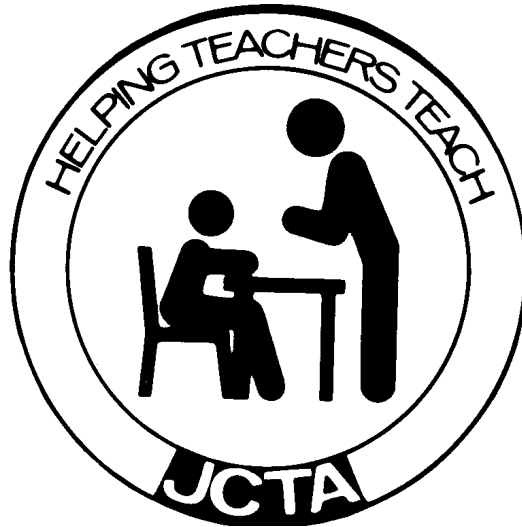


JEFFERSON COUNTY TEACHERS ASSOCIATION

GOVERNANCE
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JCTA MISSION AND VISION STATEMENT

JCTA VISION:

Public Educators Making a Difference

JCTA MISSION:

- **Organize and Empower Public Educators**
- **Promote Success for Every Learner**
- **Serve as the Active Voice for Excellence in Public Education**
- **Advocate for the Rights and Interests of Members**
- **Advance Human, Civil, and Economic Rights for All**

JEFFERSON COUNTY TEACHERS ASSOCIATION

CONSTITUTION AND BYLAWS

Article I	<u>NAME, PURPOSES, AUTHORITIES FOR GOVERNANCE</u>
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ARTICLE I. NAME, PURPOSES, AUTHORITIES FOR GOVERNANCE ▲

I Section 1. Name

- A. The name of this organization shall be the Jefferson County Teachers Association, hereinafter referred to as the Association and/or JCTA.
- B. For the purposes of participation in KEA governance activities and program services, the JCTA shall be synonymous with the Jefferson County District referred to in the KEA Bylaws.

I Section 2. Purposes

The purposes of the Association shall be as stated in the Constitution. The Association shall have all power necessary and proper to take action for the attainment of these purposes. Nothing in this Constitution or in the Bylaws shall be construed to prevent the Association from pursuing goals and objectives which are consistent with the stated purposes of the Association.

The purposes of the Association shall be as follows:

- a. To affiliate with KEA and NEA.
- b. To promote improvement in the quality of education provided in Jefferson County.
- c. To promote an improved professional status for the teachers of Jefferson County through active participation
- d. To promote within the teaching profession the highest type of professional practices and genuine spirit of professional ethics.
- e. To provide an official channel for the expression of the opinions of the organized profession with an effective voice in the formation of educational policies.
- f. To encourage high standards for entrance into the teaching profession.
- g. To help educators achieve competitive salaries, tenure, a fiscally sound retirement system, and such other improvements in conditions as shall enable them to function effectively and contribute to educational progress.
- h. To cooperate with other educational organizations, parent-teacher-student organizations, and civic groups in projects consistent with the aims of this organization.
- i. To encourage the members of the profession to exercise their rights and privileges as citizens and to accept leadership willingly in civic affairs.

I Section 3. Governance

The Association shall be governed by this Constitution, the Bylaws, and any Policies or other actions approved by the Representative Council, or any Policies or other actions approved by the Board of Directors, not inconsistent with this Constitution, the Bylaws, or any Policies or other actions approved by the Representative Council.

ARTICLE II. MEMBERSHIP ▲

II Section I. Classes of Membership

The classes of membership in the Association shall be active, retired, and honorary.

II Section 2. Membership Eligibility, Provisions and Limitations

- A. Any member of the bargaining unit as defined by the JCTA/JCBE labor agreement in the Jefferson County School System may become an active member of the Association when evidence of membership in KEA and NEA is received and an official plan is signed authorizing payment of dues of the unified profession. Professional employees of the Association shall be members without the right to vote or hold office.
- B. Any active member who retired from the Jefferson County District shall be eligible for membership in NEA-Retired and its state and local affiliates.
- C. At the discretion of the council, honorary membership may be conferred upon any person who has contributed to the welfare of education in the school system.
- D. Retired membership shall be open to any current member of JCTA-R, the local affiliate of NEA/KEA for retired members.
- E. Obligations of membership include supporting and promoting the stated purposes of the Association and adherence to the Code of Ethics for the Education Profession as adopted by the Association and interpreted by official committees of JCTA, KEA, and NEA.
- F. Membership shall be terminated by a two-thirds vote of the Board of Directors upon recommendation of the Teacher Rights Committee that a member has violated the dues arrangement and/or Article II Section 2 e.
- G. The recommendation of the Teacher Rights Committee shall be made only after hearings that guarantee due process rights. Actions taken by the Board of Directors under Article II, Section 2 f may be appealed to the Representative Council which shall also guarantee due process rights in its deliberations.
- H. Any individual who is a member of a negotiating team representing the School Board shall be denied membership.

II Section 3. Membership Year

The Association fiscal and membership year shall begin September 1 and end on August 31 of the following year.

II Section 4. Dues

The dues for active and associate members of the Association shall be set by the Representative Council. In addition, active and associate members shall pay dues as established by KEA and NEA.

ARTICLE III. LEGISLATIVE AND POLICY MAKING DIVISION ▲

III Section I. Authority

Legislative and policy making powers are vested in the Representative Council as defined in the By-laws.

III Section 2. Regional Director Membership on the Council

Members of the Board of Directors shall be members of the Representative Council with voting rights.

Bylaw 3-1. There shall be a Representative Council which shall be made up of one elected Professional Representative (PR) for every fifteen (15) members of JCTA in each school (or unit) or major fraction thereof per unit or school. In cases where there are fewer than fifteen (15) active members, one PR may be elected, provided there is a membership of at least eight (8). All schools or units with a membership less than the minimum required to comply with the one person/one vote principle shall be clustered by the Constitution Revision Committee for the purpose of electing Professional Representatives. Any school or unit without a Professional Representative shall be entitled to elect an alternate. Should the make-up of the Representative Council, after September 15 of any year, not reflect the proportionate membership of ethnic-minority members, a special at-large election shall be held within 45 days to guarantee proportionate representation on the Representative Council.

Bylaw 3-2. The Council shall exercise the legislative and policy-making authority of the Association. The legislative function shall mean the right to propose and/or ratify changes in the Constitution of the Association and propose and/or ratify changes in the Bylaws.

Bylaw 3-3. Policy shall mean a generalized assertion of objectives, guidelines, procedures or course of action to carry out the purposes of the Association. It is also a statement of principle which makes it possible to handle a large number of particular situations or individuals cases in a consistent manner.

Bylaw 3-4. The Council shall have all powers not expressly delegated by the Constitution or the Bylaws to other governance bodies.

Bylaw 3-5. The members of the Council shall:

- a. represent their respective units at the meetings of the Council;
- b. make regular reports to their constituents;
- c. assist the Membership Committee;
- d. approve the budget and set the dues of the Association;
- e. make the final decision on policy;
- f. approve unforeseen expenditures not provided for in the annual budget;
- g. establish regions for the purpose of electing Regional Board members and review such regions every three years to assure compliance with the one person/one vote principle;
- h. approve policies for all elections;

- i. approve policies for all standing committees of the Association.

Bylaw 3-6. An alternate, duly elected by a school or unit, may represent that group in the absence of a Professional Representative.

Bylaw 3-7. The Representative Council shall meet on the third Monday of each month of the school year (if a non-working day, the Board of Directors shall designate the next meeting date). The meetings shall be open to all members.

Bylaw 3-8. A special meeting of the Council shall be held within ten (10) days upon written petition of 20% of the Council membership to the President or Executive Director.

Bylaw 3-9. One-third of their voting members shall be a quorum for the Council, Board of Directors, and committees.

ARTICLE IV. OFFICERS ▲

IV Section 1. Officers and Terms

The officers of this Association shall be a President, a Vice President, a recording Secretary and a Treasurer. The term of office shall be three (3) years. Such year shall begin on June 15 of the year elected.

IV Section 2. Full-Time President

- A. The President, by virtue of the Master Agreement between the Association and the Jefferson County Board of Education, shall serve in a full-time capacity for the duration of the term as President.
- B. This Article shall be the only exception of Article II, Section 2-a of the Constitution of the Association.

IV Section 3. Succession of Officers

Procedures relating to the succession of officers shall be specified in the Bylaws.

Bylaw 4-1.

- A. Upon the resignation or death of the President, the Vice President shall serve as President for the remainder of the unexpired term. If the Vice President is unable to serve, the Treasurer shall temporarily assume the duties of the President. The Board of Directors shall determine if a special election is needed and direct the Credentials and Elections Committee to schedule and hold such election. (*See Election Procedures, Appendix A. For vacancies of officers other than JCTA President, see Bylaw 10-19.*)

IV Section 4. Powers and Duties of Officers.

Officers and Directors shall perform such duties as properly pertain to their office and those specified elsewhere in the Constitution, Bylaws or official policies of the Association.

Bylaw 4-2. The President shall:

- a. be the chief executive officer of the Association and, in consultation with the Executive Director, shall interpret policy between meetings of the Board of Directors;
- b. direct, in conjunction with the Board of Directors, the work of the Executive Director;
- c. delegate and assign duties to other officers, Directors or committee chairpersons as may be necessary to plan and direct the work of the Association and to ensure that the goals and policies are implemented;
- d. preside over and direct the planning of the agenda for meetings of the Board of Directors and Council; i.e. call special meetings of the Board of Directors and council as needed;
- e. appoint or remove committee chairpersons, except for those committees authorized to select their own chairpersons, subject to the approval of the body to which the committee is responsible;
- f. represent the Association at public and professional functions;
- g. sign contracts and other instruments connected with business affairs and professional activities of the Association, when authorized by the Board of Directors;
- h. make, aided by committee chairpersons and others, an annual report to the May meeting of the Council on the activities and accomplishments of the Association;
- i. serve as chairperson of the JCTA delegation to KEA and NEA conventions;
- j. appoint the members of the negotiation team;
- k. appoint other committees deemed necessary to promote the programs of the Association and discharge them upon completion of their duties;
- l. serve as the first alternate to the KEA Board of Directors, in the event a KEA Director from JCTA (other than the JCTA designated ethnic minority seat) is unable to attend a KEA Board meeting;
- m. perform such other duties as deemed necessary by the Board of Directors.

Bylaw 4-3. The Vice President shall:

- a. assume all duties of the President in the absence of the President;
- b. help coordinate committees and hold meetings as necessary with the committee chairpersons to do this;
- c. keep an up-to-date roster of all committees;
- d. serve as chairperson of the Constitution Revision Committee;
- e. serve as the second alternate to the KEA Board of Directors, in the event a KEA Director from JCTA (other than the JCTA designated ethnic minority seat) is unable to attend a KEA Board meeting;
- f. perform such other duties as deemed necessary by the Board of Directors.

Bylaw 4-4. The Treasurer shall:

- a. serve, in conjunction with the Executive Director, as chairperson of the committee for the preparation of the annual budget;

- b. furnish, in conjunction with the Executive Director, such bond as the Board of Directors shall require, expense being paid by the Association;
- c. serve as the third alternate to the KEA Board of Directors, in the event a KEA Director from JCTA (other than the JCTA designated ethnic minority seat) is unable to attend a KEA Board meeting;
- d. perform such other duties as deemed necessary by the Board of Directors;

Bylaw 4-5. The Recording Secretary shall:

- a. keep adequate records of all the proceedings of the Council and the Board of Directors;
- b. advise Board members of their responsibilities in Article V, Constitution;
- c. serve as the fourth alternate to the KEA Board of Directors, in the event a KEA Director from JCTA (other than the JCTA designated ethnic minority seat) is unable to attend a KEA Board meeting;
- d. perform such other duties as deemed necessary by the Board of Directors.

ARTICLE V. BOARD OF DIRECTORS ▲

V Section 1. Composition

There shall be a Board of Directors consisting of the officers, elected regional Board members, KEA Directors who have been nominated and elected by the JCTA membership, , representative(s) of JCTA-R, the local affiliate of NEA/KEA for retired members, and one (1) representative from each of the NEA Student Program chapters at Bellarmine University, Spalding University, and the University of Louisville. Student Program members shall, through a process determined by the Student Program chapters, cast a single vote for the group. A JCTA Regional Director seat shall be considered vacant if the individual occupying the seat becomes a JCTA officer, or is elected by the JCTA membership to the KEA Board of Directors.

V Section 2. Powers and Duties

Executive powers shall be vested in the officers and the Board of Directors.

Bylaw 5-1. The Board of Directors shall:

- a. approve contracts and other agreements with new vendors that are in excess of 1% of the gross JCTA budget, necessary to the efficient conduct of business of the Association before they shall be signed;
- b. employ an Executive Director in accordance with the policy set by the Council, specify the duties and remuneration and direct the work;
- c. require such written reports of officers, committees and employees as deemed necessary;
- d. approve, upon recommendation of the Executive Director, the duties, compensation, appointment or removal of staff, as well as contracts and labor agreements with staff;
- e. establish and maintain an Association office in which business affairs may be transacted and establish policies for the operation of such office;

- f. present for consideration of the Council, not later than the October meeting, the annual budget for the coming year;
- g. advise officers of organizational priorities;
- h. authorize expenditures in accordance with the approved budget and provide for an annual audit by an outside auditor;
- i. interpret the Constitution and Bylaws and policies of the Association;
- j. make other recommendations to the Council;
- k. act for the Association ad interim;
- l. appoint a committee of its members to investigate and report to the Board in situations concerning censure or suspension of members of the Association, guaranteeing due process rights with appeal to the Representative Council;
- m. by virtue of election, JCTA Officers and Directors automatically serve as delegates to the KEA Delegate Assembly.
- n. fill vacancies, other than that of the JCTA President, on the JCTA Board of Directors.

Bylaw 5-2. The Board of Directors shall meet each month from August to June on an established schedule. The Board of Directors shall designate a schedule at its August meeting. The meeting dates of the Board of Directors shall be published in the official newsletter at least one week prior to the meeting. A majority of the Board may call a special session of the Board by petitioning the President.

Bylaw 5-3. Upon three absences of any Board member from regularly scheduled meetings of the Board of Directors during a single school year, a letter shall be sent from the JCTA President to the Board member, advising him or her of the situation. Upon a fourth absence of any Board member from a regularly scheduled meeting of the Board of Directors during a single school year, the JCTA Board seat shall be considered vacant. The Board of Directors may waive this Bylaw by a majority vote for good cause. A JCTA Board member shall not be considered absent if he or she is conducting Association business with the prior approval of the JCTA President.

Bylaw 5-4. During its August meeting, the JCTA Board shall elect by secret ballot two ethnic minority members of the JCTA Board to serve as first and second alternates for the JCTA designated Ethnic Minority Director on the KEA Board of Directors.

ARTICLE VI. COMMITTEES ▲

VI Section I. Standing Committees

Standing committees shall be specified in the Bylaws.

Bylaw 6-1. The Association shall have the following standing committees:

- a. Human and Civil Rights Committee shall provide programs in helping any unit solve social problems; create an awareness of the need for teacher training programs involving innovative methods that shall bring about changes needed to enable teachers to better relate to all children and parents; and bring about

productive harmony, based on respect, which provides optimal advantages for all individuals and groups. (See *King Dinner Recognitions, Appendix F.*)

- b. Credentials & Elections Committee shall develop and submit for Representative Council approval guidelines and procedures for all elections; carry out duties in Article X and By-laws 10-1 through 10-22; and carry out and certify results in all elections and balloting.
- c. Constitution Revision Committee shall recommend revision of the Constitution and Bylaws as the need arises.

Bylaw 6-2. Members of Standing Committees shall volunteer. Each Committee shall choose a chairperson from its members, except the Constitution Revision Committee, in accordance with the time frame stated in the committee's guidelines. Each committee shall keep minutes in accordance with JCTA guidelines and provide copies to the Vice President in a timely fashion. (See *Bylaw 4-3 a, b and c*).

Bylaw 6-3. Unless specified otherwise, all JCTA Standing Committees may have no more than one JCTA-Retired member with full voting rights. JCTA-Retired voting representatives on JCTA Standing Committees shall be determined by the JCTA-Retired organization. Additional non-voting JCTA-Retired members may also join JCTA Standing Committees.

VI Section 2. Budget Committee

The Treasurer shall serve as Chair of the Budget Committee which shall prepare and recommend a balanced budget each year. Other members of the Budget Committee shall be appointed by the President as specified by the Bylaws and in accordance with policies of the Representative Council and the Board of Directors. (See Appendix E.)

VI Section 3. Other Committees

The President shall appoint other committees deemed necessary to promote the program of the Association and shall discharge them upon completion of their duties. In appointing members to these committees, the President shall provide for adequate ethnic-minority representation.

VI Section 4. Committee Expenses

All reasonable expenses above budgeted amounts incurred by committees while engaged in carrying out assigned duties shall be borne by the Association with prior approval of the Board of Directors.

VI Section 5. Conference Representatives.

Conference representatives shall be selected under a procedure within parameters of association leave guidelines and the Association budget as recommended by the President and approved by the Board of Directors. (See *Guidelines for Association Leave days, Appendix B, Guidelines for NEA RA and Conferences, Appendix C, and Expenditure Guidelines, Appendix D.*)

ARTICLE VII. INITIATIVE, REFERENDUM, AND RECALL ▲

Initiative, referendum and recall shall be provided for in the Bylaws.

Bylaw 7-1. Initiative

Upon the presentation to the President of a petition signed by ten percent (10%) or more of the members of the Association requesting that a proposal affecting the Association or its activities be submitted to a vote of the membership, the Board of Directors shall publicize such proposals in the official publication of the Association. The Board of Directors shall submit it to a vote of the membership within twenty (20) working days after presentation of the petition. If said proposal is approved by a majority of the members voting, the Board of Directors and the Council shall place it into effect.

Bylaw 7-2. Referendum

Upon presentation to the President of a petition signed by ten percent (10%) or more members of the Association requesting that any action of the Board of Directors or of the Council be referred to a vote of the membership, the Board of Directors shall submit to a vote of the membership within twenty (20) working days after the presentation of the petition. If it is approved by a majority of the members, the Board shall place the proposal into effect.

Bylaw 7-3. Recall

- A. A Review Board shall be elected by the Professional Representatives at the October Representative Council meeting during the calendar year in which JCTA Officers are elected and serve for a term of three (3) years. It shall consist of one person elected from each region and one ethnic-minority elected at-large, as well as an alternate for each position. Persons elected to the Review Board shall not be voting members of the Representative Council or JCTA Board of Directors. A chairperson shall be elected by the members of the Review Board at its first meeting.
- B. Any person occupying an elected position of the Association may be recalled for: a violation of the Code of Ethics of the Education Profession; for misfeasance; or for nonfeasance in office. Recall procedures shall be established by the Representative Council and said procedures shall include the following elements of due process: reasonable notice of charges; fair notice of hearings on charges; a fair opportunity to hear the evidence and question the petitioners; a fair opportunity for the accused to refute the charges; and with the right of recall reserved to the group electing the officer.

