

# JEFFERSON TEACHER/PSRP



Official Publication of the JEFFERSON FEDERATION OF TEACHERS

November, 2015

## BP Proceeds/Customer Service Training

The Board approved the Customer Service Training at its November 9th meeting. Employees must meet the following criteria in order to receive the BP proceeds:

1. An active employee, eligible for benefits (20+hours per week);
2. and employed on July 15, 2015 (date BP funds were approved by the board);
3. and employed on August 11, 2015 (date BP funds were received by the Board);
4. and complete customer service training and certification by December 4, 2015.

A one-time stipend will be given after the completion and certification of training in the following amounts:

\$600 (*employees on the teacher salary schedule*)

\$500 (*all other employees*)

(An eligible employee who is currently out on approved leave will complete the online training (Tier III) within 90 days of returning to full duty. The stipend will be paid once the employee submits a certificate of completion to the Human Resources Department).

### The training will consist of three tiers:

**Tier I (Face-to-Face Training)** Principals, School Secretaries, School General Clerks, Central Office Front Desk Personnel, Human Resources Department, Compliance Office, Hearing Officers, Superintendent's Cabinet, ESL Testing Personnel

Tier I Training Dates are as follows (all tier I training will take place at the 501 Manhattan Administration Building):

Sat., Nov. 14, 2015	8am-11am
Wed., Nov. 18, 2015	4pm-7pm
Mon., Nov. 30, 2015	4pm-7pm
Tue., Dec. 1, 2015	4pm-7pm
Thu., Dec. 3, 2015	4pm-7pm

**Tier II (Face-to-Face Training)** Bus Drivers and Bus Attendants

Tier II Training Dates are as follows (all tier II training will take place at the 501 Manhattan Administration Building):

Sat., Nov. 14, 2015	1pm-4pm
Tue., Nov. 17, 2015	10am-1pm
Wed., Nov. 18, 2015	10am-1pm
Tue., Dec. 1, 2015	10am-1pm
Thu., Dec. 3, 2015	10am-1pm

**Tier III (Online Training)** Teachers, AP's, Deans, Librarians, Guidance Counselors, Student Support Unit (Pupil Appraisal, Nurses, Social Workers, etc.), Remaining Classified (Custodians, Cafeteria Workers, Para-educators, etc.), Remaining Central Office Personnel

Tier III online training will run from November 23, 2015-December 4, 2015. This can be completed from any computer of your choosing.

If you do not have a computer at home with internet access or if you need assistance with operating a computer, group sessions will be offered as follows:

Mon., Nov. 30, 2015	4pm-7pm	Bonnabel Boardroom EB
Tue., Dec. 1, 2015	4pm-7pm	Bonnabel Boardroom EB
Tue., Dec. 1, 2015	5pm-8pm	Adm. Bldg. (501) WB
Thu., Dec. 3, 2015	4pm-7pm	Bonnabel Boardroom EB
Fri., Dec. 4, 2015	4pm-7pm	Adm. Bldg. (501) WB

Please visit [www.jppss.k12.la.us](http://www.jppss.k12.la.us) and click the Customer Service Presentation link (under Quick Links) for additional information.

## Conference Forms "Write up's"



If you are written up on an administrative (school level) or special (human resources) conference form you have 15 calendar days to respond. If you are a JFT member and have questions or require assistance with your response, please contact the JFT office.

If you are a JFT member and you have been accused of impermissible corporal punishment, or using excessive force, or a morals offense, we recommend that you immediately contact the union for assistance and advice. The principal may ask or direct you to submit a written statement. We recommend that you contact the JFT office before submitting anything in writing. Also, if the Sheriff's Office or Police Department wants to ask you questions, and you are a member of JFT, we recommend that you contact the union. You will immediately be referred to our attorneys. But remember, this is for members only.

In order to receive assistance from union staff or legal counsel, you must be a member when the incident is alleged to have occurred, and you must be referred to the attorney by the union staff.

## Run-Off Election



If you haven't already early voted, it is important to make your voice heard on November 21, 2015. JFT endorsements, made in conjunction with our state organization, the Louisiana Federation of Teachers, are posted on the JFT website ([www.jft.org](http://www.jft.org)) and the JFT Facebook page. Make sure your voice is heard! Vote!

