

# JEFFERSON TEACHER/PSRP



Official Publication of the JEFFERSON FEDERATION OF TEACHERS

October, 2016

## LFT News

### *LFT's Larry Carter Named to ESSA Panel*

Louisiana Federation of Teachers Interim President Larry Carter has been named to Governor John Bel Edwards' advisory panel on the Every Student Succeeds Act, a federal education law aimed at improving student performance in public schools.

ESSA is the latest version of the Elementary and Secondary Education Act, which sets guidelines for the ways that federal funds are appropriated to the states. The law came under heavy criticism several years ago when it was called No Child Left Behind. Educators called it a test-and-punish style of reform that tended to inaccurately and unfairly label teachers and schools as failing.

Louisiana's plan to implement ESSA is expected to be finalized early next year, when it goes before the Board of Elementary and Secondary Education for approval. Some areas to be determined in the new plan include a reduction in standardized testing, improving teacher training and tweaking the way schools are graded. "Most teachers agree that our students are overtested, and that the results of the test aren't always used appropriately," Carter said. "It is encouraging to

see that plans are underway to limit standardized testing."

The interim president said that the state should rethink the current grading system for schools. "Assigning a single letter grade to schools does not give parents all the information they need," Carter said. "School reviews should be based on a number of factors that have a bearing on student success."



### Fleur de lis/JFT Logo Shirt Orders

We are currently taking orders for JFT Short-Sleeve Golf Shirts and Ultra Cotton T-Shirts.

The golf shirts and t-shirts come in the following colors and sizes - Royal Blue, Black and White, Small-5XL. The cost of the golf shirt is \$30-\$35 and the t-shirt cost is \$10-\$15 (depending on sizes ordered).

Members interested in ordering shirts can do so on the JFT website, [www.jft.org](http://www.jft.org), or contact the JFT office, 504-454-5047, for an order form.

### JFT Member Benefits Spotlight



#### MetLife Auto & Home Insurance

Buying a car and a home are likely the two biggest purchases you will make in a lifetime. Because it is important to protect these valuable assets, the AFT has joined with MetLife Auto & Home to provide access to special group discounts on auto and home insurance.

#### Start Saving Today

Don't wait for your current policy to expire to call for your free quotes. Even if you've recently switched insurance carriers, you could save more with MetLife Auto & Home's discounts.

This benefit is available to JFT members only. To learn more, please visit [www.metlife.com/AFT](http://www.metlife.com/AFT). (You will need your membership ID information.)



### Know Your Contract: *Duty Free Lunch*

Article VI-Duty Free Lunch, of the Agreement between the Jefferson Federation of Teachers and the Jefferson Parish School Board states that: The teacher shall receive an uninterrupted thirty (30) minute duty-free lunch period each full day. On those days when students are not in attendance at lunch time (e.g. exam days, parent conference days, records days, etc.) teachers shall be given one (1) hour of duty-free lunch.

### PSRP - News You Can Use

Paraeducators may be used as substitutes only in emergencies when substitutes, including teachers as substitutes, are not available. The unavailability of substitutes must be documented. Work breaks are also recommended for paras. Work breaks should not exceed one (1) in the morning and one (1) in the afternoon, a maximum of fifteen (15) minutes in duration at times which are least detrimental to the continuous efficiency of the classroom schedule.

### Fall Election



It is important to make your voice heard on November 8, 2016. 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)).

Make sure your voice is heard! Vote!