ARTICLE VIII. PROFESSIONAL NEGOTIATIONS ▲

The Association shall engage in professional negotiations with the Jefferson County Board of Education.

Bylaw 8-1. The members of the Professional Negotiations Team shall be ex-officio members of the Professional Negotiations Committee.

Bylaw 8-2. The Professional Negotiation Team shall be responsible for handling all matters relating to negotiations with the Board of Education.

- a. It shall be through the team that all items to be negotiated shall be transmitted to the Board of Education.
- b. Once the scope and concept of any JCTA negotiations proposals have been developed by the appropriate committees, Representative Council, the Board of Directors, it shall be the responsibility of this committee to negotiate with the members of the Board of Education Committee and to conclude tentative agreements on said proposals.

- c. The team shall make periodic reports on negotiations to the Representative Council or general membership.
- d. Upon reaching tentative agreement on a negotiated package, the team shall submit its report and recommendation to the membership.
- e. Any and all agreements except in situation designated as a “crisis” by the Board of Directors, to be ratified, shall be by secret ballot of the JCTA members and such ratification shall not take place until the JCTA general membership shall have at least five (5) days to study such agreement.

ARTICLE IX. AFFILIATION ▲

The Association shall affiliate with the National Education Association and the Kentucky Education Association.

ARTICLE X. ELECTIONS ▲

X Section I. Representative Council

Election of the Representative Council shall be provided for in the Bylaws.

Bylaw 10-1. The members of the Council shall be called Professional Representatives. They shall be elected in each school or unit by open nomination and by secret ballot before May 15. They shall assume office at the beginning of the next school year and the term of office shall be two years.

Bylaw 10-2. When a school or unit has more than one Professional Representative, the Professional Representatives shall, in cooperation with the members, devise a plan whereby each representative shall represent specific members by name in the Council. Representatives from a school or unit shall elect a chairperson of their delegation.

Bylaw 10-3. Vacancies shall be established when a Professional Representative ceases to be a member, moves from a school or unit, resigns or is absent three consecutive meetings without sending an official alternate. Such a vacancy shall be filled by an election by the members of the school or unit within thirty (30) days. If school is not in session the election shall be conducted within thirty (30) days of the commencing of school.

Bylaw 10-4. Ethnic Minority members shall be duly elected to bring the Representative Council into compliance with equal proportioned representation.

X Section 2. Officers and Board of Directors

- A. The officers shall be elected by secret ballot under open nomination procedures as may be specified in the Bylaws and/or Procedures. (*See Election Procedures, Appendix A.*)
- B. The election of KEA Directors shall follow the provisions outlined by the Constitution and Bylaws. (*See Election Procedures, Appendix A.*)

- C. KEA Board of Director members shall be elected by a majority vote of the membership casting ballots for that office. *(See Election Procedures, Appendix A.)*
- D. In case there is not a candidate with a majority vote, a run-off election between the two candidates with the highest number of votes shall be held as outlined in the JCTA Elections Procedures. *(See Election Procedures, Appendix A.)*
- E. The members of the Board of Directors shall be elected from the regions of the Association as established by the Representative Council. The members of each region shall elect Regional Directors in conformity with the one person/one vote principle for two-year terms on a staggered basis. These seats shall be designated as At-Large, Elementary A, Elementary B, Secondary A, and Secondary B. Elementary and Secondary seats shall be assigned in each of the regions on a basis of one Board seat for every 300 members. One at-large Regional Director shall be elected from each region. Elementary A seats, Secondary A seats, and At-Large seats in odd numbered governance regions shall be elected in odd numbered years, and Elementary B seats, Secondary B seats, and At-Large seats in even numbered governance regions shall be elected in even numbered years. *(See Article IV, Section 3, Bylaw 3-12, Bylaw 3-13, and Appendix A.)*
- F. KEA Board of Director seats shall be designated A, B, C, D, E and F. KEA Board Seat A shall be a guaranteed Ethnic Minority Seat. The regular election of KEA Board seats C and D shall be during years evenly divisible by 3. The regular election of KEA Board seats A and B shall be during the year prior to the regular election of KEA Board seats C and D. The regular election of KEA Board seats E and F shall be during the year following the regular election of KEA Board seats C and D. Candidates shall file for a specific seat.
- G. Should the make-up of the Board after any spring election not reflect the proportionate membership of ethnic-minority members, a special at-large election shall be held no later than the third (3rd) Wednesday of May to guarantee such seats on the Board.
- H. JCTA-R representative(s) shall be elected by JCTA-R on the basis of one representative for each 1800 JCTA-R members or major fraction thereof. There shall be at least one voting representative of JCTA-R.

Bylaw 10-5. Governance regions shall be as follows:

Region I: Atkinson, Brandeis, Byck, Carter, Cochran, Coleridge-Taylor, Englehard, Foster, Frayser, Hazelwood, Jacob, Kennedy, King, Maupin, McFerran, Mill Creek, Portland, Roosevelt-Perry, Rutherford, Semple, Wheatley, Young, Olmsted Academy North, Johnson, Noe, Olmsted Academy South, Western Middle, Brown, Central, Iroquois High, Male Traditional, Dupont Manual, Shawnee, Adult Education, Ahrens Tech, Churchill Park School, Duvalle Education, Hazelwood Facility, Prekindergarten (Byck), Youth Performing Arts School;

Region II: Auburndale, Cane Run, Coral Ridge, Crums Lane, Dixie, Eisenhower, Fairdale Elementary, Greenwood, Gutermuth, Johnstontown Road, Kenwood, Kerrick, Layne, Medora, Sanders, Schaffner, Shacklette, Stonestreet, Trunnell, Watson Lane, Wellington, Wilkerson, Conway, Farnsley, Frost, Lassiter, Stuart, , Butler, Doss, Fairdale High, Pleasure Ridge Park, Valley, Western High, Orman, Dawson ECE Center, Riverport, Southpark TAPP, The Phoenix School of Discovery, Waller Williams Environmental; Western Day Trmt, Western ECE, Western Instructional,

Region III: Bates, Blake, Blue Lick, Farmer, Fern Creek Elementary, Gilmore Lane, Hartstern, Indian Trail, Jeffersontown Elementary, Klondike, Laukhuf, Luhr, Minors Lane, Okolona, Price, Rangeland, Slaughter, Smyrna, Stopher, Tully, Watterson, Wheeler, Wilt, Carrithers, Knight, Myers, Newburg, Ramsey, Thos. Jefferson, Buechel, Fern Creek High, Jeffersontown High, Liberty, Moore Traditional, Southern High, Bellewood, Brooklawn, Brook Dupont, Gheens (all units), Van Hoose (all units), C. B. Young (all units), Heuser Hearing and Language Academy, , Kennedy Metro, Louisville Day Treatment Center, Mary Ryan Academy, Peace Academy, Audubon Youth Development;

Region IV: Audubon Elementary, Binet, Bloom, Bowen, Breckinridge/Franklin, Camp Taylor, Chancey, Chenoweth, Cochrane, Dunn, Field, Goldsmith, Greathouse/Shryock, Hawthorne, Hite, Lincoln, Lowe, Middletown, Norton Elementary, St. Matthews, Shelby, Wilder, Z. Taylor, Barret, Crosby, Highland, Kammerer, Meyzeek, Traditional Middle, Westport, Atherton, Ballard, Breckinridge Metro, Eastern, Seneca, Waggener, Boys Haven, Central KY Treatment Center, Home of the Innocents, Mary Grace Jaeger Education Center, Jefferson Co. High, , Kosair (ALL UNITS), Maryhurst, Norton Academy, St. Joseph's, , Ten Broeck KMI, Westport TAPP.

Bylaw 10-6. Any active member of the Association in good financial standing may become a candidate for JCTA office, JCTA/KEA Board of Directors (at-large member of the Representative Council), and KEA/NEA Delegate by filing an official application form or by nomination by a member with written consent of the candidate. The nominator shall be eligible to vote for the office to be filled. The application form or letter of consent shall be filed with the Credentials and Elections Committee twenty-one (21) days before the election. (*See Election Procedures, Appendix A.*)

Bylaw 10-7. The Credentials and Elections Committee shall edit for publication the candidates' qualifications and shall prepare an official ballot with provisions for write-in candidates. (*See Election Procedures, Appendix A.*)

Bylaw 10-8. Elections shall be by secret ballot as outlined in the JCTA Election Procedures. (*See Election Procedures, Appendix A.*)

Bylaw 10-9. Special provisions shall be made by the Credentials and Elections Committee to provide voting opportunities for members at schools with alternative calendars.

Bylaw 10-10. The election of KEA Directors shall be held in conjunction with the JCTA Spring Election which shall be held starting on the 4th Wednesday in March. If school is not in session on the 4th Wednesday in March, the JCTA Spring Election shall be held starting on the following working Wednesday. (*See Election Procedures, Appendix A.*) .

Bylaw 10-11. Each officer shall be elected by a majority vote of the membership casting ballots for that office.

Bylaw 10-12. Each Regional Director shall be elected by a majority vote of the appropriate regional membership casting ballots for that position. (*See Election Procedures, Appendix A.*)

Bylaw 10-13. Majority shall mean one vote more than 50% of the votes cast for a given position.

Bylaw 10-14. In case no candidate has a majority vote, a run-off election between the two candidates with the highest number of votes shall be held as outlined in the JCTA Election Procedures. (*See Election Procedures, Appendix A.*)

Bylaw 10-15. Only active members shall vote. *(See Election Procedures, Appendix A.)*

Bylaw 10-16. If for any office no valid nominations have been filed with the Credentials and Elections Committee twenty-one (21) days prior to the election, the committee shall attempt to find, by advertising, two nominees for the offices in question. The committee shall obtain from the proposed candidates their written consent to be placed in nomination and their qualifications for office. *(See Election Procedures, Appendix A.)*

Bylaw 10-17. Newly elected officers and Regional Directors shall take office on June 15.

Bylaw 10-18. In the event a KEA Director from JCTA is removed from the KEA Board by the KEA, the JCTA Board shall decide by majority vote to either reappoint the KEA Director effective immediately or to declare the seat vacant. If the seat is declared vacant, the normal process for filling a vacant seat shall be followed.

Bylaw 10-19. Vacant Vice President, Treasurer, Secretary, KEA Director and JCTA Regional Director positions shall be advertised in ACTION. Those wishing to apply shall submit their application to the JCTA President. Application may be made by email. Application shall be open to all members eligible for the given position. Those applying shall be provided an opportunity to briefly address the JCTA Board prior to the Board's vote. The remainder of the term shall be filled by secret ballot majority vote of a quorum of JCTA Board of Directors members present and voting at a regularly scheduled JCTA Board meeting. If no candidate receives a majority vote, a run-off election between the two candidates with the highest number of votes shall be held.

Bylaw 10-20. In order to be elected as a JCTA Regional Director or officer and continue to hold office, an individual must be a member and remain a member of JCTA in the same membership category (student, active, retired).

Bylaw 10-21. The JCTA Election Procedures (Appendix A) constitute an extension of the JCTA Bylaws and shall be subject to amendment according to the procedure for amending the JCTA Bylaws.

Bylaw 10-22. Members may run for only one position on the JCTA Board of Directors during any given election, including interim elections by the JCTA Board to fill vacancies on the JCTA Board. However, a current member of the JCTA Board may, consistent with this Bylaw, run for a different position on the JCTA Board.

Bylaw 10-23. The Credentials and Elections Committee shall determine election results on the same day the election ends.

X Section 3. NEA Delegates

The election of NEA Delegates shall follow the provisions outlined by the NEA Constitution and Bylaws. *(See Election Procedures, Appendix A, See NEA Delegate Contract, Appendix B.)*

Bylaw 10-21. NEA delegates shall be elected by plurality vote. *(See Election Procedures, Appendix A.)*

X Section 4. Better Schools Kentucky and KEPAC Committee Members

The election of Better Schools Kentucky and KEPAC committee members shall follow the provisions outlined by the JCTA Bylaws. (Any reference to KEPAC shall only apply if BSK chooses to affiliate with KEPAC.)

Bylaw 10-22. The JCTA Political Education Committee (Better Schools Kentucky) shall consist of a chairperson and vice-chairperson elected by the general Better Schools Kentucky/KEPAC membership and ten (10) additional Better Schools Kentucky (BSK) committee members appointed by the Better Schools Kentucky/ KEPAC members of the JCTA Board of Directors from names recommended by the JCTA President. The Better Schools Kentucky committee shall include two active teachers from each JCTA governance region and two (2) at-large JCTA-R members. The Better Schools Kentucky committee shall reflect diversity in race, gender, and teaching position, and shall include at least two ethnic minority members. All Better Schools Kentucky committee members must be Better Schools Kentucky/ KEPAC members.

Each governance region shall have one two-year seat designated as Seat A that shall be filled during odd numbered years, and one two-year seat designated as Seat B that shall be filled during even numbered years. The JCTA-R shall have one (1) two-year seat designated as Seat A that shall be filled during odd numbered years, and one (1) two-year seat designated as Seat B that shall be filled during even numbered years.

The Better Schools Kentucky chairperson and vice-chairperson shall be elected during the month of November and the JCTA Board shall appoint open seats at its regularly scheduled November meeting. The term of office for all Better Schools Kentucky members shall begin January 1 and shall be for two years. The Better Schools Kentucky chairperson shall serve as the JCTA KEPAC representative, and the Better Schools Kentucky vice-chairperson shall serve as the JCTA KEPAC alternate. The Better Schools Kentucky committee shall annually elect a treasurer from among the committee's members at the first meeting after January 1.

Upon the resignation, death, or retirement of the Better Schools Kentucky chairperson, the vice-chairperson shall become chairperson, and the Better Schools Kentucky/KEPAC members of the JCTA Board of Directors shall determine whether or not to direct the Credentials and Elections Committee to hold a special election to fill the vice-chairperson's seat. Other vacant seat(s) resulting from resignation, death, or retirement shall be filled by the Better Schools Kentucky/KEPAC members of the JCTA Board of Directors as necessary from name(s) recommended by the JCTA President.

X Section 5. KEA Delegates

The election of KEA Delegates shall follow the provisions outlined by the KEA Constitution and Bylaws. Resumes of the candidates shall be published in the JCTA ACTION, at least one (1) week prior to the election. (*See Election Procedures, Appendix A.*)

Bylaw 10-23. The year in which KEA delegates are elected, candidates filing for office of Vice President, Secretary, Treasurer and JCTA Regional Director shall file at the same time for KEA delegates at large. Other KEA delegates and alternates shall be elected in accordance with KEA and NEA guidelines. (*See Election Procedures, Appendix A.*)

Bylaw 10-24. The Association shall guarantee proportionate representation to ethnic-minority and administrator members in the KEA and NEA delegations representing the Association.

Bylaw 10-25. KEA delegates shall be elected by plurality vote. (*See Election Procedures, Appendix A.*)

X Section 6. Challenges

The challenge of elections shall be provided for in the Bylaws.

Bylaw 10-26. A challenge may be filed as outlined in the JCTA Procedures for Challenges. (*See Election Procedures, Appendix A.*)

ARTICLE XI. STAFF ▲

The Association shall employ an Executive Director and such other staff as provided for in the Bylaws, Budget, agreements with KEA and NEA, and policies of the Representative Council and Board of Directors.

Bylaw 11-1. The Executive Director is the full-time administrative officer of the Association and works under the authority of the Board of Directors, and shall:

- a. be employed by the Board of Directors under policies established by the Council;
- b. provide assistance to and leadership in assisting officers, Directors, committees and other components of the Association in carrying out the purposes, goals and policies of the Association;
- c. direct the activities of other staff members, including UniServ;
- d. receive all funds for the Association and deposit them in a bank designated by the Board of Directors and pay them out upon authorization of the Board of Directors;
- e. supervise the preparation of such other financial records as may be required by the Board of Directors or by the Council.

By-law 11-2. The Board of Directors shall have on file job descriptions for all employees.

ARTICLE XII. PARLIAMENTARY AUTHORITY ▲

XII Section 1. Roberts Rules of Order

Roberts Rules of Order, latest revised edition, shall be the official guide on all matters of procedure not otherwise covered by provisions of the Constitution and Bylaws or by the Standing Rules (and policies) of the Association.

XII Section 2. Standing Rules and Policies

Standing Rules and Policies of the Association shall provide such additional procedures and information as may be necessary to provide for the interpretation of the Constitution and these Bylaws and for the efficient administration of the Association.

XII Section 3. Constitutional Interpretation

The Board of Directors has the responsibility for interpretation of the Constitution, the Bylaws and the Policies of the Association.

ARTICLE XIII. AMENDMENTS ▲

XIII Section 1. Constitutional Amendment by the Council

The Council may adopt amendments to the Constitution by a two-thirds majority of those voting at any regular meeting of the Council, provided that amendments have been introduced at the preceding regular meeting of the Council and that copies of proposed amendments have been distributed to the membership of JCTA for discussion and direction at least five working days prior to voting.

XIII Section 2. Constitutional Amendment Petition by Membership

An amendment to this Constitution may be proposed by a petition signed by ten percent (10%) of the membership of the Association. Such an amendment shall require approval of two-thirds vote of the Representative Council.

Bylaw 13-1. These Bylaws may be amended by a majority vote at any regular meeting of the Council provided that proposed amendments have been previously studied by the Constitution Revision Committee and the Board of Directors and that copies have been sent to the Professional Representatives two calendar weeks in advance of the meeting.

Bylaw 13-2. An amendment to the Bylaws may also be proposed by a petition signed by ten percent (10%) of the membership of the Association. Such amendments shall not require previous study by the Constitution Revision Committee and the Board of Directors and may be proposed at any regular meeting of the Representative Council without copies having been sent to Professional Representatives two calendar weeks in advance of the meeting. Such amendments shall require approval of a majority vote of the Representative Council.