## Louisiana AFL-CIO 2016 Scholarship Opportunities



The Louisiana AFL-CIO will be awarding three (3) \$1,000 scholarships at its 61st Annual Convention in March. All contestants must have their application materials postmarked by December 29, 2015, and mailed directly to Ms. Julie Cherry at the Louisiana AFL-CIO, P.O. Box 3477, Baton Rouge, Louisiana 70821.

To be eligible to enter this essay contest, all contestants must be high school **seniors** residing in the State of Louisiana whose parent/step-parent is a member of an affiliated local union in good standing with the Louisiana AFL-CIO.

An essay is required for consideration in this competition. The topic of the essay contest is **"The Effect Global Trade Agreements Have on American Workers"** and the rules are as follows:

1. Contestants are expected to use encyclopedias, textbooks, the Internet, biographies, bulletins, newspaper articles, the AIL Labor Letter, reports of private organizations or governmental agencies, personal interviews with union personnel (other than their parents), and other research materials deemed appropriate as sources of information. Research materials should be properly cited and documented.
2. The contestant's application must include the following:
  - a. A one-page cover sheet showing the student's name, address, phone number, name of school, name of parent who is a union member, and the complete name, local union number and telephone number of the local union of which the parent is a member.
  - b. All applicants must submit an essay not to exceed 2,000 words on the topic. **DO NOT put your name on the essay!**
  - c. A current copy of the applicant's high school transcript.

The scholarships will be awarded primarily on the basis of the essay's worthiness, but the required information will be considered as well. Essays will be judged on the basis of ideas presented and developed, quality and pertinence of the reference information employed, and the overall clarity and originality of the essay.

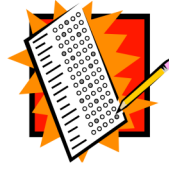
## Worker's Compensation

Louisiana laws grant rights and protection to educators who suffer injuries during the course of employment. Your pay and benefits will depend upon whether you were injured due to an assault/battery, or due to physical contact while providing physical assistance to a student, or from other causes.

If you suffer an injury during the course of employment, your first step is to record the incident on a First Report of Injury form. Make sure you record exactly what happened.

If you are a JFT Member and have questions, please contact the JFT office immediately (504) 454-5047.

## AFT News White House changes course on testing



The White House and the Department of Education on October 24, 2015, released a new **"Testing Action Plan,"** which acknowledges that the obsession with high-stakes testing has gone too far and admits administration policies have helped drive the problem.

Among the features included in the plan is a statement that no standardized test should ever be given solely for educator evaluation, as well as a commitment to working with states and districts to eliminate such tests. Students face about 112 examinations throughout their preK-12 years, or approximately eight tests per year. "The current assessment regime needs to be revised," the report concludes.

AFT President Randi Weingarten welcomed the Obama administration's course change as "a huge step," and one that "happened because educators and parents spoke up until the White House listened." The administration has promised new guidance on testing by January, and Weingarten says it is critical that the process of crafting a solution include the voices of parents, students and teachers—the stakeholders who first identified the problem.

What follows is a set of principles and steps to correct the balance, protecting the vital role that good assessment plays in guiding progress for students and evaluating schools and educators, while providing help in unwinding practices that have burdened classroom time or not served students or educators well.

## Free Resources Developed by Teachers, for Teachers



Launched in 2012, by the American Federation of Teachers and TES Connect, *Share My Lesson* is an innovative Web-based platform that provides anyone who works with students a place to collaborate and share their best practices.

The site provides more than 260,000 free resources covering all grades and subjects. It also includes a dedicated section on the Common Core State Standards and provides a growing collection of resources aligned to the standards.

Users of the site can share their own resources and download resources from colleague across the country. Start exploring free resources at:

[www.sharemylesson.com](http://www.sharemylesson.com).



# EYES ON THE SCHOOL BOARD



November 2015

## Organizing. Advocating. Winning.

The November School Board meeting began at 6pm on Monday, November 9 at the Administration building. All 9 school board members were present, as well as Supt. Isaac Joseph. The meeting ended around 10:20pm.

### Employees' Petitions Work

At a time when public schools are under attack by the privatization and charter movement, and school employees are vilified by politicians, it has become increasingly difficult to funnel necessary resources into salaries. These resources are needed for school improvements and textbooks. Salaries that attract and maintain top level employees are often left unfunded.