# From The Lawyer's Desk

By Larry Samuel, JFT General Counsel

## QUESTIONS AND ANSWERS CONCERNING INJURIES IN THE COURSE OF EMPLOYMENT



- 1. WHAT IS "WORKERS' COMPENSATION?"** Workers' compensation benefits are benefits that you receive when you are injured in the course of employment. This includes both payment of wages and medical expenses.
- 2. IF I AM INJURED IN THE COURSE OF EMPLOYMENT, WILL I CONTINUE TO RECEIVE FULL SALARY? WILL I BE REQUIRED TO USE SICK LEAVE DAYS?** The amount of your salary will depend on the cause of your injury.
- If your injury was caused by an assault or battery by a student or any other person, you are entitled to receive full salary for the duration of your disability, without any loss of sick leave days.
  - If your injury was caused by physical contact with a student while assisting a student to prevent injury to the student, you are entitled to receive full salary for up to one year (teacher) or ninety days (non-teacher) during your disability, without loss of sick leave days.
  - Otherwise, you are entitled only to "workers' compensation wages," which consists of 66 2/3 percent of your regular salary, up to a maximum of approximately \$649.00 per week. You have the right – at your option – to use accumulated sick leave days to supplement this partial salary. You would receive sick leave pay in addition to workers' compensation wages, to equal (but not exceed) your regular salary. A formula is applied, so that you are not required to use a full sick leave day for each day that you are absent because of your injury. Teachers who have exhausted sick leave days, and are still disabled, may receive "extended medical leave" in addition to workers' compensation wages, not to exceed full salary.
- 3. AM I ENTITLED TO BE PAID FOR MY PAIN AND SUFFERING?** Unfortunately, no. However, the person who committed the assault or battery is liable. Parents are liable for the actions of their minor children.
- 4. IF I AM INJURED GOING TO AND FROM WORK, IS THE SCHOOL DISTRICT REQUIRED TO PAY WORKERS' COMPENSATION?** Usually no, unless you are on a work errand.
- 5. IF I AM INJURED AT A SCHOOL FUNCTION IS THE SCHOOL DISTRICT REQUIRED TO PAY WORKERS' COMPENSATION?** Yes, if it is a part of your duties and responsibilities.
- 6. IS THE SCHOOL DISTRICT REQUIRED TO PAY MEDICAL BILLS OR TRANSPORTATION COSTS?** Yes. This includes doctor bills, hospital bills, both prescription and non-prescription medication, and medical devices prescribed by the doctor, and certain transportation costs to and from the doctor and hospital for treatment.
- 7. MAY I CHOOSE MY OWN DOCTOR FOR TREATMENT?** Yes, you may select one doctor of your choice in each specialty field. However, you must follow certain procedures if you want to change doctors. The school district may require you to be examined by a doctor of their choosing, but may not require you to be treated by a doctor of their choosing.

- 8. IF I AM INJURED ON DUTY, WHAT PROCEDURE AM I REQUIRED TO FOLLOW IN ORDER TO REPORT THE INJURY TO THE SCHOOL DISTRICT?** Immediately report the injury to your principal or supervisor. Next, complete a "First Report of Injury" form as quickly as possible, preferably within 24-72 hours of the injury. If your injury was caused by an assault, battery, or physical contact while assisting a student, you should clearly state that on the form. Examples: "I was hit . . ." "I was assaulted . . ." "I was injured while I was breaking up a fight . . ." "I was punched while breaking up a fight..." etc., and attach a detailed description of what occurred.
- 9. WHAT SHOULD I DO IF I EXPERIENCE A PROBLEM?** You may call JFT for assistance if you are a JFT member when the injury occurred.

### Louisiana Department of Education: A Call for Excellent Educators 2018 Teacher & Principal of the Year Nominations Portal

#### Nominate An Outstanding Teacher or Principal



The Louisiana Department of Education recognizes that great teachers and school leaders are critical to student success. Annually, the Department, along with Dream Teachers and the LA Association of Principals, honors the state's most exceptional educators through the Teacher and Principal of the Year programs.

Part of the selection process for naming the district and state-level winners includes recommendations from teachers, principals, district employees, parents, colleagues, and community members.

If you know an outstanding teacher or school leader, log into the [nominations portal](https://ldoe-tpy.fluidreview.com/) and select Nominations from the dropdown menu. URL - <https://ldoe-tpy.fluidreview.com/>

Note: The portal works best when Chrome is used.

**Nominations must be submitted by Monday, October 31, 2016.** *Nominations will be sent to the local school district for consideration as they select their top candidates.*

Email any questions to [excellenteducators@la.gov](mailto:excellenteducators@la.gov).



The **JEFFERSON TEACHER/PSRP** is a monthly newsletter published by the Jefferson Federation of Teachers, 2540 Severn Avenue, Suite 301, Metairie, LA 70002, (504) 454-5047, fax (504) 454-5067.