JEFFERSON COUNTY TEACHERS ASSOCIATION

POLICY MANUAL

OPERATIONAL PROCESURES	SECTION	POSITION STATEMENTS
Association Leave	A	Assessment
Board of Directors	B	Class Size
Budget and Finances	C	Compensation and Benefits
Caucuses	D	Discipline and Safety
Committees	E	Funding
Elections	F	Inservice
Legal Assistance	G	Licensure and Certification
Negotiations	H	SBDM
Officers	I	Staff
Representative Council	J	Teaching Conditions
Retiring/Retired Members	K	Miscellaneous
Services to Members	L	
Staff	M	
Miscellaneous	N	



OPERATIONAL PROCEDURES

SECTION A: ASSOCIATION LEAVE DAYS ▲

A-1_(op) JCTA shall not grant Association Leave Days for any teacher teaching 187 school days summer school to attend the NEA Representative Assembly. (3/94) (amended 9/95) (B)

A-2_(op) JCTA shall provide (*as per Appendix B*) Association Days to persons serving on state and local committees if not provided by the District. The issuance of days shall be monitored by the JCTA office. (11/94) (B)

(Also see Appendix B)

SECTION B: BOARD OF DIRECTORS ▲

B-1_(op) The Board of Directors shall reschedule the Board of Directors meeting when school has been dismissed early, or canceled, due to severe weather and road conditions. Minutes of Board meetings shall be sent to the Board members, in advance of each meeting, with the agenda. (amended 9/95; 5/12) (B)

- B-2**_(op) All action items (reports, committee recommendations and special proposals) shall be provided to the JCTA Board members prior to Board meetings, when practical.
- B-3**_(op) Any correspondence that deals with policy shall be presented to the Board.
- B-4**_(op) All policies adopted by the Board shall be emphasized in the printed minutes in order to assist the Secretary in keeping an up-to-date record of all policies.
- B-5**_(op) Beverages in addition to coffee shall be served at Board meetings.
- B-6**_(op) All Board motions shall be written and signed by the presenter and seconded before being given to the secretary. (B)
- B-7**_(op) Any agenda for Board meetings shall list discussion items with the name of the person requesting the item be added to the agenda. (86) (B)
- B-8**_(op) Approved Board minutes and accompanying materials shall be filed permanently. (87; 5/12) (B)
- B-9**_(op) Policy manuals and handbooks shall be filed permanently as they are revised and replaced. Revisions and additions to policies in the manual and/or handbook shall be accompanied by the year in which they are approved. (87) (B)
- B-10**_(op) The deadline to submit items to the Board of Director's agenda shall be 12:00 noon on the day preceding the meeting. (11/93; 8/01) (B)
- B-11**_(op) JCTA shall establish a talent bank to identify JCTA teacher members with special interests and talents for various association purposes. (8/94) (B)
- B-12**_(op) The JCTA Board shall receive summary reports of grievances including level (elementary, middle, or high school), brief statement of issues, and status of grievance. (9/95) (B)
- B-13**_(op) JCTA shall provide a Board brief and attendance record to the membership. (9/95; 8/01) (B)
- B-14**_(op) Directors may attend at no cost the annual JCTA King Dinner and the annual JCTA Retirement Dinner. (9/95; 5/12) (B)
- B-15**_(op) All JCTA Board of Directors meetings are open to all members. The Board may vote to enter executive session for the purpose of discussing personnel matters, negotiations, litigation, or purchase or sale of property. No action may be taken in executive session. All discussion that takes place in executive session is confidential. (9/95; 5/12) (B)
- B-16**_(op) Dates and times for JCTA Board meetings shall be set by a majority vote of the Board during a regularly scheduled meeting. Changes or cancellations made at any other time shall require consent of 2/3 of the Board, with the exceptions of school closings or environmental hazards on the on the day of the meeting. (2/96) (B)
- B-17**_(op) At least 3 all-day JCTA Board meetings shall be scheduled each year. (11/99; 8/01; 5/12) (B)

B-18_(op) JCTA Board meeting agendas and minutes shall not be published on the JCTA web site. (11/09) (B)

B-19_(op) All-day JCTA Board meetings shall begin at 8:30 am and end at 2:30 pm, and shall include a working lunch if needed. Evening JCTA Board meetings shall begin at 4:30 pm and end at 7:30 pm. (10/11) (B)

B-20_(op) JCTA Board-members-elect shall be shall be invited to all JCTA Board meetings and functions and shall have speaking but not voting privileges. (5/13) (B)

SECTION C: BUDGET AND FINANCES ▲

C-1_(op) The budget shall have a contingency fund equal to at least 1 1/2% of the budget. (B)

C-2_(op) The Martin Luther King Dinner shall be considered a fixed budget item. (B)

C-3_(op) The JCTA Board shall change from modules to fixed budget items the following expenses:
1) legal retainer fee;
2) arbitration fees;
3) legal services. (7/90) (B)

C-4_(op) Any monies left at the end of the fiscal year, after the auditor's report shall be invested and/or disbursed by the Executive Director and Treasurer according to directive by the JCTA Board.(B)

C-5_(op) All expense accounts shall be paid by voucher only. (C) (Appendix B)

C-6_(op) Budgets shall be placed in the hands of the Representatives at least two weeks prior to the adoption of the budget. (C)

C-7_(op) Those selected to represent JCTA at conferences (or similar activities) shall be notified of the maximum amount available to cover expenses. Usual vouchering procedures shall be followed. (83,9/01) (B)

C-8_(op) Association elections shall be carried as fixed budget items. (88)

C-9_(op) In case there are funds left in the JCTA NEA Delegate budget because of the NEA delegates who are half-funded due to the fact that they have not attended the KEA Convention, the Board shall not allow additional funds from that balance to be expended by any NEA delegate who has been funded at 100%. (1/95) (B)

C-10_(op) JCTA shall join the Metropolitan Housing Coalition at the \$200.00 level. (2/95) (B)

C-11_(op) The mileage allowance for approved travel shall be at the amount allowed by the IRS. (9/95) (B)

C-12_(op) JCTA shall hold our portion of KEA (local) dues and remit the remaining monies. (11/97) (B)

C-13_(op) Dues shall be based on the previous year's base salary at the rate of \$.741/100. (05/04) (C)

C-14_(op) It is the goal of JCTA to promote the growth of the JCTA Education Fund so that it shall eventually become self-sustaining. To facilitate this goal, the following policy shall be implemented. After paying all expenses associated with the King dinner, if the revenues (including the funds designated for the event in the JCTA budget) are greater than the expenses, 60% of the unused revenue shall be added to the JCTA Education Fund and 40% shall be used to provide student scholarships. In order for the JCTA Education Fund to grow, no withdrawals shall be made without explicit permission of the JCTA Board of Directors. (9/98) (B)

C-15_(op) All staff shall be given a holiday gift, \$100 for each member of staff and \$250 each for the Executive Director and President. (12/99) (B)

C-16_(op) The following policies apply to JCTA delegates elected to attend the KEA Delegate Assembly and/or the NEA Representative Assembly.

1. JCTA shall fund elected NEA delegates who attend at least two business sessions and vote at the KEA RA at 100% stipend. Other elected NEA delegates shall be funded at 50% stipend. (A business session shall be considered to be a session where floor discussion and debate typically occur.)
2. If the funding provided by KEA for JCTA members elected as KEA statewide delegates to the NEA RA is less than the JCTA funding level for JCTA local delegates, JCTA shall provide additional funding so that all delegates who are JCTA members receive the same total amount.
3. Checks shall be made available by May 15 to NEA delegates who have signed and returned the NEA Contract.
4. Any member who is elected an NEA delegate who does not meet the guidelines for submitting his or her expense voucher shall incur a fifteen percent (15%) penalty for each month the report is delinquent up to a maximum equal to the total funding the delegate received to attend the convention. Unvouchered funding shall be reported to the IRS as taxable income. (Proof of voting may be submitted directly to the JCTA Secretary immediately after voting.)
5. NEA RA delegates from JCTA must sign in within thirty (30) minutes of the beginning of each JCTA Caucus, KY Caucus, and within forty-five (45) minutes of each NEA RA business session; otherwise, the delegate shall incur a penalty equal to \$50.00 (KY Caucus and NEA RA) or \$25.00 (JCTA Caucus and KEA DA) of his or her stipend per occurrence up to a maximum equal to the given delegate's total funding to attend the given convention. (It is understood that delegates may on occasion need to be absent in order to participate in special convention-related activities. *See Appendix C for specific exceptions listed in the NEA Delegate Contract.*)
6. If an NEA delegate from JCTA displays a pattern of poor attendance* at the NEA RA, KEA DA, KY Caucuses, and/or JCTA Caucuses the JCTA President shall discuss the issue with the delegate and advise him or her of this NEA/KEA Convention Attendance and Funding Policy.

If the pattern persists, the JCTA Executive Committee (Officers and KEA Directors) may, by 3/4ths majority vote, determine that the delegate did not fulfill his or her responsibilities. If this occurs, the delegate shall incur a penalty equal to the full amount of the funding he or she received to attend the convention.

*Poor attendance includes repeatedly failing to sign in and/or repeatedly not being present for extended periods of time during business sessions after signing in.

7. Delegates are expected to include payment of any penalty with their expense voucher. If this is not done, the (nonrecurring) penalty shall be subtracted from any subsequent JCTA funding for KEA and/or NEA conferences or conventions until it has been paid in full.

The JCTA Board may waive this policy for good cause upon written appeal or by recommendation of the JCTA President. The appeal must be made at the next regularly scheduled JCTA Board meeting. (12/93; 3/94; 5/95; 6/00; 8/01 (B) (*See Appendices B, C, and D*)

- C-17**_(op) Each school year, Better Schools Kentucky/NEA Fund for Children and Public Education contributions shall be calculated by multiplying the Rank III, Step 0 salary by a multiplier of 0.00269. (BSK 1/12, 5/13)
- C-18**_(op) Dues shall be deducted via twenty (20) deductions for members who elect to pay by way of payroll deduction. (3/03) (C)
- C-19**_(op) Dues designated for JCTA unified membership purposes that are not needed for these purposes due to the passage of the KEA continuous membership plan may be used for other organizational purposes. (4/06) (B)
- C-20**_(op) JCTA shall retain Bennett and Company CPAs with an independent audit by an outside firm every five years, beginning in the financial year, 2011-2012. (9/11) (B)
- C-21**_(op) JCTA shall not expend funds for Association Leave or event expenses for members in poor financial standing. (3/12) (B)

SECTION D: CAUCUSES ▲

- D-1**_(op) The Board of Directors shall approve caucus guidelines.
- D-2**_(op) The President and Executive Director may use their discretionary authority within the adopted JCTA Budget to fund caucus activities, if the activities relate to dealing with the Board of Education or other JCTA activities. No funds shall be used to promote caucuses for internal purposes. Caucuses may publish their meetings in JCTA publications if space allows.
- D-3**_(op) The following caucuses have been recognized:
- 1) African-American Teacher Caucus (3/94) (B)
 - 2) Christian Caucus (Nondenominational) (11/93) (B)
 - 3) Coaches Caucus (81)

- 4) Elementary Education Caucus (86)
- 5) Gay, Lesbian, Bisexual, and Transgendered Caucus (93, 4/05)
- 6) Home Economics Caucus (81)
- 7) Itinerant Caucus
- 8) Kindergarten Caucus
- 9) Librarians Caucus
- 10) Middle School Caucus
- 11) Part-Time and Job Share Teachers Caucus (88)
- 12) Social Workers Caucus
- 13) Special Education Caucus
- 14) Speech Clinicians Caucus (88)
- 15) Career Technical Education Caucus
- 16) Early Childhood Education Caucus
- 17) Occupational and Physical Therapists Caucus

D-4_(op) Any Caucus that engages in external activities which oppose JCTA policies shall have their recognition withdrawn. (See Appendix H for guidelines for caucus recognition and caucus activities. Information related to each caucus are on file and may be requested from the Executive Director of JCTA.)

D-5_(op) Guidelines shall be upheld for all caucuses including the meeting place at the JCTA office unless a change is approved the President or Executive Director. (3/94) (B)

SECTION E: COMMITTEES ▲

E-1_(op) All committee meetings shall be automatically rescheduled when school has been dismissed early, or canceled, due to severe weather and road conditions. (B)

E-2_(op) The JCTA Board shall receive written summary reports from all committees. (8/01; 8/02; 5/12) (B)

E-3_(op) JCTA members may only become voting members of standing committees by attending three consecutive meetings. (8/02; 11/09) (B)

SECTION F: ELECTIONS ▲

(See Appendix A for election information)

SECTION G: LEGAL ASSISTANCE ▲

G-1_(op) JCTA shall hire a law firm on retainer.

G-2_(op) All JCTA business that requires consultation with an attorney, employed by or working directly with JCTA, shall be conducted only through the JCTA President or Executive Director.

G-3_(op) The JCTA Board must vote on legal assistance for those persons who were not JCTA members prior to the circumstances in question.

SECTION H: NEGOTIATIONS ▲

H-1_(op) The JCTA Board of Directors shall determine the method for contract ratification from among the following procedures:

- a. Voting may be conducted by Professional Representatives in their own local schools according to a timeline determined by the Credentials and Elections Committee, unless the location is otherwise directed by the Representative Council. All such voting shall be by secret ballot. Tabulation of ballots shall be done by the Credentials and Elections Committee.
- b. Voting may be done by postcard ballot according to a timeline determined by the Credentials and Elections Committee. Tabulation of postcard ballots shall be done by the Credentials and Elections Committee at the conclusion of the ballot period. All contract mailings for contract ratification shall be mailed first class.
- c. Voting may take place at a general membership meeting. A secret ballot shall be provided. An optional voting area outside the mass meeting area shall be provided. Tabulation of ballots shall be done by the Credentials and Elections Committee. (C) (11/02) (B)

H-2_(op) Only those Association members in the JCTA bargaining unit as defined by the JCTA/JCBE contract shall be allowed to vote on the ratification of the contract. (C) (11/02) (B)

H-3_(op) The JCTA Bargaining Team shall be selected according to the following process:

1. Applicants for the JCTA Bargaining Team shall be solicited through ACTION by December of the year preceding bargaining. Those interested shall be asked to make a formal letter of application to the President of JCTA by no later than 5:00 p.m., December 31. The letter of application must include the following information:
 - The reason they are interested in serving on the JCTA Bargaining Team and why they should be selected for the team
 - Relevant association experience, including any bargaining experience
 - An overview of their teaching experience (for example, grade level and subject area)
 - Any special abilities or attributes they would bring to the team (for example, computer skills)
2. Each applicant shall be given careful consideration.
3. After consulting with the Executive Director, the President shall select those to serve on the Bargaining Team and inform the JCTA Board. (2/96; 11/02; 1/10) (B)

(Also see Constitution, Article VII, the Contract, and Appendix I.)

SECTION I: OFFICERS ▲

- I-1**_(op) The President shall be furnished an Association car for Association business and the Association shall bear all expenses incurred in operation and maintenance of the car. (B) (amended 9/95) (B)
- I-2**_(op) JCTA shall send the President to the two (2) National Council of Urban Educators Association conventions each year. (B)
- I-3**_(op) The President shall be paid his/her regular classroom salary based on 260 days per year. (B)
- I-4**_(op) Vacation leave for President shall accumulate at the rate of 2 days per month and shall accumulate only to the end of their term. Vacation may be used at a rate of 24 days per fiscal year, and any remaining balances at the end of their term shall be forfeited. (11/94) (B)
- I-5**_(op) The Treasurer of JCTA shall be bonded by June 15 of the year elected. (B)
- I-6**_(op) Filling an un-expired term does not count as a term. (1/97) (B)
- I-7**_(op) The JCTA President and Executive Director, upon their joint agreement, are authorized to publicly inform the JCBE and the GE Foundation of the JCTA decision to fully withdraw any and all support for the GE College Bound District Program in Math and Science and JCTA's opposition to the program. Should the JCTA President and Executive Director see fit to implement this authority, they shall provide any and all data supporting their decision. (1/06) (B,C)
- I-8**_(op) In recognition of the substantial work day/week/year of the JCTA President, the fact that this work schedule does not permit time to pursue rank increases on the salary schedule available to other teachers, and the otherwise significantly higher salaries of comparable JCPS administrators, the JCTA President's salary shall be 1.5 times the annual (260 day) JCPS salary of the JCTA President. (8/06) (B)
- I-9**_(op) The JCTA Vice President shall be an ex-officio member of the JCTA-PEC Committee, provided the JCTA Vice President is a full dues paying member of JCTA-PEC. (1/07) (B)

SECTION J: REPRESENTATIVE COUNCIL ▲

- J-1**_(op) The Representative Council shall meet on the third (3rd) Monday of each month at 4:30 p.m. at a designated site. (C)
- J-2**_(op) When school has been dismissed early, or canceled due to severe weather and road conditions, the Representative Council meeting shall be automatically rescheduled to 4:30 p.m. on the fourth Monday of the month. (C)
- J-3**_(op) All Council motions shall be written and signed by the presenter and seconded before being given to the secretary. (B)
- J-4**_(op) All policies adopted by the Representative Council shall be emphasized in the printed minutes in order to assist the Secretary in keeping an up-to-date record of all policies. (B)

- J-5_(op)** Budgets shall be placed in the hands of the Representatives at least two weeks prior to the adoption of the budget. (C)
- J-6_(op)** Constitution, Bylaw and Policy changes shall be printed in a manner consistent with NEA/KEA. (New language shall be underlined and language to be deleted shall be in parenthesis.) (85) (B)
- J-7_(op)** Any agenda for Council meetings shall list discussion items with the name of the person requesting that the item be added to the agenda. (86) (B)
- J-8_(op)** Approved Council minutes and accompanying materials shall be filed for a period of seven years. Handwritten Council minutes and their accompanying motion sheets shall be filed for a period of seven years following their approval. (87; 11/02) (B)
- J-9_(op)** There shall be no smoking in the JCTA PR Council meetings. (9/90) (C)
- J-10_(op)** All Memorandums of Agreement that effect the whole body of JCTA shall be brought before the Representative Council for approval prior to an agreement between the JCBE and JCTA. (3/97) (C)
- J-11_(op)** The JCTA Professional Representative shall serve as the immediate connection between JCTA and its members by:
- Being the contract expert in the building.
 - Counseling members when issues arise - encouraging and supporting them in their careers.
 - Facilitating discussions amongst the staff and between the staff and the administration.
 - Contacting UniServ Directors, Board of Directors and the President when issues arise in the building.
 - Gathering information from the members and bring it to PR Council meetings.
 - Directing members to their UniServ Director when needed.
 - Attending monthly PR Council meetings.
 - Holding a ten-minute meeting the week following the PR Council meeting.
 - Conducting Association elections.
 - Forwarding all communication from JCTA to the members in the building. This includes placing *ACTION* in mailboxes weekly.
 - Maintaining a bulletin board in the staff lounge. (10/11) (C)

SECTION K: RETIRING/RETIRED MEMBERS ▲

- K-1**_(op) Only retiring JCTA members shall be eligible to receive recognition for service at the retirement function. (B)
- K-2**_(op) Any and all teachers that retired as members of JCTA shall be considered life members of JCTA-Retired with full and complete rights of such membership. (3/06) (B)

SECTION L: SERVICES TO MEMBERS ▲

- L-1**_(op) Staff assistance for negotiated contract matters shall be available to all members of the bargaining unit. JCTA shall provide all other services to association members only. (11/02) (B)
- L-2**_(op) Candidates for state and national Association offices who are members of JCTA can run campaign materials “at cost” in the JCTA office. (B)
- L-3**_(op) The JCTA office shall recognize, through flowers, cards, or other appropriate means, the Executive Director, members of the JCTA Board of Directors, and JCTA staff in honor of a death in the family, surgery, wedding, or any sudden or unusual circumstance such as fire. Expense shall be taken from the contingency fund. (2/02; 11/02) (B)
- L-4**_(op) No member of the collective bargaining unit is eligible for assistance or services from the JCTA, or for continued assistance or services from the JCTA, unless the member who requested the assistance or services fully cooperates with the JCTA’s officers, staff, and attorneys in providing the assistance and services. The member’s duty to cooperate includes the responsibility to courteously communicate with, and promptly comply with all reasonable requests that are made by, the JCTA’s officers, staff, and attorneys. Members of the bargaining unit who fail to satisfy this duty of cooperation shall not receive any further assistance or services from the JCTA’s officers, staff, or attorneys. Every member of the collective bargaining unit who requests or receives assistance or services from the JCTA shall be required to sign a written statement acknowledging the duty of full cooperation established in this policy. (11/04) (B)
- L-5**_(op) JCTA will not disclose personal information it receives from a member except where authorized by the member or where, in JCTA’s judgment, it has the duty to warn others of the possibility that violent act may be committed. (8/10) (B)

SECTION M: STAFF ▲

- M-1**_(op) JCTA shall participate in the UniServ Program. (B)
- M-2**_(op) The Association shall provide a staff car for the Executive Director as a part of his/her fringe benefits. All expenses for operation and maintenance of the car shall be borne by the Association. (11/02) (B)
- M-3**_(op) The JCTA Executive Director’s membership dues to the Urban Director’s Association (UDA) shall be paid by JCTA. (B)

- M-4**_(op) Payment of moving expenses shall be part of the employment contract for staff according to the Kentucky Education Association Staff Organization Agreement. (B)
- M-5**_(op) Staff negotiations shall include compensatory time, insurance and salaries. (B)
- M-6**_(op) JCTA shall allow the Executive Director to act as a “SUB” in JCPS on an “as could” basis. (5/93) (B)
- M-7**_(op) JCTA shall abide by all provisions of the collectively bargained JCTA/KEASO labor agreement. (6/97; 2/10) (B)
- M-8**_(op) In the event of a KEASO strike, the President and Executive Director shall be authorized to close the office and make necessary arrangements to insure that essential services to members be maintained. (8/99) (B)
- M-9**_(op) JCTA recognizes KEASO as the exclusive representative for JCTA employees. (9/08) (B)
- M-10**_(op) The associate for the Executive Director shall be a confidential position. (9/08) (B)

SECTION N: MISCELLANEOUS ▲

- N-1**_(op) JCTA endorses a continued working relationship with MetLife. (3/96) (B)
- N-2**_(op) JCTA shall establish an advocacy award to be known as the June B. Lee Advocacy Award to be presented to a JCTA member. (9/97) (B)
- N-3**_(op) JCTA shall use issue organization, grievances, lawsuits, collaboration, and any and all other methods deemed appropriate to address and resolve member issues and concerns. (10/97) (B)
- N-4**_(op) All use of the JCTA website must be in accordance with the JCTA Website Acceptable Use Policy. (10/00) (B) (*See Appendix K.*)
- N-5**_(op) JCTA endorses NEA ValueBuilders. (6/02) (B)
- N-6**_(op) JCTA shall affiliate with the American Federation of Teachers. (11/03) (C)
- N-7**_(op) JCTA shall be a partner group to the Kentucky Economic Justice Alliance. (11/04) (B)
- N-8**_(op) JCTA desires to participate in the AFL-CIO/NEA Labor Solidarity Partnership, and the JCTA President or his designee is authorized to take such actions as may be necessary in this regard. (8/06) (B)
- N-9**_(op) When it is financially comparable, JCTA shall purchase food and/or gift items from local businesses that support unionized workers or sell union-made products. (2/10) (B)

POSITION STATEMENTS

Note: Items with legislative implications are highlighted in green.

