weekly basis. This makes it easier to correct any errors before pay day.

### **WELLNESS IS ANNUAL**

The negotiated Wellness discount for health insurance rates (Medical Mutual, Aetna, and UH Choice) will apply to 2019 rates and 2020 rates but remember that the Wellness check must be done annually. It is a great way to save money (health care costs will only continue to rise) and it is good to see your doctor to monitor and maintain good health. The same forms will be used this year as last year to document a Wellness visit. Wellness appointments must occur between 11/1/17-10/31/18.

Forms are available on the CTU website.

Members and those covered on their health care have one free preventative visit annually. Just make sure that when you schedule your appointment it is scheduled as a Wellness visit and tell the nurse what you need (Biometric testing consisting of Body Mass Index (BMI), glucose, blood pressure and cholesterol testing). Show your Doctor your completed health risk assessment and have them sign the Physicians Certification Form. Both forms are available on the CTU website.

### **FB FOR EDUCATORS NEW TO CMSD**

As recommended by one of our early career educators, CTU has started a new FB group solely for teachers, paraprofessionals, and related service providers that have been in the district in 1-3 years. This page will attempt to help all of our educators that are new to the district navigate some of the intricacies that are unique to

Cleveland such as: What is VPD, how Open House is conducted, evaluation, conferences, etc. If you are a teacher, paraprofessional, or related service provider who has been in CMSD less than 4 years – please join our new educator community. Find [New Cleveland \(CMSD\) Educators](#) on Facebook.

### **CTU PINTEREST**

Christy Rorick-Brown wants everyone to know that CTU has a Pinterest page with Boards of information for back-to-school, classroom organization, art, related service providers, paraprofessionals, music, etc. Come follow our new Pinterest page. Search Cleveland Teachers Union and look for the CTU logo.

### **DO YOU HAVE AN APPROVED IPDP?**

IPDPs need to be written BEFORE you take classes for your license renewal. An IPDP should be written and approved *as soon as you have your new license in hand*. You DO NOT write a new IPDP when it is time to apply for a new license. If you have an approved IPDP that was written after your current license was issued, there is no need to write a new IPDP. When done correctly, the IPDP is written as soon as you get your new license and prior to taking any classes or PD that counts for CEUs and it is not written at the end when you are applying for renewal



Cleveland Teachers Union 279



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### **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.