A year ago, school employees incited the community to action, and helped change popular opinion about the direction that schools should be going. Flipping the school board from a business-backed majority to a community-backed majority has already facilitated considerable changes, including re-opening several schools, administration being more responsive to employee needs, and now, winning back a legitimate salary schedule.

At the November school board meeting, the Jefferson Federation of Teachers leadership presented the board members with a Salary Step Petition holding nearly 3,000 signatures from teachers and school employees. School employees stood up and declared they'd had enough. Salaries need to be a priority, this year and every year.

#### Officially, the board decided on the following:

- Everyone will move up one step, based on being evaluated as a 2, 3, or 4 (Employees evaluated as a 1 will not move up a step)
- This is retroactive to employees' start date (August or January)
- At the first paycheck in January (January 15, 2016) step increases will be implemented
- Future step increases will have to be negotiated

Two JFT members, 4th grade teacher Elisa Western from Bissonet Plaza Elementary and Vocational Assessment Teacher Mia Hurst, advocated for themselves, their fellow employees, and the students of Jefferson Parish at the meeting:

*"When my husband and I first began talking about marriage years ago, I warned him, 'You're marrying a teacher!' I spent a lot of time and money on my students and I'm not going to compromise!" Now, years later during tax season, he likes to announce my grand total of dollars spent on my students, he shakes his head and we share a smile. He doesn't complain because he knows the money spent is worth it. When he was almost killed in a car accident several years ago, and spent three years in chronic pain and utter turmoil—he never once asked me to compromise the time and effort I spent on my students. There were countless hours in emergency rooms grading tests, perfecting lessons, and researching best practices. Then the bills began piling up and piling up, and life got really scary for a while. We were basically living on my public school teacher salary; he never once complained about or asked me to stop spending money on my students. Instead we made sacrifices in other areas. We both knew that in the life of each child, it's worth it.*

*As teachers, we make our classrooms bright, cheerful, and welcoming. For some students it's the safest place in their world. When our students are hungry, we bring them food. When they show up in dirty, threadbare socks, we bring them new ones. We donate school supplies, books to read in homes where there are no books, and, most importantly, we show students that they are cared for and loved. For teachers, there's so much more involved than time and money. Teachers are emotionally invested and our students' well-being is worth all of the sacrifices we make.*

*Every day, in countless ways, teachers send the message to our students that they are worth it; worth the time, stress, worry, tears, hard work, and yes, money. The salary step increases sends a message to teachers like me that what we do is worth it. The beliefs of the Jefferson Parish Public School System include the ideas that all children deserve a high-quality education and that all children deserve excellent teachers. Keeping excellent teachers in the district and attracting excellent teachers to come into our district is key to providing the best education that we can to our students. One way to do that is to implement the salary step increases for teachers. Send the message that you care about your teachers as much as we care about our students. Thank you."*

— Elisa Western

*"I work within the Vocational Service department; although my job title is "job trainer" I function as a vocational assessment teacher at the high school level. This year marks my 22nd year of teaching. This 2015-2016 school year marks the 1st year that I'm the only vocational assessment teacher for ALL East and West Bank high schools of Jefferson Parish. I assess the students as part of a federally-mandated transition plan. In addition to this role, I serve as the liaison between the West Bank high schools and the Cuillier Career Center for students with mild/moderate special needs. This role allows me to assess and match these students to specific career programs at Cuillier. This is of importance to the community because without the assessment/matching process these students would not otherwise get the opportunity to grow in these programs and transition into adulthood with more opportunities within the job market and the education field.*

*For these reasons, it is important to continue to strengthen the commitment to Cuillier, to our educational system, and to the educators that serve our communities. A fair salary step for our educators and school is one of the components of this commitment. It acknowledges the loyalty, dedication, and skills that we bring to the table each and everyday. Making sure that our educators and school employees have a living wage is the first step in ensuring that our education system is fully-funded to serve our communities and to provide each student with a variety of resources to fulfill their needs.*

*In closing, with the implementation of the Jump Start career diploma program statewide and the growing importance of vocational training and careers to our economy, now is the time to invest in the educators and school employees of Cuillier Career Center and the rest of our educational system. We are tasked with shaping our students and providing them with the necessary tools to successfully transition into adulthood. This salary step for ALL educators and school employees is one of the components in this fulfilling this commitment to our youth and communities." — Mia Hurst*

**The board unanimously agreed to pass step increases.**

**The next School Board meeting is tentatively scheduled for December 10, 2015 at 6pm at the Administration Building.**