SECTION A: ASSESSMENT ▲

A-1_(ps) JCTA believes when significant consequences are attached to measurements, the pressure to distort and corrupt the results is much greater. Consequently, placing high stakes and significant public scrutiny on assessments undermines both the validity of the information derived from the assessments and teaching and learning practices. Therefore, federal, state and local public policy designed to promote school improvement must be supportive rather than punitive, limiting the use of assessment information to inform and assist schools in their efforts to improve. (5/93) (2/08) (5/13) (B)

SECTION B: CLASS SIZE ▲

B-1_(ps) In order to ensure teachers will be able to address the needs of all the students in their classes so that all students can succeed, JCTA supports a weighted maximum class size formula based on factors such as the number of students who have needs (including disabilities, English language proficiency, and/or known behavioral problems) requiring additional teacher time and attention. (12/92) (2/08) (B)

B-2_(ps) JCTA believes the class size for general education classrooms should not exceed 18 students in primary, 20 students in intermediate, 22 students in middle school, and 24 students in high school. (2/93) (2/08) (B)

B-3_(ps) JCTA supports legislation to lower the caseload for speech clinicians to no more than 40 students in general education classrooms and 25 or less for special circumstances (including services provided to non-public school students) and populations, such as students with multiple disabilities. (11/95) (2/08) (B)

SECTION C: COMPENSATION AND BENEFITS ▲

C-1_(ps) JCTA supports legislation providing state paid benefits for part-time/job sharers and making said employees eligible for KTRS payroll deduction. (10/91) (1/02) (B)

C-2_(ps) JCTA supports legislation to grant teachers general leave. (11/91) (1/02) (B)

C-3_(ps) JCTA opposes any reduction in health benefits or options provided to Jefferson County teachers except as may be necessary to maintain the integrity and/or affordability of the program. (4/93) (2/08) (B)

C-4_(ps) JCTA supports legislation that would allow for a “cooling off period” before teacher’s resignation becomes official. (6/93) (1/02) (B)

- C-5**_(ps) JCTA opposes any professional compensation plan that is based in any manner on student performance or employee evaluation. (10/93) (C) (2/08) (B)
- C-6**_(ps) JCTA strongly opposes any effort to erode teacher tenure or institute any form of merit pay. (11/93) (B)
- C-7**_(ps) JCTA supports additional compensation for extra duties; however, the association does not support any compensation based on student performance. (5/13) (B)
- C-8**_(ps) JCTA supports legislation which provides equal state benefits and tenure rights for part-time employees of the district. (11/95) (1/02) (B)
- C-9**_(ps) JCTA is opposed to adding any administrative personnel to our sick leave bank. (6/97) (B)
- C-10**_(ps) JCTA supports a single salary schedule based on rank, certification, and classroom experience. The association is opposed to peer evaluation/review. (11/00) (2/08) (B)
- C-11**_(ps) JCTA supports full funding for state-provided family health insurance. (11/00) (B)
- C-12**_(ps) JCTA supports state and local provisions assuring a living wage for all school employees and others in the community. (01/03) (B)

SECTION D: DISCIPLINE AND SAFETY ▲

- D-1**_(ps) JCTA believes that teachers and students deserve safe teaching and learning environments which includes:
- Facilities in good conditions
 - Effective district and site communication procedures to inform staff, in a timely fashion, of safety issues
 - District and building safety plans developed with teacher involvement (9/94) (2/08) (5/13) (B)
- D-2**_(ps) JCTA believes assaulted teachers should be made aware of their right to file civil suits against the student and parents. JCTA further believes those assaulted teachers making a formal legal request should be assisted by the Association. (2/95) (2/08) (B)
- D-3**_(ps) JCTA supports Zero Tolerance for Violence in the schools and the school safety plan included in Appendix J. (5/95) (B) (2/96) (C)

SECTION E: FUNDING ▲

- E-1**_(ps) JCTA supports equity in funding for all schools. (1/94) (C)
- E-2**_(ps) It is the position of JCTA that public tax dollars should not, and can not, be used to underwrite in any manner the funding of non-public schools, including any form of non-public student transportation. JCTA further states that our Association aggressively opposes any and all efforts by those who wish to further the cause of non-public schools by use of public tax dollars. JCTA shall

actively oppose any effort to use public tax dollars for non-public school use by any and all legal means available, through legislative action, and by speaking out publicly in opposition to any form of public funding on non-public schools. (6/95) (B)

E-3_(ps) JCTA supports preserving the Building Level Title I Program in the event that cuts are to be made. In such event JCTA calls for reductions to be made first in programs, activities, and equipment which are funded for use outside school buildings. (2/96) (2/08) (B)

E-4_(ps) JCTA supports increasing the tobacco tax. (8/02) (B)

SECTION F: INSERVICE ▲

F-1_(ps) JCTA shall take all measures necessary to protect flexibility and teacher choice in selecting inservice. (3/94) (B)

F-2_(ps) JCTA opposes exclusively school-based inservice. (4/94) (C)

F-3_(ps) JCTA urges that the district inservice program be expanded to meet the needs of teachers in regard to length of program and diversity in offerings and offer programs over a period of time that does not overlap. (6/95) (B)

SECTION G: LICENSURE AND CERTIFICATION ▲

G-1_(ps) JCTA supports legislation to clarify the procedures that the EPSB uses in certificate revocation to insure members are treated fairly. (4/93) (B)

G-2_(ps) JCTA believes that discipline arbitrations that are settled according to our labor agreement should not be sent to the Standards Board. (11/00) (B)

SECTION H: SBDM ▲

H-1_(ps) JCTA shall provide information regarding the SBDM process with emphasis on measures which protect members' rights. (9/94) (2/08) (B)

H-2_(ps) JCTA shall take all steps possible to protect the JCTA/JCBE Contract when violated by any SBDM policy. (2/95) (B)

H-3_(ps) JCTA opposes any control by SBDM Councils of categorical funding. (5/95) (B)

H-4_(ps) JCTA shall oppose any bill which would reduce the percentage representation of teachers on SBDM councils. (2/96) (B)

H-5_(ps) JCTA believes SBDM Councils should not and do not have the authority to make a curricular decision which would lead to the transfer, lay-off, or termination of a teacher. (12/96) (B)

H-6_(ps) JCTA supports the addition of an educational support professional representative on SBDM councils if an additional teacher is also added to maintain the percentage representation of teachers. (1/02) (B)

SECTION I: STAFF ▲

I-1_(ps) JCTA opposes KEA placing the KEA/KEASO day on a JCPS school day. (8/00) (C)

SECTION J: TEACHING CONDITIONS ▲

J-1_(ps) JCTA believes supervision of student teachers and/or KTIP mentoring should be rotated among all faculty members who are qualified and who are interested in this position. (9/92) (2/08) (B)

J-2_(ps) JCTA believes that teachers must not be required to engage in “nursing practices.” (4/93) (2/08) (B)

J-3_(ps) JCTA supports full representation involvement of all faculty members and staff members. It is the position of the Association that the selection of teachers to represent schools at meetings, workshops, conferences, as well as within the school building should include a balance of representation which includes: ethnic minority teachers, African American, Hispanic, Asian, Native American, etc., male and female. (4/93) (B)

J-4_(ps) JCTA believes the district should provide a written policy to school employees concerning HIV and other communicable diseases. (4/93) (B)

J-5_(ps) JCTA supports the KEA position on Gender Equity Education. (12/93) (B) (*See Appendix J.*)

J-6_(ps) JCTA supports the JCTA Librarians/Caucus Position Paper for JCTA School Media Librarians. (5/94) (B) (*See Appendix J.*)

J-7_(ps) JCTA believes each elementary school or cluster should be assigned a certified psychometrist to test and recommend placement of ECE and other students for proper and speedy placement in appropriate programs. (9/94) (9/06) (B)

J-8_(ps) JCTA opposes the lengthening of the student day/year. (11/94) (B)

J-9_(ps) JCTA shall demand to bargain for additional pay if the day/year is lengthened as a legal mandate by the KY State Board of Elementary and Secondary Education. (11/94) (B)

J-10_(ps) JCTA opposes requirements forcing teachers to write course syllabi or any other documents which guarantee student performance outcomes. (9/95) (B)

J-11_(ps) JCTA supports the “Take Your Child to Work” concept, but not on a school day. (5/96) (B)

J-12_(ps) JCTA believes students learn best in racially, culturally, and economically diverse environments in which the richness of our community is reflected through heterogeneous staff and student populations. As such, the organization believes the Jefferson County Public Schools should find the most effective strategies possible, consistent with the law, to promote integration and student success across our district, within our schools, and in our classrooms. JCTA further believes all

revisions to the Jefferson County Public Schools Student Assignment Plan should be developed through an open and democratic process that facilitates involvement of all community stakeholders. This process should involve opportunities for both individual and organizational input from interested parties, including the voice of Jefferson County's classroom teachers, JCTA. (5/96) (2/08) (B)

- J-13**_(ps) In the event of a substitute teacher shortage, JCTA believes that the district should
- 1) hire persons who have completed their college teaching course requirements, internships, and have either passed the appropriate licensure exams, or are waiting for their results or who are waiting to retake the test.
 - 2) inservice certified persons in aligned fields for positions and hire them to staff classrooms.
 - 3) require all schools to create an emergency sub plan in which the counselor(s) and administrators assist in designing a plan which provides planning time.
 - 4) assign district level administrators on a rotating basis to staff classrooms on days in which 15-20% vacancies exist.
 - 5) beef up the recruitment of individuals who have attended college 2-3 years.
 - 6) be committed to using all qualified individuals who go through the application process.
- (11/98) (9/06) (2/08) (B)

SECTION K: MISCELLANEOUS ▲

- K-1**_(ps) JCTA shall oppose any reduction in KEA District dues. (2/93) (B)
- K-2**_(ps) JCTA urges all JCBE administrators to serve as substitute teachers on an "as could" basis. (5/93) (B)
- K-3**_(ps) JCTA opposes the Ku Klux Klan and similar organizations that espouse a message of hatred and bigotry. (3/96) (2/08) (B)
- K-4**_(ps) JCTA supports the Louisville Fairness Ordinance. (8/97) (2/08) (B)
- K-5**_(ps) JCTA opposes annual Kentucky legislative sessions. (8/00) (B)
- K-6**_(ps) JCTA opposes the juvenile death penalty and supports the coalition for the fair treatment of youth. (2/02) (B)
- K-7**_(ps) JCTA supports single payer universal health care. (2/04) (C)
- K-8**_(ps) JCTA opposes limits on medical malpractice awards. (1/05) (9/06) (B)
- K-9**_(ps) JCTA supports extending discounted fares (for individuals with disabilities) that are available on regular TARC buses to those who use TARC 3 transportation. (10/04) (B)
- K-10**_(ps) John Yarmuth shall be an honorary member of JCTA. (8/07) (C)
- K-11**_(ps) JCTA supports substantial reinstatement of the "Best in Class" grant program. (11/08) (B)
- K-12**_(ps) JCTA opposes any effort by KDE and/or the Kentucky Commissioner of Education to remove schools from local education agencies in any form. (11/09) (B)

K-13_(ps)JCTA supports legislation identifying pseudoephedrine as a prescription medication. (3/11) (B)

K-14_(ps)JCTA supports the Professional Educator's Creed. (1/13) (B)

APPENDIX A: ELECTION PROCEDURES

<u>GENERAL PROCEDURES FOR ALL ELECTIONS</u>
<u>SPECIFIC PROCEDURES FOR PAPER BALLOT ELECTIONS</u>
<u>PR RESPONSIBILITIES FOR CONDUCTING PAPER BALLOT ELECTIONS</u>
<u>SPECIFIC PROCEDURES FOR ELECTRONIC VOTING</u>
<u>PR RESPONSIBILITIES FOR ELECTRONIC VOTING</u>
<u>PROCEDURES FOR VOTING WHEN REQUESTED BY MEMBERSHIP PETITION</u>
<u>PROCEDURES FOR CHALLENGES</u>
<u>RECALL PROCEDURES</u>
<u>JCTA/KEA ELECTION APPLICATION</u>



Roberts Rules of Order, latest revised edition, shall be the official guide on all matters of procedure not otherwise covered by provisions of the Constitution and Bylaws or by the Standing Rules and Procedures of the Association.

GENERAL PROCEDURES FOR ALL ELECTIONS ▲

1. The JCTA Spring Election shall include JCTA officers, JCTA Regional Directors, KEA Directors, and KEA committee seats.
2. The deadline for filing as a candidate shall be twenty-one (21) days in advance of the election.
3. If no applications are received for a position by the filing deadline, a vacancy shall be re-advertised.
4. All candidates shall be provided a copy of JCTA Constitution and Bylaws Article X: Elections and Appendix A: Election Procedures from the JCTA Governance Documents.
5. Upon request, all candidates shall have access to the most recent list(s) of all PR' s, Alternates, school names, and school addresses. For the Spring Election, the list(s) shall be mailed to all candidates within one week after the filing deadline.

6. Resumes of the candidates shall be published and distributed to members at least one week prior to the election.
7. All regional candidates shall run from the region of their home school.
8. The C & E Committee chairperson(s) or designee shall, at least one (1) week prior to an election, determine the make-up of the ballot. The process used by the chairperson shall be a random drawing of names. One observer per candidate may be present. At this meeting the final ballot(s) shall be reviewed for accuracy and candidates checked for good financial standing by the Executive Director and designated staff. Members must be in good financial standing by the start of this meeting to be eligible for election. Members in poor financial standing at the start of this meeting shall not be included on the ballot nor eligible for write-in votes.
9. The C & E Committee shall establish the election procedures, such as the election calendar, ballot pick-up points, and sign-in procedures.
10. The C & E Committee shall immediately (within 24 hours) notify all parties of interest by phone call, followed by a letter within 3 working days of the phone call, of any irregularities in the conducting of the election.
11. The official results of an election shall be certified and released following the completion of the tabulations, and/or by calling the JCTA office the following day.
12. In the event no candidate receives a majority vote, a run-off election between the two candidates with the highest number of votes shall be held as outlined in the JCTA Election Procedures.
13. Each of the candidates for office shall be notified of election results by a letter after the election results are certified.
14. A candidate may challenge his/her election as outlined in the Procedures for Challenges (Appendix A).
15. KEA and NEA Representative Assembly candidates receiving an equal number of votes shall be listed in election results in random order. The Credentials and Elections committee shall determine that order through a random drawing.
16. All campaign literature shall contain the following disclaimer: “ written and distributed by (candidate’ s name or chairperson of supporting group),” and a copy of all campaign literature shall be submitted to the JCTA Executive Director or the JCTA Executive Director’ s designee.
17. The use of the JCPS courier (pony) and/or E-mail system to distribute campaign materials is prohibited.
18. JCTA-R shall be responsible for their own elections and notification of their membership. (9/07) (B)
19. Each candidate may have one observer present during tabulation. However, candidates in contested races and their immediate family members (spouse, domestic partner, children,

including stepchildren, parents and domestic partner' s parents) shall not be allowed in the counting room.

20. Ballot tabulations shall be done by the chairperson(s), C&E Committee members, or designee(s), and JCTA staff.

SPECIFIC PROCEDURES FOR PAPER BALLOT ELECTIONS ▲

1. Special provisions shall be made by the C & E Committee to provide voting opportunities for members at schools with alternate calendars.
2. The C & E Committee has the responsibility and the right to accept or reject the ballots from each site. The committee shall reject ballots if the number of signatures exceeds the total number of marked and unmarked ballots by more than two (2), if the number of marked ballots exceeds the number of signatures by more than two (2), or if conditions cited in PR Responsibilities are not met. (1/06) (B)
3. All ballots shall be delivered to the pick-up-points by 4:30 p.m. on the election day.
4. Ballots delivered to the JCTA office shall arrive by 7:00 p.m. on the day of the election. Late ballots shall be voided.
5. Ballot tabulations shall be done by the chairperson(s), C & E Committee members, or designee(s), and JCTA staff.
6. Any JCTA member may request the specific vote count of all candidates for any position within twenty (20) working days of the completion of tabulation.
7. A candidate may request a recount of his/her election by submitting such request, in writing, to the chairperson of the C & E Committee and to the JCTA President no later than 5:00 p.m. on the third working day after completion of the tabulation. The C & E Committee shall meet and conduct the recount within seven (7) working days of the request.
8. In case there is not a candidate with a majority vote, a run-off election between the two candidates with the highest number of votes shall be held on the second working Wednesday after the election.
9. All other rules notwithstanding, members of the Credentials and Elections Committee who are running unopposed for a position on the ballot may still participate in the Credentials and Elections Committee's work, up to and including the tabulation of ballots.

PROFESSIONAL REPRESENTATIVE RESPONSIBILITIES FOR CONDUCTING PAPER BALLOT ELECTIONS ▲

1. Professional Representatives should notify the JCTA office if election materials have not been received the Friday preceding the election.

2. Specific procedures distributed with the election materials shall be followed.
3. Elections shall be held in the schools by the building PR, alternate, or a designated member authorized by the PR. If the building PR and/or alternate is contested on the ballot or is a member of a contested candidate's immediate family, a designee shall conduct the election. The designee shall not be a member of a contested candidate's immediate family (spouse, domestic partner, children, including step children, parents, and spouse's or domestic partner's parents). Contested candidates or contested candidates' immediate family (see above) shall not deliver ballots to JCTA or pick-up points.
4. Voting shall be by secret ballot, and only active members shall vote.
5. Upon voting, the member shall sign a voter signature list attached or enclosed.
6. All ballots are to be sealed with the voter signature list attached or enclosed.
7. The name of the school and the region number should be visible on the outside of the ballot container.
8. All ballots shall reach the JCTA office by 7:00 p.m. on the day of the election in order to be counted. The C & E Committee shall establish ballot pick-up points for each election.
9. Campaign literature shall be distributed in the schools only if it contains the following disclaimer: "Written and distributed by (candidate's name or chairperson of supporting group)."
10. There shall be no campaigning, campaign literature, or sample ballots at the voting site.

SPECIFIC PROCEDURES FOR ELECTRONIC VOTING ▲

1. Electronic elections shall begin at 6:00 a.m. on the first day of voting and shall end at 5:00 p.m. on the seventh calendar day following the beginning of the election.
2. In case there is not a candidate with a majority vote, a run-off election between the two candidates with the highest number of votes shall be held beginning at 6:00 a.m. the second working Wednesday after the election, and shall end at 5:00 p.m. on the seventh calendar day following the beginning of the election.
3. The election tabulation result shall be reported to the C & E chairperson(s), C & E committee members, or designee(s) and JCTA staff.

PROFESSIONAL REPRESENTATIVE RESPONSIBILITIES FOR ELECTRONIC VOTING ▲

1. Professional representatives should distribute candidate resumes to all JCTA members upon receipt.

2. PRs should distribute instructions for electronic voting at least 24 hours prior to the start of the election.
3. PRs should direct any members encountering difficulties in voting to the JCTA office during normal business hours.

PROCEDURES FOR VOTING WHEN REQUESTED BY MEMBERSHIP PETITION ▲

1. When a valid petition requesting initiative or referendum by membership vote is received, the Credentials and Elections committee shall submit it to a vote of the membership within twenty (20) working days.
2. The Credentials and Elections Committee shall verify membership of those signing the petition.
3. The Credentials and Elections Committee shall prepare the official ballot.
4. Relevant information shall be published and distributed to the membership five (5) working days prior to the vote.
5. All normal Election Procedures shall be followed.

PROCEDURES FOR CHALLENGES ▲

1. Grounds for Challenge
 - a. Campaign literature not properly identified.
 - b. Distribution and/or display by the candidate and/or the candidate's campaign of literature which is intentionally false or intentionally misleading.
 - c. Ballots not distributed to a site in time to hold the election.
 - d. Validity of names on signature list.
 - e. Election not in accordance with JCTA, KEA, and/or NEA Constitution and By-laws.
 - f. Any other Election Procedures not properly followed.
2. Procedures for Challenge
 - a. An election shall be challenged by 5:00 p.m. of the tenth working day after completion of tabulation.
 - b. Notice shall be given in writing and sent to the JCTA Office, addressed to the C & E Committee and the JCTA President. In the event the challenge involves the current JCTA president, the challenge should be addressed the C & E Committee and the JCTA Executive Director.

- c. The C & E Committee shall meet within seven (7) working days of notification of the challenge to receive evidence from all parties of interest and to decide on the validity of said challenge. All parties of interest shall be notified of the meeting, and provided all relevant information.
- d. The committee may request evidence from the parties of interest.
- e. During the hearing by the C & E Committee, all parties of interest shall have an opportunity to hear the evidence and question the witnesses and/or other parties of interest.
- f. If the C & E Committee upholds the challenge, it shall establish a method to remedy the situation, consistent with the Constitution, Bylaws, and Policies of the Association. The C & E Committee shall have the authority to disqualify candidates.
- g. Within five (5) working days, the C & E Committee shall verbally notify and send a written decision to the parties of interest. The decision of the committee with rationale shall be submitted in writing to the JCTA President, and shall be made available to the parties of interest.
- h. If either party does not believe the C & E Committee followed the JCTA Constitution, Bylaws, or Policies in reaching its decision, the decision may be appealed to the JCTA Board of Directors. Any such appeal shall be made in writing by 5:00 p.m. of the fifth working day after verbal notification of the C & E Committee's decision. The JCTA Board of Directors shall then hear the appeal at its next scheduled meeting or within ten (10) working days, whichever comes first.
- i. All parties of interest shall be notified of an appeal and provided all relevant information.
- j. The decision of the committee shall be submitted in writing with rationale to the parties of interest.
- k. The C & E Committee and the parties of interest may present evidence to the Board of Directors. The Board of Directors shall determine whether the C & E Committee properly followed the JCTA Constitution, Bylaws, or Policies, in reaching its decision, and may uphold the appeal if, and only if, it finds that the C & E Committee did not properly follow the JCTA Constitution, Bylaws, or Policies.
- l. If the Board of Directors upholds an appeal, it shall establish a method to remedy the situation. The Board of Directors shall have the authority to disqualify candidates.
- m. Within five (5) working days, the Board of Directors shall verbally notify and send a written decision to the parties of interest.
- n. The decision of the JCTA Board of Directors may be appealed to the appropriate body of KEA or NEA. Any such appeal shall be made within five working days of verbal notification of the JCTA Board's decision.

RECALL PROCEDURES ▲

A. Origination of Recall Procedure

1. The member(s) calling for the recall shall have been eligible to vote in the election of that person: (e.g., a member can initiate a recall petition for a Professional Representative from his/her own building, his/her Board members, or an officer.)
2. The number of members required to begin the proceeding:
 - a. Within a building (Professional Representative) by a petition of one more than ½ (a majority) of the membership in a building.
 - b. Outside of the building (Regional D or officer) by a petition of the 10% of those eligible to vote in the relevant constituency.
3. A notice of charges shall accompany a petition. All charges shall relate directly to a violation of the NEA Code of Ethics of the Education Profession, misfeasance, or nonfeasance in office.
4. The petition shall be directed to the JCTA Executive Director and shall include all written evidence to be used, as well as a list of witnesses that will testify in the hearing.

B. Notification and the scheduling of a Recall Hearing:

1. The JCTA Executive Director shall call a meeting of the Review Board and shall notify the member who is the subject of the charges within five (5) working days of the receipt of the petition and the statement of charges.
2. The Review Board shall notify the affected parties by registered mail of the date, place and time of the hearing, and shall share the names of witnesses and all supporting evidence submitted by the petitioners.

C. The Hearing

1. The hearing shall be held within twenty (20) working days of notification of the affected Professional Representative, Board Member, or officer of the charges.
2. The petitioners and the person being recalled may have representation of their choice at the hearing.
3. The petitioners may present evidence of the charges at the hearing, including evidence and witnesses, and shall have a right to question the person being recalled and witnesses.
4. The person being recalled may present a rebuttal, including evidence and witnesses, and shall have a right to question the petitioners and witnesses.
5. The Review Board members shall have the opportunity to ask questions of all parties.

D. Decision of the Review Board

1. Within five (5) working days of the hearing, the Review Board shall verbally notify and send a written decision to the petitioners and to the Professional Representative, Board member, or officer in question.
2. If the recall is denied, the procedure is complete.
3. If decision is to recall the affected Professional Representative, Board Member, or Officer, the given position shall become vacant immediately upon the expiration of the period for appeal unless the decision is appealed to the JCTA Board of Directors.

E. Appeal

1. If either party does not believe the Review Board followed the JCTA Constitution, Bylaws, or Policies in reaching its decision, the decision may be appealed to the JCTA Board of Directors. Any such appeal shall be made in writing by 5:00 p.m. of the fifth working day after notification of the Review Board's decision. The JCTA Board of Directors shall then hear the appeal at its next scheduled meeting or within ten (10) working days, whichever comes first.
2. All parties of interest shall be notified of an appeal and provided all relevant information.
3. The Review Board and the parties of interest may present evidence to the Board of Directors. The Board of Directors shall determine whether the Review Board properly followed the JCTA Constitution, Bylaws, or Policies, in reaching its decision, and may uphold the appeal if, and only if, it finds that the Review Board did not properly follow the JCTA Constitution, Bylaws, or Policies.
4. Within five (5) working days, the Board of Directors shall verbally notify and send a written decision to the parties of interest.
1. If the Board of Directors upholds an appeal, it shall establish a method to remedy the situation.

JCTA/KEA Election Application

CANDIDATES: Please complete this application and return as soon as possible to the JCTA office at the following address:

JCTA
1941 Bishop Lane, Suite 300
Louisville, KY 40218

Be sure information is in the precise form that you want it printed in **ACTION** and on the ballot.

WORD LIMITS ON RESUMES: The following word limits are **MAXIMUMS** for each office or group of offices. It is not necessary to write the maximum. **DO NOT EXCEED THE SPECIFIED LIMIT.** All words over the limit will be eliminated when resumes are published.

<u>Office(s)</u>	<u>Word Limit</u>
President	200 words
Other JCTA Officers	100 words
JCTA Board of Directors	50 words
KEA Board of Directors	100 words
KEA Committees	75 words
NEA Delegates	50 words

COMPLETE THE FOLLOWING:

NAME _____ HOME PHONE _____

HOME ADDRESS _____ SSN _____

CITY _____ STATE _____ ZIP _____

SCHOOL _____ PRESENT POSITION _____

Indicate the position for which you are filing.

_____ JCTA Officer - _____

_____ JCTA Board of Directors - Region _____ Seat _____

_____ KEA Board Seat - _____

_____ KEA Committee - _____

JCTA Board of Director seats are either Elementary, Secondary, or At-Large.

Elementary and Secondary Seats are designated A or B.

KEA Board of Director seats are designated A (minority guaranteed seat), B, C, D, and E.

Be sure to indicate the seat for which you are filing.

It is understood that candidates for JCTA President, Vice President, Secretary, Treasurer, JCTA Board of Directors, and KEA Board of Directors will serve as KEA Representative Assembly Delegates if elected.

APPENDIX B: ASSOCIATION LEAVE DAYS

ASSOCIATION LEAVE



ASSOCIATION LEAVE ▲

The JCTA Board of Directors has adopted the following guidelines for use of Association Days:

5. The activity must be of benefit to the Association; such as KEA, NEA Conferences, training workshops at all levels, legislative activities and any other activity in which JCTA is involved.
6. President and Executive Director shall decide whether such activity shall benefit the Association.
7. No more than three (3) JCTA members who require Association Days shall represent JCTA at any one activity that requires Association Days.*
8. Application for Association Days must be requested of the President at least three (3) weeks prior to the activity.
9. If activity involves money other than for a substitute, the Board of Directors shall have final authorization.
10. Written request must be submitted. The request must include: name of the JCTA member, activity, date, place, reason, and signature of applicant.
11. No one person* may use more than eight (8) Association Days in any year without the approval of the JCTA Board.
12. Exceptions to the above guidelines are at the discretion of the President and/or Board of Directors.
13. If the request for Association Days is rejected, the person may appeal the decision to the Board of Directors.

*Exception - Negotiation Team, if negotiating during school hours, and if no agreement is reached with JCBE on special arrangements for leave.

APPENDIX C: OUT OF TOWN CONFERENCE

<u>INFORMING MEMBERSHIP</u>
<u>PROCEDURE FOR SELECTION OF APPLICANT</u>
<u>BASIC SELECTION CRITERIA</u>
<u>PARTICIPANT SELECTION</u>
<u>REPORTING PROCESS</u>
<u>RECORDS</u>
<u>JCTA CONFERENCE CONTRACT</u>
<u>NEA DELEGATE CONTRACT</u>
<u>JCTA CONFERENCE REPORT FORM</u>



[INFORMING MEMBERSHIP](#) ▲

When the JCTA is given sufficient time to notify the membership, these procedures shall be followed:

- a. At least one ACTION shall announce the sponsored conference and criteria for application.
- b. All committee chairpersons, caucus officers, and Board members shall be notified of all regional and local conferences, training sessions, and workshops sponsored by NEA, KEA, or JCTA which occur on a regular basis.

[PROCEDURE FOR SELECTION OF APPLICANT](#) ▲

- a. All prospective participants must submit written requests to attend the conference. Request should include: name, school, subject area, past and present JCTA activities (including workshops in which the member paid expenses), how participation in conferences, workshops, and/or training session shall enhance Association activities in area of concentration.

- b. In selection of participants, it is desirable to provide for continuity in training and development of new leadership. Participants selected to attend conferences, workshops and training sessions, where two or more representatives are sponsored by the Association, shall reflect the varied segments of the Association.
- c. Prior to attending the conference, participants shall sign a statement, indicating they shall participate in Association activities when called upon to do so in the subject area of the conference attended.

BASIC SELECTION CRITERIA ▲

- a. Active JCTA member.
- b. Involvement or interest within the Association in the area focused upon by the conference, workshop, and/or training session.
- c. Number of Association Leave Days required for attendance.
- d. Commitment in following up conference, workshop and/or training.

PARTICIPANT SELECTION ▲

The JCTA President shall make the final selection. JCTA Board approval is required except in those cases when a time frame does not permit. (The Board may not appoint.)

REPORTING PROCESS ▲

Any member participating in a conference as a representative of JCTA shall be responsible for presenting to the Board of Directors and the Representative Council a written summary of the actions and activities of the conference. If more than one individual attends a conference, a summary may be submitted by the group.

The participants are to attend the Board meeting and Council meeting where the written report is presented to answer any questions.

RECORDS ▲

Records shall be maintained for the purpose of constantly identifying new leadership and areas of expertise.

*These procedures are to be used in conjunction with Association Leave Days.

JCTA CONFERENCE CONTRACT ▲

NAME _____

CONFERENCE _____

I agree that I shall comply with the JCTA policies for attending conferences. The policies include the following:

1. Prior to attending the conference, participants shall sign a statement indicating they shall participate in Association activities when called upon to do so in the subject area of the conference attended.
2. Any member participating in a conference as a representative of JCTA shall be responsible for presenting or providing to the Board of Directors and the Representative Council a summary of the actions and activities of the conference. If more than one individual attends a conference, a summary may be submitted by the group. The participants are to attend the Board meeting and Council meeting where the written report is presented to answer any questions.
3. The budgeted amount for your attendance at the conference is \$ _____. JCTA shall not fund any expenditure above the budgeted amount. The participant must pay any expenditure above the amount indicated on this contract.
4. All JCTA conference participants must complete a JCTA voucher to be submitted within 45 calendar days of their return. Failure to follow the JCTA guidelines for expenditures shall render the member in poor financial standing. JCTA shall not expend funds for Association Leave or event expenses for members in poor financial standing.
5. Any conference participant who is unable to attend the conference after being selected shall reimburse JCTA for all cost(s) incurred by JCTA caused by such cancellation. A waiver may be obtained for exceptional circumstances. The participant may appeal this required reimbursement to the JCTA Board. Failure of the participant to make the reimbursement or obtain a waiver of the reimbursement from the JCTA Board shall render the member in poor financial standing. JCTA shall not expend funds for Association Leave or event expenses for members in poor financial standing.

Signature of person attending conference

Date

NEA DELEGATE CONTRACT ▲

I, _____, as a JCTA duly elected delegate to the National Education Association Delegate Assembly, agree to fulfill the obligations of a delegate that shall include the following:

1. Delegates must attend all NEA Delegate Assembly meetings and Kentucky Caucuses except for the following:
 - a. other state caucuses
 - b. campaigning
 - c. Association business (NCUEA, etc....)
 - d. sickness
 - e. extenuating circumstances
2. Delegates must sign in with the JCTA designee within thirty (30) minutes of the beginning of each JCTA Caucus, KY Caucus, and within forty-five (45) minutes of each NEA RA business session; otherwise, they shall incur a penalty equal to \$50.00 (KY Caucus and NEA RA) of their stipend per occurrence up to a maximum equal to the given delegate's total funding to attend the convention.
3. Delegates must vote for officers and proposed Amendments. **Voting stubs must be turned in to the JCTA designee on the same day of voting.**
4. All expenses must be vouchered. A hotel receipt is required.
5. **Necessary documents of attendance must be returned to JCTA within 45 calendar days of the culmination of the convention.** (Any delegate who does not meet the guidelines for submitting his or her expense voucher shall incur a fifteen percent (15%) penalty for each month the report is delinquent up to a maximum equal to the total funding the delegate received to attend the convention.)
6. JCTA shall fund elected NEA delegates who attend at least two business sessions and vote at the KEA RA at 100% stipend. Other elected NEA delegates shall be funded at 50% stipend. (A business session shall be considered to be a session where floor discussion and debate typically occur.)
7. Checks shall be made available by May 15 to NEA delegates who have signed and returned this NEA Contract.
8. If a delegate displays a pattern of poor attendance (**Poor attendance includes repeatedly failing to sign in and/or repeatedly not being present for extended periods of time during business sessions after signing in**) at the NEA RA and/or KY Caucuses the JCTA President shall discuss the issue with the delegate and advise him or her of this policy. If the pattern persists, the JCTA Officers and KEA Directors may by 3/4ths majority vote determine that the delegate did not fulfill his or her responsibilities. If this occurs, the delegate shall incur a penalty equal to the full amount of the funding he or she received to attend the convention.
9. JCTA shall not grant Association Leave Days for any teacher teaching 187 school days summer school to attend the NEA Representative Assembly.
10. Delegates are expected to include payment of any penalty with their expense voucher.

The JCTA Board may waive this policy for good cause upon written appeal or by recommendation of the JCTA President. The appeal must be made at the next regularly scheduled JCTA Board meeting.

The JCTA shall provide up to \$_____ in expense money for providing the above mentioned services.

Failure to comply with these guidelines shall render the member in poor financial standing. JCTA shall not expend funds for Association Leave or event expenses for members in poor financial standing.

_____	_____
Date	Delegate Signature

Delegates are asked to give **two weeks** prior notification if unable to attend the assembly; failing this, please notify JCTA as soon as possible.

It is the practice of the JCTA to take attendance at all required meetings.

JCTA CONFERENCE REPORT ▲

Directions: In order to improve communication within the Association, please complete this form after attending a conference for JCTA. The form should be returned to the JCTA President, via FAX (452-2794) or US mail (1941 Bishop Lane, Suite 300, Louisville, KY 40218.)

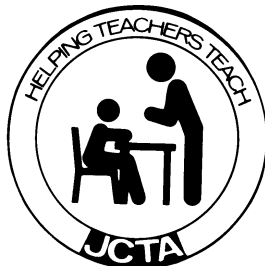
Name: _____

Title of Conference Attended: _____

Date(s) of the Conference: _____

Summary:

Evaluation: (How valuable or worthwhile was the experience?)



APPENDIX D: EXPENDITURE GUIDELINES AND VOUCHER

JCTA GUIDELINES FOR EXPENDITURES
JCTA GOVERNANCE EXPENSE VOUCHER



JCTA GUIDELINES FOR EXPENDITURES ▲

1. All expenses shall be itemized on a daily basis with a specific statement of purpose for which the expense was incurred, and with the required receipts attached.
2. Lodging shall be reimbursed at reasonable, actual expense; a receipt is required. No reimbursement shall be made for expenses incurred by or on behalf of other persons.

For direct-billed lodging charges, you must pay for movies, calls, etc. when checking out. On the voucher for direct-billed hotel charges, write "Direct-billed" on the line where hotel cost would otherwise have been listed.

3. Meals shall be reimbursed at actual expense including tax and gratuities.
IN-STATE FUNCTIONS: Original receipts are required for all amounts greater than \$20.00.
OUT-OF-STATE FUNCTIONS: Original receipts are required for all amounts greater than \$35.00.
4. Transportation costs shall be reimbursed at the amount allowed by the IRS, or actual cost of travel by public conveyance. ▲ receipt is required for travel by public conveyance for any amount greater than \$35.00. Number of miles traveled must be listed in space marked "Miles driven."

Business air travel is reimbursable at coach, super-saver, or other economy fares. The traveler's copy of the ticket must be attached to the voucher submitted. No photocopies. If the ticket is direct-billed to JCTA, "Direct-billed" should be written on the voucher where the air cost would have been entered and the traveler's copy is attached.

Airport parking for the period of the business trip is reimbursable (as is taxi fare should one choose not to drive to the airport and park; however, taxi fare should not exceed the cost of driving and parking.) Original receipts are required for any amount of greater than \$35.00.

5. For “ Visibility” and “ Other” expenses, original receipts are required for any amount greater than \$20.00 for in-state functions. Original receipts are required for all amounts greater than \$35.00 for out-of-state functions. Any item listed in the space "Other" must be explained in spaces marked "EXPLANATIONS."
6. ADVANCES: Advances may be made for extended or approved out-of-state trips. An advance must be requested at least three weeks prior to the trip. A voucher must be submitted within 45 calendar days of the trip to report all expenses. Any amount not used by the traveler shall be returned to JCTA with the voucher. Reimbursement in addition to the advance shall be processed if appropriate.

Advances not reported or accounted for by voucher within the 45 calendar day limitation shall result in the full amount of the advance being reported to the IRS on a Form 1099 as miscellaneous taxable income to the traveler.

Additional penalties for failure to submit a voucher and other required documentation or reports in a timely manner are listed in JCTA Board Procedures and on the conference contract.

7. Should an individual fail to cancel any unneeded reservations placed by JCTA, the cost incurred shall be the responsibility of the individual.
8. Each vouchered item must be approved by the Executive Director of JCTA. The traveler shall be required to reimburse JCTA for any item that is disallowed.
9. **NEA Fund for Children and Public Education contributions cannot be vouchered.** Certain expenses such as childcare or lost wages may not be vouchered and shall not be paid.

JEFFERSON COUNTY TEACHERS ASSOCIATION

1941 Bishop Lane, Suite 300, Louisville, KY 40218-1900

Governance Expense Voucher

PAYEE _____ SOC. SEC. # _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

DESTINATION & PURPOSE OF TRIP OR OTHER EXPENSES _____

DATE									TOTAL EACH LINE
**Breakfast (include tip)									
**Lunch (include tip)									
**Dinner (include tip)									
*Business Meals or Group Functions									
*Hotel									
Luggage/Hotel Tips									
*Plane or Train									
Airport Shuttle or Taxi									
Automobile (cents)									
Miles Driven									
**Parking/Tolls									
*Conference Registration									
Conference/Convention Activities/Visibility									
**Other (explain below)									

TOTAL THIS SHEET
LESS ADVANCE
DUE JCTA
DUE PAYEE

ITEMS MARKED () MUST HAVE ORIGINAL RECEIPT ATTACHED.
 ITEMS MARKED () MUST HAVE RECEIPT ATTACHED IF OVER \$20.00 FOR IN-STATE OR
 OVER \$25.00 FOR OUT OF STATE FUNCTIONS

EXPLANATIONS: _____

 SIGNATURE OF CLAIMANT

 APPROVED BY

 DATE SUBMITTED

 CHECK # AND DATE

 DATE RECEIVED IN OFFICE

For further information concerning items which may be vouchered, refer to Conference Contract, JCTA Board Policies, and Expenditure Guidelines. A summary of Expenditure Guidelines are printed on the back of this voucher for your convenience. ALL vouchers must be submitted within 45 calendar days of the close of the conference/convention or event for which expenses are claimed.

APPENDIX E:

BUDGET

PROCEDURES

BUDGET COMMITTEE
BUDGET REQUESTS
PROCESS FOR DEVELOPING THE BUDGET
ONGOING FUNCTIONS OF THE BUDGET COMMITTEE



BUDGET COMMITTEE ▲

As early as practical, but no later than July, the President shall appoint a budget committee consisting of nine members including the treasurer who shall serve as chair.

The committee should be selected in accordance with current policies designed to ensure that appointed committees reflect a broad spectrum of the membership. In addition, the majority of the committee should be chosen from active members who are not members of the Board of Directors. Chairpersons of committees and groups who ordinarily submit budgetary requests should not be members of the budget committee.

The Executive Director and the President shall serve as resources and consultants to the committee.

BUDGET REQUESTS ▲

During the month of April a general announcement shall be made in ACTION notifying individual members, governance bodies, and/or committees that they may submit budget requests to the JCTA office for consideration by the budget committee. The announcement shall specify that requests should include a description of the activity for which funds are being requested, estimated costs, rationale, and name of the member, committee, or governance body making the request. The announcement shall further indicate that budget requests should be submitted by no later than June 30.

PROCESS FOR DEVELOPING THE BUDGET ▲

The initial meeting of the budget committee shall be held as soon after its appointment as is feasible. The initial meeting shall be for the purpose of committee orientation in the budgetary process, discussion of fixed budget items, and establishing a calendar for completing the budgetary process. At the initial meeting, the committee shall review budget requests that have been submitted and may, if necessary, choose to request clarification of submissions in writing or in person.

The committee shall consider projected income, fixed expenses and budget requests, and shall recommend a balanced budget with at least 1 1/2% designated as a contingency fund.

The recommended balanced budget, along with appropriate support materials shall be sent to the JCTA Board of Directors prior to its August meeting.

At the August Board meeting, the Board shall consider the proposed budget. The Board may amend the budget if it so chooses.

The Representative Council shall receive a copy of the budget, as approved by the Board of Directors, (including any appropriate support materials) for its first reading at the next Council meeting following recommendation by the Board of Directors. Efforts shall be made to ensure that members have an opportunity to discuss the proposed budget prior to its adoption. Final action on the budget shall be at the next regularly scheduled Council meeting. The council may amend the budget if it so chooses.

ONGOING FUNCTIONS OF THE BUDGET COMMITTEE ▲

In the event that major budget revisions should become necessary during the year, the budget committee shall meet and prepare recommendations for consideration by the Board of Directors and/or Representative Council. (85, 5/02) (C)

APPENDIX F: KING RECOGNITIONS

[POSTER CONTEST RULES](#)

[ESSAY CONTEST RULES](#)

[GARNETTE GUTHRIE MEMORIAL AWARD RULES](#)

[GARNETTE GUTHRIE MEMORIAL AWARD NOMINATION FORM](#)

[EXEMPLARY STUDENT AWARD RULES](#)

[WORKSHEET FOR SCHOLARSHIP PACKET](#)

[SCHOLARSHIP APPLICATION FORM](#)

[JCTA EDUCATION FUND](#)



[POSTER CONTEST RULES](#) ▲

1. Posters may be on poster board, 12 x 18 inches, 18 x 24 inches or 22 x 28 inches.
2. Crayons, tempura, chalk, charcoal, finger paints, or oil paint may be used.
3. All posters submitted should be matted, if possible.
4. On the back of the poster, in the top left corner, should appear the child's name, school, grade, age, and teacher.
5. Works must be original; no photocopied, copied, or stenciled posters shall be accepted.
6. Winners shall be selected from those posters which best reflect the theme.
7. A \$50 savings bond shall be awarded in each of the following divisions: Primary (K-3), Intermediate (4-5), Middle (6-8), High (9-12), Commercial Art (Vocational), Special Schools (ECE).
8. Winners and one parent shall receive a free dinner ticket.

ESSAY CONTEST RULES ▲

1. Essay entries must relate to the Martin L. King, Jr. Memorial Dinner theme.
2. Essays may be typed or handwritten on white 8 1/2 x 11 inch paper.
3. Essays may be one (1) typed page or two (2) handwritten pages maximum.
4. A \$50 savings bond shall be awarded in each division. Essays shall be placed and judged in the following divisions: High School (9-12), Middle School (6-8), Intermediate (4-5), Primary (K-3), Special School (ECE), Commercial Art (Vocational).
5. Winners and one parent shall receive a free dinner ticket.
6. Essays shall be scored based on the following criteria (100 total points possible): Neatness (20 pts.), Writing to theme (30 pts.), Clarity of thought (30 pts.), Grammar Rules (20 pts.) = 100 Total.
7. Names should appear only on the cover sheet along with school, grade, and teacher.

GARNETTE GUTHRIE MEMORIAL AWARD RULES ▲

Garnette Thicklen Guthrie was a dedicated teacher leader in JCTA. Her commitment to public education was demonstrated by her meaningful activities in the Association, her local school, and community. Garnette made a positive impact on human and civil rights here in Louisville through these efforts.

This award is sponsored by the Human Relations Committee of the Jefferson County Teachers Association. It is presented to a teacher who has demonstrated leadership and support of human and civil rights in Jefferson County Public Schools and the Louisville community.

To be eligible for this award, the nominee must be a teacher and an active member of JCTA. Other desirable criteria are as follows:

1. Works to improve inter-group relations and understanding among racial/ethnic groups
2. Shows creativity, determination, and perseverance in achieving human and civil rights
3. Exemplifies the nonviolent philosophy of Martin Luther King, Jr. in the quest for improved human relations
4. Demonstrates the ability to address the educational needs of all children

GARNETTE GUTHRIE MEMORIAL AWARD ▲

NOMINEE INFORMATION

Name of Nominee

Address

City

State

ZIP

Area Code

Work Phone #

Home Phone

NOMINATOR INFORMATION

Name of Nominator

School

Phone

Please describe how the nominee fulfills the four criteria outlined on the front side. Use additional paper if needed.

1.

2.

3.

4.

Please submit to: JCTA, 1941 Bishop Lane, Suite 300, Louisville, KY 40218

DEADLINE -

EXEMPLARY STUDENT AWARD RULES ▲

The Jefferson County Teachers Association during its annual King Memorial Dinner honor two seniors from each graduating class from Jefferson County Public High School.

These students, to be selected collaboratively by the JCTA Representative, building Principal, and Guidance Counselor, shall meet the following criteria:

1. Exemplify the ideals of Dr. King (i.e. honest, motivated, kind, and respectful to all).
2. Scholarly (at least 2.5 G.P.A.)
 - a. Plans to attend college
 - b. Plans to enter the teaching profession (or other help professions).
Senior
3. Students should be able to attend the memorial dinner

Note: The exemplary students shall be competing for a college scholarship – to be awarded at the King Dinner. (*See Appendix F: JCTA Education Fund*)

WORKSHEET FOR SCHOLARSHIP PACKET ▲

DIRECTIONS: *STAPLE WORKSHEET ON TOP OF OTHER SHEETS IN THE APPLICATION PACKET.*

- Step 1: Plans to teach K-12? If no, put in discard pile. If yes, continue to next step.
- Step 2: Compute the grade point average. Notice the graph below. Compare the ACT score and the grade point average. If you are sure the average is within the shaded area, then put 25 points in the space below and don't bother to compute it exactly. If it appears to be borderline, then spend more time with this step. If the score is outside the shaded area, put the packet in the "potential discard" pile. Do nothing else with it for now.
- Step 3: Read the essay. Give up to 25 points for the essay. Most credit should be given for following the directions. If the applicant deals indirectly or not at all with the questions in the directions, give few points even if it is well written.
- Step 4: For family income of less than \$25,000 give 15 points. For family income of \$25,000 - \$40,000 give 10 points. For family income of over \$40,000 give 5 points. Add one extra point for each dependent. Add three points for free or reduced price school lunch. Put the total in the space below.
- Step 5: Activities - Give up to 25 points. Look for possibilities in school, community, and work. Highest scores should be awarded for those that show an interest in children, youth or school activities.
- Step 6: Letters of recommendation - Give up to 10 points. Give highest marks to letters that are specific and relate to teaching sincerity. Give lower marks to general letters. Give lowest mark to unfavorable recommendations.

GRADES AND ACT:

ESSAY:	_____	_____	_____	_____
				Average

INCOME:	_____	_____	_____	_____
---------	-------	-------	-------	-------

ACTIVITIES: (opinions)	_____	_____	_____	_____
	1st	2nd	3rd	Average

RECOMMENDATIONS: (opinions)	_____	_____	_____	_____
	1st	2nd	3rd	Average

TOTAL:	_____	_____	_____	_____
--------	-------	-------	-------	-------

SCHOLARSHIP APPLICATION FORM ▲

The Association awards scholarships annually to graduates of Jefferson County high schools who wish to pursue a career in education.

Part I - Basic Information - (applicant must complete in own handwriting)

Name of Applicant _____

High School _____

Home Address _____

Home Address _____ Zip _____

Home Telephone _____ Date of Birth _____

Parent(s) Name _____

Parent(s) Address _____ Zip _____

Parent(s) Occupation _____

Parent(s) Place of Employment _____

Number of Dependents of Parent(s) _____

College/University Planning to Attend _____

College Major _____

Have you applied for a Pell grant? _____

Please state family income based upon income tax figures \$ _____

Do you plan to teach grades Kindergarten through 12 after graduating from college? State grade and/or subject matter preference.

List activities in which you have been involved illustrative of your interest in children/youth.

For what other scholarships have you applied? Place in asterisk (*) by any which you have received and indicate the amount.

Signature Association Representative

Date

Part II - Essay Questions -respond to each question below in short essay form. Do not exceed 75 words per question. Answers should be typed, double-spaced, and each should be on a separate sheet.

1. Why do you want to be a teacher?
2. Describe experiences which have helped to prepare you for your career goal(s).
3. How did you arrive at your decision (referenced in Part I of this application) relative to college choice and major?
4. What other information about yourself would you like the committee to know?

Part III - Transcript and Test Scores - attach a copy of your high school transcript and ACT or SAT scores, (1st semester transcripts).

Part IV - 3 Letters of Recommendation - attach 3 letters of recommendation, at least one of the letters must be from a high school teacher.

JCTA EDUCATION FUND ▲

BACKGROUND:

In 1995, the Jefferson County Teachers Association approached Bank One and requested financial support in the amount of five thousands dollars for student scholarships. These scholarships are to be awarded to deserving students that choose to continue their education in the field of education.

The Jefferson County Teachers Association (JCTA), local affiliate of the Kentucky Education Association (KEA) Frankfort, and National Education Association (NEA) Washington, do hereby agree to establish the Jefferson County Teachers Association Education Fund for the purpose of granting scholarships to outstanding seniors of Jefferson County Public High Schools interested in pursuing a career in education.

FUND ORGANIZATION:

1. The name of the fund shall be The Jefferson County Teachers Association Education Fund with the Jefferson County Teachers Association Board of Directors serving as the Board of Trustees for this education fund.
2. The fund shall be endowed with \$3,000 placed in an interest bearing account from past proceeds from the JCTA Annual Martin Luther King Memorial Dinner. Annual profits from the JCTA Dr. Martin Luther King Dinner shall be placed in this education fund.
3. The JCTA Human Relations Committee shall serve as the screening committee for the education fund applicants. The Human Relations Committee shall recommend to the Education Fund Board of Trustees scholarship applicants yearly.
4. Applicants for the JCTA Education Fund Scholarship must first be selected to be a Martin Luther King, Jr. Exemplary Student in order to be a candidate for the scholarship (see Exemplary student guidelines), it is expressly understood that Mar-tin Luther King, Jr. Exemplary Students are to be selected without regard to the students' race, creed, color, sex, physical handicap, national origin or religion.
5. All scholarship money awarded shall only be distributed to the college or university.

TIME FRAME / FORMAT:

1. By October 15 of each school year applications for the JCTA Education Fund Scholarship shall be sent out to all Jefferson County Public Schools, as a part of the Martin Luther King, Jr. memorial Dinner Information Packet.
2. By a set deadline of each school year, the Martin Luther King, Jr. Exemplary Students shall be selected with names being sent to JCTA by the given deadline.
3. Scholarship Applications must be completed with supporting specified documents.

4. The JCTA Human Relations Committee recommends the recipients to the Jefferson County Teachers Association Fund Board of Trustees prior to the Annual King Dinner.
5. The Scholarship(s) shall be presented to the Martin Luther King, Jr. Exemplary Student during the Annual King Dinner.

APPENDIX G:

SPOTLIGHT AWARDS

<u>“APPLE FROM THE TEACHERS” AWARD GUIDELINES</u>
<u>“APPLE FROM THE TEACHERS” NOMINATION FORM</u>
<u>“JUNE B. LEE ADVOCACY AWARD” GUIDELINES</u>
<u>“JUNE B. LEE ADVOCACY AWARD” NOMINATION FORM</u>
<u>JCTA AWARDS NOMINATION FORM</u>
<u>“O'BRIEN COMMUNITY SERVICE AWARD” GUIDELINES</u>
<u>“O'BRIEN COMMUNITY SERVICE AWARD” NOMINATION FORM</u>
<u>“JCTA/KEA ADVANCING TEACHER” SCHOLARSHIP GUIDELINES</u>
<u>“JCTA/KEA ADVANCING TEACHER” APPLICATION</u>
<u>“NATIONAL BOARD” SCHOLARSHIP APPLICATION</u>



“APPLE FROM THE TEACHER” AWARD GUIDELINES ▲

The Spotlight Committee awards the Apple from the Teacher award to organizations or individuals who have supported JCTA, teachers, students, or public education.

1. To be eligible for the award, the individual or organization must be outside the field of education or in a non-certified position with JCPS.
2. The individual or organization must have verbally or by written statement strongly supported OR volunteered time and effort to support JCTA, teachers, students, or public education.
3. JCTA members must make nominations in writing on the official form. Members can get forms from their Professional Representatives, or the JCTA website (www.jcta.org).
4. Nominators will be asked to summarize how the nominee has met the following:
 - a. How has the nominee supported JCTA, teachers, students, or public education?

- b. Specifically, what verbal or written statements has the nominee contributed to support JCTA, teachers, students, or public education? Or, specifically, how has the nominee volunteered time and effort to support JCTA, teachers, students, or public education?
 - c. Provide evidence as needed.
5. The Spotlight Committee will review applications for the awards and make recommendations to the JCTA President. Selection will be made regardless of age, sex, race, or creed. In the event of any disagreement with the committee's selection(s), the recommendation(s) shall be presented to the JCTA Board with rationale. The opposing rationale shall also be provided to the Board. The decision of the Board shall be final.
 6. Nominations for awards MUST be received in the JCTA office by the last Friday in January.
 7. Awards will be presented at the annual Spotlight Awards Ceremony at the March Professional Representatives Meeting.

“JUNE B. LEE ADVOCACY AWARD” GUIDELINES ▲

The Spotlight Committee awards the June B. Lee Advocacy award to a JCTA member who has demonstrated exemplary advocacy for JCTA, teachers, students, or public education.

1. To be eligible for the award, the nominee **MUST** be a JCTA member.
2. The nominee must have verbally or by written statement strongly advocating for JCTA, teachers, students, or public education.
3. JCTA members must make nominations in writing on the official form. Members can get forms from their Professional Representatives, or the JCTA website (www.jcta.org).
4. Nominators will be asked to summarize how the nominee has met the following:
 - a. How has the nominee advocated for JCTA, teachers, students, or public education?
 - b. Specifically, what verbal or written statements has the nominee contributed to advocate for JCTA, teachers, students, or public education?
 - c. Provide evidence as needed.
5. The Spotlight Committee will review applications for the awards and make recommendations to the JCTA President. Selection will be made regardless of age, sex, race, or creed. In the event of any disagreement with the committee's selection(s), the recommendation(s) shall be presented to the JCTA Board with rationale. The opposing rationale shall also be provided to the Board. The decision of the Board shall be final.
6. Nominations for awards **MUST** be received in the JCTA office by the last Friday in January.
7. Awards will be presented at the annual Spotlight Awards Ceremony at the March Professional Representatives Meeting.

JCTA Spotlight Nomination

The JCTA Spotlight is a quarterly publication designed to shine a light on the positive and amazing activities of our members. We want to recognize members for the big things they do as well as the little every day things that make a difference, so you can nominate some one for a lifelong dedication to education or for a single event or contribution.

Tell us who is doing something amazing at your school. Who do you think should be featured as an outstanding example of our profession?

Name of the member you are nominating: _____

Work Location of the member you are nominating: _____

Your name: _____

Your Work Location: _____

The best way to contact you: _____



Tell us why you are nominating this person. Please be as specific as possible. Give us details about what this person does or has done to shine as an educator. Is there a specific event or item we could photo to spotlight this teacher?

“O'BRIEN COMMUNITY SERVICE AWARD” GUIDELINES ▲

The JCTA Spotlight Committee awards the Ethel O'Brien Award to certified Jefferson County Public School employees who have demonstrated outstanding dedication to education and the community through involvement at their school, in their professional organization (other than JCTA), and in community service. The recipient of this award will receive a certificate and a gift of \$1000.

The funds for the award are from the Ethel O'Brien Trust (formally the Ethel H. O'Brien Field of Interest Fund) on account with the Community Foundation of Louisville. Dr. Ethel H. O'Brien was the first female psychiatrist in Kentucky. She graduated from the University of Louisville School of Medicine in 1933. She died in 2001 at the age of 100.

1. To be eligible for award consideration a person must be a certified Jefferson County Public School employee, employed as a teacher by JCPS for no fewer than 5 years, and a member of JCTA.
2. The individual should have demonstrated outstanding dedication to an education-related professional organization, a community service organization, and public education beyond the requirements of their employment, without compensation.
3. Individuals must be nominated by a JCTA member. Self nominations are accepted.
4. A short essay from the nominator providing a rationale for the nomination should accompany the application.
5. The Spotlight committee will review applications for the awards and make recommendations to the JCTA President. In the event of any disagreement with the committee's selection, the recommendation, with supporting and opposing rationale, will be presented to the JCTA Board of directors. The decision of the JCTA Board will be final.
6. Applications for awards must be received in the JCTA office by Jan. __, _____ at 5:00 p.m. Applications received after Jan. __, _____ at 5:00 p.m. will not be considered.

“O'BRIEN COMMUNITY SERVICE AWARD” SCORING CRITERIA ▲

In judging applicants for the Ethel H. O'Brien Community Service Award, a scoring rubric will be used in which each of the following items is given a point value.

1. JCTA membership (required)
2. Teaching experience (minimum of 5 years required)
3. Demonstration of community volunteer service
4. Demonstration of involvement in a professional organization outside JCTA
5. 2 letters of recommendations (school, community, professional organization)
6. Statement or purpose for receiving this award (short essay)

Ethel O'Brien Teacher Nomination Form

Information about you, the nominator:

Name: _____ Home Phone: _____

Home Address: _____

School: _____ School Phone: _____

Email: _____

Information about your nominee:

Name: _____ Home Phone: _____

Home Address: _____

School: _____ School Phone: _____

Email: _____

1. Please attach a short essay providing rationale for the nomination indicating how the nominee has demonstrated outstanding dedication to education and the community.
2. Please attach two professional letters of recommendation explaining how the nominee has demonstrated outstanding dedication to education and the community -- preferably one from the nominee's professional organization and one from the nominee's community service experience.
3. Attach this cover sheet to the required documents and deliver to JCTA by the last Friday in January at 5:00pm.

“JCTA/KEA ADVANCING TEACHER” SCHOLARSHIP GUIDELINES ▲

The Spotlight Committee will award the JCTA/KEA Advancing Scholarships to one JCTA member working towards his or her Rank I and one JCTA member working toward his or her Rank II.

1. To be eligible for award consideration, the applicant must have a minimum grade point average of 3.0. A copy of the nominee’s transcript must be included.
2. Applicants must provide two letters of reference -- one educational and one non-educational.
3. Applications must be in writing on the official form. Members can get forms from their Professional Representatives, or the JCTA website (www.jcta.org).
4. The Spotlight Committee will review applications for scholarships and make recommendations to the JCTA President. Selection will be made regardless of age, sex, race, or creed. In the event of any disagreement with the committee's selection(s), the recommendation(s) shall be presented to the JCTA Board with rationale. The opposing rationale shall also be provided to the Board. The decision of the Board shall be final.
5. Applications for scholarships **MUST** be received in the JCTA office by the last Friday in January by 5:00 pm.
6. Scholarships will be presented at the annual Spotlight Awards Ceremony at the March Professional Representatives Meeting.

JCTA/KEA Advancing Teacher Scholarship Application

Name: _____ Home Phone: _____

Home Address: _____

School: _____ School Phone: _____

Email: _____

Are you working toward Rank I _____ or Rank II _____

School Attending: _____

GPA: _____

In order to help us choose the best scholarship candidate, please answer the following questions fully on a separate sheet of paper.

1. What is your involvement in school committees or other work at your school outside of your classroom?
2. How are you involved with JCTA or any other professional organization?
3. Please describe your financial need.

Attach this cover sheet to your responses along with your two letters of reference and transcripts.

Signature of Applicant: _____ Date: _____

JCTA/KEA National Board Scholarship Application

Name: _____ Home Phone: _____

Home Address: _____

School: _____ School Phone: _____

Email: _____

Which candidate are you?

_____ First Year

_____ Second Year, Third Year, or Recertification

In order to help us choose the best scholarship candidate, please answer the following questions fully on a separate sheet of paper.

1. What is your involvement in school committees or other work at your school outside of your classroom?
2. How are you involved with JCTA or any other professional organization?
3. Please describe your financial need.

Attach this cover sheet to your responses along with your two letters of reference and proof of candidacy.

Signature of Applicant: _____ Date: _____

APPENDIX H:

CAUCUSES

JCTA CAUCUS PURPOSES

JCTA CAUCUS CRITERIA FOR RECOGNITION

JCTA CAUCUS OPERATING POLICIES

WITHDRAWAL OF JCTA CAUCUS RECOGNITION



JCTA CAUCUS PURPOSES ▲

The purpose of JCTA Board recognition of caucuses is for the Caucuses to:

1. provide input to the governing bodies of JCTA as to possible positions or policies that JCTA might consider adopting.
2. serve as an Association sounding board for member interest group concerns.
3. promote Association membership and participation in all facets of JCTA.
4. meet on an as needed basis with District Administration with the goal of working together in a collaborative manner to resolve educational concerns.

JCTA CAUCUS CRITERIA FOR RECOGNITION ▲

1. All Caucus members must be members of the JCTA.
2. Each Caucus seeking recognition shall provide a written statement of it's purpose, goals, and objectives to the JCTA Board for approval/rejection.
3. Each Caucus seeking recognition shall provide a written procedure for selection of its leadership in the Caucus to the JCTA Board for approval/rejection. These procedures shall include all appropriate representation, length of terms, and procedures for filling leadership vacancies.
4. Each Caucus shall provide to the JCTA Board for approval/rejection any changes in the above.

JCTA CAUCUS OPERATING POLICIES ▲

1. All JCTA Caucuses shall operate in compliance with all Association Constitution, By-Laws, policies, practices, and positions.
2. In order to become a voting member of a caucus, you must be a member of the specific special interest group that the caucus represents, you must be a current JCTA member, and you must have attended one meeting of the caucus in the last two years prior to voting.
3. All JCTA Caucuses shall take minutes of each meeting and provide copies of each set of minutes to the JCTA President and Executive Director. The taking of minutes shall not be the responsibility of JCTA Staff.
4. All JCTA Caucuses may make reasonable annual assessments of its membership. The purpose of such an assessment is for providing refreshments and other incidental Caucus costs. The JCTA staff shall not handle in any manner the collection, expenditure, or banking of such assessments.
5. JCTA Caucuses shall not issue any written statement without approval of the JCTA President or Executive Director.
6. JCTA Caucuses shall not make any verbal statements without the approval of the JCTA President or Executive Director.
7. All JCTA Caucuses shall meet at the JCTA Office. The JCTA President or Executive Director may grant approval to meet at other locations.
8. JCTA Caucuses shall not enter into any contract that requires any expenditure of funds. The JCTA President or Executive Director may grant a waiver of this policy.
9. JCTA shall expend no Association funds on behalf of a Caucus with the following exceptions:
 - a. Use of JCTA office space, as approved by the JCTA President or Executive Director.
 - b. Reasonable use of JCTA staff, with approval of the JCTA Executive Director.
 - c. Once a month meeting notices in ACTION.
 - d. Once a month meeting notices sent by pony - up to fifty if Caucus members.
 - e. Reasonable copy service for Caucus purposes at the JCTA office as determined by the JCTA President or Executive Director.
 - f. Reasonable use of office equipment not to interrupt normal office operations as determined by the JCTA President or Executive Director.
 - g. Any other expenditure approved by the JCTA President and Executive Director.

WITHDRAWAL OF JCTA CAUCUS RECOGNITION ▲

The JCTA Board of Directors shall withdraw JCTA recognition of any Caucus that violates any of the above JCTA policies pertaining to JCTA Caucuses.

APPENDIX I: NEGOTIATED ITEMS

SICK LEAVE BANK PROCEDURES/GUIDELINES

SICK LEAVE BANK DEPOSIT AUTHORIZATION FORM



SICK LEAVE BANK PROCEDURES/GUIDELINES ▲

PURPOSE:

The purpose of the Jefferson County Teachers Association(JCTA) Sick Leave Bank is to provide to eligible voluntarily participating employees, who have exhausted all of their accumulated sick leave, the means of obtaining additional sick leave days upon proper approval of the JCTA Sick Leave Bank Approval Committee appointed by the JCTA.

ELIGIBLE EMPLOYEES:

All employees covered by the terms and conditions of the negotiated Agreement between the Board of Education and JCTA are eligible to voluntarily participate in the Sick Leave Bank.

OPERATING PROCEDURES:

The general operating procedures are as follows:

1. Non-participating eligible employees will be provided an opportunity to enroll in each succeeding November.
2. The JCTA Sick Leave Bank may be opened for re-enrollment of participating members in any November following a decline to a balance of less than 500 days.
3. Days from the JCTA Sick Leave Bank may be taken in whole days only except when they are coordinated with Workers' Compensation payments.

4. The school system's regular sick leave usage policies and procedures will be used as they relate to the JCTA Sick Leave Bank when practicable and feasible.
5. Participation is restricted to those eligible employees who have contributed to the bank.
6. The Committee has authority to request a second independent medical opinion.
7. The Committee retains the authority to prevent abuse of the sick leave bank.
8. The Committee requires that all Sick Leave Bank applications have an attached M.D. or PH.D. Physicians statement included.
9. The Committee does not grant one hundred percent [100%] of sick bank requests when the requests are for more than one[1] day – the percentage granted falls between zero (0) [which indicates that no days would be granted] and no more than seventy percent [70%] in any given school year.
10. Except in the most extenuating circumstances, no member will be granted more than twenty (20) days in any given school year.
11. For the safety of the bank the committee can also grant (if needed) a 'Lifetime' amount of days given to teachers over a 5-year Maximum of 50 days.

CRITERIA FOR SICK LEAVE BANK USAGE:

The criteria to be used-by the JCTA Sick Leave Bank Usage Approval Committee shall be as follows:

1. Serious accident of the employee **requiring absences from work.**
2. Serious illness of the employee **requiring absences from work.**
3. Extend hospitalization of the employee.
4. Other serious extenuating circumstances normally allowed for sick leave as approved by the Usage Approval Committee.

SICK LEAVE BANK USAGE APPROVAL COMMITTEE:

The JCTA Sick Leave Bank Usage Approval Committee shall:

1. Be comprised of three (3) members appointed by the JCTA President and approved by the JCTA Board of Directors.
2. Two (2) Committee members shall be appointed to serve a two(2) year term of service and one(1) appointed to serve a one(1) year term of service.
3. No Committee member shall rule on any usage application of their own or that of a relative

SICK LEAVE BANK FOR EMPLOYEES REPRESENTED

BY THE JEFFERSON COUNTY TEACHERS ASSOCIATION (JCTA) ▲

DEPOSIT AUTHORIZATION

I, _____, _____, assigned to _____,
Name Job Title Location

Social Security Number _____ do hereby voluntarily agree to contribute one (1) of my accumulated sick leave days to the Sick Leave Bank. I understand that this will qualify me to apply for using days from the Sick Leave Bank according to approved procedures. I understand that my accumulated sick leave account will be reduced by one (1) day. I understand that I must apply to the Usage Approval Committee appointed by JCTA to use days from the Sick Leave Bank (and that I still must submit the regular sick leave cards through normal channels required by the school system).

Return this to the **JCTA Office, Watterson City West Building, 1941 Bishop Lane, Suite 300, Louisville, KY 40218** - no later than **Friday, November 30, 2001**, only if you wish to voluntarily participate in the Sick Leave Bank.

Sign: _____

Print: _____

Date: _____

10/01

APPENDIX J: TEACHING CONDITION POSITION PAPERS

<u>GRADE FOUR POSITION PAPER ON ASSESSMENT</u>
<u>JCTA LIBRARIAN'S CAUCUS POSITION PAPER</u>
<u>GENDER EQUITY EDUCATION POSITION STATEMENT</u>
<u>PROFESSIONAL EDUCATORS' CREED</u>
<u>SCHOOL RECONSTITUTION POSITION PAPER</u>
<u>ALTERNATIVE COMPENSATION POSITION PAPER</u>
<u>CHARTER SCHOOLS</u>



[GRADE FOUR POSITION PAPER ON ASSESSMENT](#) ▲

FOURTH GRADE ASSESSMENT

May 1994

INTRODUCTION:

This position paper was developed from concerns, recommendations, and beliefs voiced by about 100 fourth grade teachers representing 46 Jefferson County public schools at an open forum held on April 21, 1994. These concerns closely mirror those expressed by elementary teachers at a series of meetings hosted by the school district in the spring of 1993, and at the JCTA-KEA KERA summit meetings more than a year ago.

While there were few surprises in the list of concerns, it should be noted that teachers' frustrations seem to be mounting, perhaps because in the four years since the adoption of KERA, major concerns have not been addressed and teachers feel that our voice and expertise has been ignored at best, and often disparaged. Indeed, many fourth grade teachers feel singled out for personal and professional denigration and exploitation by the KERA Assessment and School Accountability programs.

Teachers at the meeting spoke eloquently of our continued commitment to our students, to teaching, and to the fundamental belief that all students can learn. We expressed support for changes, which encourage writing across the curriculum, cooperative learning strategies, emphasis on problem solving, and developing a global perspective. We support developmentally appropriate learning conditions and assessment for all students and feel an obligation to continue to speak out against current practices, which we feel are inappropriate and/or harmful for nine and ten year old, children.

For purposes of reporting, each area of the KIRIS assessment was addressed separately. Proposals from KDE for “midcourse adjustments” were used as discussion starters. Throughout the two and one half hour meeting, other concerns and recommendations surfaced. These have been grouped and included in this paper as well.

MATHEMATICS PORTFOLIO:

We support the recommendation of KDE to move the mathematics portfolio to fifth grade if a separate mathematics portfolio continues to be required. We believe that this would allow students more opportunity to develop concepts and mathematical skills before being required to prepare an elaborate showcase portfolio. Moving this assessment task would also help to relieve the excess workload on both students and teachers.

Regardless of whether the portfolio is moved to another grade or kept at fourth grade, the following changes are recommended:

1. Expand the scoring categories from four to six by dividing current categories of novice and apprentice. This would make scoring easier, but more importantly, it would provide better evidence of growth and allow many more youngsters the opportunity to feel some degree of success. (This is similar to scoring in California.)
2. Distribute a set of suggested prompts from which teachers and students might make choices for portfolio entries. These should embody a wide range of skills and problem solving applications and be appropriate for students of varying abilities. Language should be understandable for intermediate grade students.
3. Language used for portfolio development and scoring should be consistent with that in the National Council of Teachers of Mathematics (NCTM) Standards. For example, NCTM speaks of geometry while KERA calls this space and dimensionality.
4. Technical requirements (table of contents, whether to include name and date, whether letter to reviewer is scored or not scored, etc.) should be consistent for both writing and math portfolios.
5. Either released time or compensation at regular hourly rates should be provided for all training related to developing and scoring portfolios. Teachers cannot be expected to continue to take such training after school and with no pay. If math portfolios are moved to grade 5, fourth grade teachers should not be expected to provide training for fifth grade teachers as has been suggested.
6. The manual provided by KDE needs to be revised and written in plain English so that it is user friendly and readily understandable. Use less expensive paper and printing techniques and concentrate on necessary information and clarity.¹
7. The time frame for scoring is too short and overlaps other assessment activities. Completion dates for students need to be as late as possible to allow students time to master mathematical content and the writing skills required for portfolio development. Scoring could occur soon after the close of school, with teachers receiving extra pay for the days needed to accomplish the task.¹
8. Teachers should receive released time to conference individually with students during the various stages of completing the portfolios.¹

9. If teachers do scoring during the school year, released time should be provided. A better solution to scoring might be to hire recently retired teachers to do all scoring. This would relieve regular classroom teachers and insure a higher degree of impartiality. (However, teachers are very concerned about use of non-educators as scorers for any part of the assessment.)¹
10. In a highly mobile society, it is unfair for a school to be held accountable for preparation of portfolios for students who have been enrolled for a short time. The "100 day" rule should mean that the student has been in a particular school for at least 100 days, not that he/she has been in a school (or schools) in Kentucky for 100 days.¹

WRITING PORTFOLIOS:

Teachers believe that writing portfolios have great value but that they should be simplified and designed to show growth rather than be a showcase at a specific point in time.

1. Too many entries are required at grade 4. Instead of encouraging writing, the drudgery of perfecting so many portfolio pieces and the general emphasis on writing to the exclusion of other forms of expression are causing students to avoid writing whenever possible. Voluntary participation in writing activities is decreasing!
2. Students exhibit signs of burnout and stress connected with all facets of assessment but especially in connection with writing portfolios. These include physical complaints--stomachaches, headache, hand cramps, etc.--, hostility or withdrawal, and in some cases, suicidal remarks.
3. Expand the scoring categories from four to six by dividing current categories of novice and apprentice. This would make scoring easier, but more importantly, it would provide better evidence of growth and allow many more youngsters the opportunity to feel some degree of success. (This is similar to scoring in California)
4. Technical requirements (table of contents, whether to include name and date, whether letter to reviewer is scored or not scored, etc.) should be consistence for both writing and math portfolios. Name and date should be on each piece. If necessary for confidentiality, it can be covered for photocopying. The possibility that an otherwise acceptable portfolio can be marked incomplete for errors on a table of contents is ludicrous.
5. Definition of "informative" piece is vague. This item could be combined with piece from a "content area other than language arts /reading." KERA is supposed to encourage interdisciplinary teaching/learning but the writing portfolio insists on artificial distinctions.
6. Current portfolio requirements are particularly inappropriate for many ECE students, ESL students, and "at risk" students who struggle to complete the assignment, demonstrate considerable growth over time but are consistently scored as novice under the rigid standards in effect.
7. A formal appeal process for portfolio scores needs to be instituted for students who disagree with score assigned to their work, and for teachers who have student scores lowered through the audit process.
8. Even if it is not scored, a piece from primary school or from the first weeks of fourth grade should be included as a "benchmark" to assess individual student growth and maturation.
9. Either released time or compensation at regular hourly rates should be provided for all training related to developing and scoring portfolios.

PERFORMANCE EVENTS:

While teachers strongly support co-operative learning and performance assessment, we believe that the current "performance events" do not reflect or measure these characteristics. If performance events are to continue as a part of formal assessment, they should be changed so that the problem solving process and any "hands on" product, such as a work of art or science invention, are scored. At present, the performance events are only another form of paper and pencil test of reading and writing skills. It is particularly unfair to students who contribute much to the group but do not excel in written expression.

Other concerns and recommendations in this area include:

1. Since process is stressed in primary school, performance events could be moved to P4. This would help spread out assessment and accountability, and help to bridge to gap between primary settings and the more structured requirements of grade 4.
2. Classroom teachers should be evaluating performance events but should not be expected to gather specific equipment, set up room, etc. (Performance events for the purpose of KERA assessment should not be dumped back on the teacher even though she/he is already using them as a teaching tool.)
3. Teachers should assist in arranging work groups in order to be able to balance them and to separate students who for whatever reason do not work well together. (In some instances, teachers are now permitted to do this, but other “trainers” insist on other methods of establishing groups.)
4. Performance events should not be driven by specific content unless teachers are furnished a content list well in advance in order to insure that students have adequate background information.
5. Some tasks reflect cultural/economic bias or are not developmentally appropriate. (For example, expecting fourth graders to know how to use stopwatch or stethoscope without instruction. Youngsters with inadequate health care might not even recognize a stethoscope!)
6. Students should have access to dictionaries, instruction sheets for specialized equipment, and other research tools just as they would in the classroom. Assigning one member to look up words or learn how to use an item like a stopwatch is a valid group procedure.
7. Students should have as long as needed to complete written responses. Students are frustrated if they are accustomed to writing lengthy answers and are limited to one or two paragraphs, especially if it has not been made clear that a time limit will be imposed.
8. Since performance events count very little in the accountability formula, provide no helpful information to the teacher, and carry a high price tag, their purpose and value need to be carefully evaluated, especially at the fourth grade level.

TRANSITIONAL TESTS:

Of all of the parts of the fourth grade assessment, teachers have the most concerns about the KIRIS Transitional testing, and the least faith in its appropriateness and reliability. The April 1994 KDE “Position Paper on Recommended Changes in the KIRIS Assessment and Accountability Program” makes passing reference to these concerns but does not address them in the recommended changes. We believe that it is imperative that major changes be instituted immediately in order to provide assessment which is developmentally appropriate for nine and ten year old children, and which yields assessment information which is useful in implementing changes in delivery of services.

The following are specific concerns and recommendations:

1. We concur with the idea that multiple choice questions should be counted in calculation of the scores.
2. Students evidence signs of physical, mental, and emotional exhaustion and stress during and after the test period. Those frequently mentioned include stomachaches, vomiting, blisters on fingers, crying, irritability, refusal to work, and apathy. We believe the stress is cumulative, beginning with the push to complete portfolios and continuing through the testing period.
3. The test is far too long for young students. It is not uncommon for students to write for more than three hours (actual work time--not instructions or short breaks) trying to deal with seven open ended questions as well as the multiple-choice items. Even 90 minutes of testing is too long for fourth grade students. This ordeal is repeated for a minimum of five days. In general two groups of students are most distressed by this experience – those who have the most to say – i.e. “better” students, and those who read and write very slowly, struggle

with the tasks, but who are very conscientious and want to complete every item. Items should be limited to two or three open response questions. (Since some of the questions have several separate parts, students really have to answer more than seven items now.) In some cases, the reading materials on which the questions are based are also too long.

4. The print is too small and the format too cluttered. Directions are poorly written so that students have a difficult time understanding what the question means.
5. The test items are biased in favor of certain groups, especially those who are economically advantaged, and who therefore have a wider range of experiences including taking vacations with family, etc.
6. The various forms of the test booklets are not comparable. This year, for example, one form has a page of reading materials with only two multiple choice questions, while another has two separate open ended questions related to one reading selection. Topics are not comparable either, so that a youngster may be helped or hindered simply by which form of the test he/she is handed.
7. Since there is no longer a scope and sequence for the curriculum, it is impossible for teachers to adequately prepare students to deal with content areas of the test. Moreover, many students now enter fourth grade with many fewer academic skills than previously, and because it is difficult to justify a fifth year of primary program, at a younger age. Specific content lists would be helpful if they were realistic in terms of concepts that students still in the “concrete” stages of mental development could reasonably be expected to master. (Presently, many of the expectations would be much more appropriate for youngsters of 12 or older who have reached the developmental stages associated with ability to think abstractly.)
8. To a very great extent, math, social studies, and science sections are really reading/writing tests. Questions purporting to be about arts, practical living, and humanities often do not adequately reflect these disciplines. We recommend that teachers be able to read “content” selections to students to increase the possibility that those with reading difficulties might have some chance for success.
9. The test is not appropriate for many ECE students, ESL students, or those requiring remedial programs. If ECE teachers are to administer the test to groups of students, all students in the group should have the same form of the test. It is impossible to read or sign several different questions at the same time. It is distracting for the students and exhausting for the teacher.
10. The test manual is difficult to use.
11. The student answer booklet is confusing and cumbersome. Space for answers should be long enough (at least two pages for most open ended questions) so that it is not necessary to add pages or flip through the booklet to find additional space. Questions and answer spaces should be in one booklet since tests are not reusable.
12. If on demand writing sample is to be required, it should not be a part of the transitional test. We would suggest that two on demand samples be collected--one very early in the school year or at the end of primary school, and one at the time portfolios are completed. These samples should be part of the portfolio and be indicators of growth in student writing. Wherever it is collected, “on demand” writing should never be described as “final draft” or scored as such, since students do not have the time or resources, including opportunity to confer with others and reflect on work, they usually have when “publishing” a piece.
13. The scoring rubric for open-ended questions should be revised to emphasize correct thinking, even if it is “unelaborated” rather than rewarding wrong answers, which are lengthy and flowery.
14. Students should not be penalized because different districts have different opening and closing dates. This year JCPS students still have eight weeks of school remaining after the beginning of the testing period. Tests should be given after students have been in school for a certain number of days--perhaps 155--rather than during the same period statewide.
15. If a student has not been enrolled in a particular school for at least 100 days, he/she should take the test but her/his scores should not be included in the school’s accountability calculations.

16. Test reports come too late in the school year and contain too little information to be helpful in revising curriculum or teaching strategies.

ACCOUNTABILITY CONCERNS:

We believe that the entire rewards and sanctions program is unfair to both teachers and students and is having a negative effect on both student achievement and the implementation of KERA. Most teachers do not enter the profession believing that we will get rich, or seeking an easy job. We resent the implication that either the promise of a few extra dollars or the constant threat of professional humiliation will improve the ways in which we do our jobs. Furthermore, we believe that the constant threats (no one really expects rewards) are reducing our effectiveness. Our stress and frustration are reflected in the stress and frustration of our students.

Among the concerns voiced by fourth grade teachers are these:

1. There is a dramatic mismatch between the philosophy and expectations of the primary program and the demands of fourth grade. There must be clearly articulated and defensible exit criteria for the primary program, which insure that students are ready for the more formal and intensive work required to succeed in fourth grade.
2. We, alone, are held accountable. There is no accountability for parents. There is no accountability for Advanced Systems. There is no accountability for the Ky. Dept. of Education. There is no accountability for the legislators and community leaders. Regardless of the errors in the tests, the poor quality of training sessions, the lack of consistent information, inadequate funding, dysfunctional home situations, lack of community support, and a myriad of other factors which impact both student achievement and assessment results, teachers are singled out for blame.
3. Many fourth grade teachers are suffering physical and emotional trauma because of the unrelenting demands of an assessment program, which is inappropriate for fourth grade students. Not only are we stressed from the sheer volume of work, but also because we believe that many aspects of the assessment are harmful to our students. In addition, we believe that because assessment requires so much time that other aspects of the fourth grade program are being neglected so that our students are being shortchanged in important ways.
4. Because of the pressures many fine teachers are leaving the profession or transferring to other grade levels. In some schools inexperienced teachers staff the entire fourth grade. Turnover is high. Morale is low. Under such conditions it is unlikely that student achievement will rise.
5. Many schools experience a high turnover in student population because of the mobility within the community, and because of programs such as Project Renaissance, which was designed to foster racial integration. ECE classes may be added or removed from a school depending on the available space. These annual fluctuations in student population have a dramatic impact on student scores, and on the accountability index.
6. Most teachers are unaware of appeals processes related to accountability, and the damage to the teachers' reputations and the school's image is done when scores are published. Because of flexible enrollment, publication of such information, whether or not it accurately reflects conditions at the school can cause an exodus of the very students who have the potential to help stabilize the school and raise assessment scores.

CONCLUSIONS:

While we concur with most of the suggestions for revising the fourth grade assessment that have been put forth by the Ky. Department of Education, we believe that if only those steps are taken that they will be of little value. Fourth grade students and teachers were overburdened before the math portfolio was added.

1. Class size must be lowered significantly and instructional assistants provided.
2. The number of pieces and the technical aspects for developing the writing portfolio must be made more realistic.

3. The length and difficulty of the transitional test must be addressed and the reliability, validity, and appropriateness of the test and of Advanced Systems, established.
4. Teachers must be given released time for training, for conferring with students, and for scoring portfolios.
5. The entire assessment process must be made more manageable and less time consuming so that more time can be used for instructional activities.
6. Steps must be taken to insure that students entering fourth grade have prerequisite attitudes, skills, and levels of maturity needed in order for them to be successful.
7. All stakeholders in a child's education must be held accountable.

We believe that schools must change in response to changing demands of society. We support the six goals that are the basis of KERA and are committed to an emphasis on problem solving, writing across the curriculum, whole language techniques, and use of cooperative and "hands on" learning. Furthermore, we are committed to providing the best possible learning conditions so that all of our students can learn and enjoy success. However, we cannot, and will not continue to be held accountable for conditions over which we have no control.

JCTA LIBRARIAN'S CAUCUS POSITION PAPER ▲

MAY 1994

INTRODUCTION

The mission of the school library media program is to ensure that all members of the school population are effective users of ideas and information.

In order to accomplish this mission the school library media program must provide:

1. current, accurate, and appropriate resources that provide a diversity of opinions and cultural perspectives;
2. intellectual and physical access to resources in a variety of formats;
3. adequate staff who provide expertise and leadership in the use of information and technology;
4. full integration of information skills into the school's curricula;
5. a learning environment that enables students to become discriminating consumers and creators of information;
6. opportunities for the development of lifelong learning capabilities.

(Source: Library Media Centers: Online with KERA. Kentucky Department of Education, 1992.)

School media librarians, with their expertise in education and information, contribute uniquely to student success and the accomplishment of this mission through the following roles:

1. information specialist;
2. teacher;
3. instructional consultant;
4. coordinator of technology;
5. administrator of the school library media center and its programs.

CRITICAL ATTRIBUTES OF SCHOOL LIBRARY MEDIA CENTERS

Accessibility

1. Flexible schedule
2. Open Facility throughout the school day and extended school hours for all students and school personnel
3. Accessible location and spacious facility to accommodate at least two classes
4. Use of the library media center by all student including preschool, disabled and exceptional children
5. Adequate professional and clerical/technical staff

On-going Planning

1. Written goals and objectives that correlate with district and school goals
2. Plan of action that includes budget, collection development and curriculum integration
3. Library media advisory committee
4. Collaboration with teachers
5. Partnerships with parents
6. Student input
7. Involvement in school technology planning
8. Evaluation of the library media center using state regional and/or national guidelines
9. Needs assessment with surveys, statistics, evaluations and involvement in curriculum development
10. Cooperation with the community
11. Collaborative planning with school district, public and academic libraries

Instructional Support for School Staff

1. Provision of accurate and current resources and information to support the curriculum
2. Provision of a variety of up-to-date technologies
3. Facilities and equipment for production of instructional materials
4. Access to information through interlibrary loan and telecommunications
5. Integration of information skills into the curriculum
6. Use of library materials and research in performance assessment
7. Effective communication with teachers
8. Provision or coordination of professional development

Instructional Support for Students

1. Faster access to current information in a variety of formats
2. Development of proficiency in information access and production
3. A positive learning environment conducive to self-directed activities and critical thinking
4. Motivational activities to promote reading and the use of the library media center
5. Technology for information access and production of student materials

(Reprinted from Library Media Centers: Online with KERA. Kentucky Department of Education, 1992.)

COMMENTS TO LIBRARIANS

Stress those attributes relative to your specific situation (in other words, personalize this information for you and your audience).

EXAMPLES:

- If your collection needs to be strengthened, utilize those attributes dealing with collections.
- Elementary school media librarians may need to use those dealing with flexible scheduling.

Additionally, you will need to provide some statistics, such as use by classes, individuals, and small groups; or the monetary value of the collection, both materials and equipment; or circulation statistics.

Support for achieving learner outcomes is on pages 16-17 in the document cited above. This same document is an excellent source of additional information.

CLOSING STATEMENT

Two findings from a 1992 study conducted by the Colorado Department of Education show:

- Student achievement is directly linked to the size of a library media center's staff and collection.
- As a predictor of student achievement, access to library media center programs is second only to the prevalence of at-risk students. Where school library media centers are better funded, academic achievement is higher, whether their schools and communities are rich or poor and whether adults in the community are well or poorly educated.

(Source: Lance, Keith Curry, Lynda Wellborn, Christine Hamilton-Pennell. The Impact of School Library Media Centers on Academic Achievement. Colorado Department of Education, 1992.)

SOURCES OF ADDITIONAL INFORMATION

Information Power: Guidelines for School Library Media Programs. American Association of School Librarians and Association for Educational Communications and Technology, 1988. Accompanying video available from JCPS AVC.

Library Media Centers: Online with KERA. Kentucky Department of Education, 1992. (Also known as the "Blue Bible")

School Library Media Manual for Administrators. Kentucky Department of Education, 1986.

Library Media Programs: Merit Rating Guidelines. Kentucky Department of Education, 1991. -(Note: These guidelines are being revised, and' applications for this program are no 'Longer-being accepted. However, this document can, be of assistance.)

Phi Delta KAPPAN, March 1992. (School media libraries are the focus of this issue.)

GENDER EQUITY EDUCATION POSITION STATEMENT ▲

The Kentucky Education Association believes that it is imperative for schools, school councils, and districts to select curriculum/instructional resources (K- 12) which do not reinforce gender bias in our schools and society.

Further, that developmentally appropriate Gender Equity Education, which is comprehensive in nature, be fully integrated into the curriculum (K-12) and not be utilized as a separate, add-on subject. Emphasis shall be placed on diversity to eliminate gender bias and other forms of discrimination.

KEA further believes that the education family must be knowledgeable of gender bias issues and, therefore, support the implementation of pre-service teacher education and professional development programs which foster gender equity becoming a reality in our schools and society.

PROFESSIONAL EDUCATORS' CREED ▲

As a professional educator, I believe that education is a noble profession with the power to transform lives and empower human beings to thrive and improve our democratic society and diverse, changing world. I help change the world and create our future. I understand the unique privilege and accept the great responsibility that comes with this charge. To the best of my ability, I will...

- Act on the belief that all students are unique, have worth, and can improve their lives and their world.
- Support and protect the right of every student to a free, quality, public education with meaningful and equitable opportunities to learn.
- Provide an education directed toward the development of the dimensions of human potential and personality.
- Educate with the understanding that public education is the cornerstone of a free and functioning democratic society.
- Provide rich, meaningful, engaging, and challenging experiences that empower the whole person to think, communicate, and interact so they can improve their lives and the lives of others.
- Create caring, supported, and democratic learning communities that ensure the rights of all students are respected, including those who lack the means to make their needs known.
- Provide an education that strengthens respect for human rights and fundamental freedoms of all human beings.
- Eliminate ignorance and further understanding and caring. • Advocate for the well-being of students and families.
- Collaborate constructively with colleagues to improve the craft of educating and to build the learning communities that benefit the growth and development of all.
- Collaborate with our school communities and others to inform and shape healthy deliberations about the future of our schools.
- Actively resist and work to change policies and practices that devalue or harm students, the education profession, or public education.
- Exercise my professional judgment independently to benefit students.
- Never cease seeking further education for my continual growth.

[Your name]

SCHOOL RECONSTITUTION POSITION PAPER ▲

SCHOOL RECONSTITUTION

Definition

School Reconstitution is an education reform strategy whereby a local school superintendent vacates a low-performing school's staff (administrators, teachers, support personnel). The theory behind reconstitution is that bringing in a fresh staff committed to change will lead to improved student achievement.

History

The inception of reconstitution as an educational reform strategy dates to 1983, when a Consent Decree as a settlement to a class action lawsuit against the San Francisco Unified School District authorized the SFUSD to “clean house” and bring in new staffs for low-performing schools. Since then, reconstitution has been implemented in a number of urban school districts across the country.

Effectiveness

To date, there have been three research studies completed examining the impact of reconstitution. To varying degrees, all of these studies question the practice of reconstitution as a valid and positive reform strategy.

“Reconstitution in Theory and Practice: The Experience of San Francisco,” a 1998 study by Goldstein, Kelemen and Koski, offers the most in-depth and extensive examination of reconstitution. These scholars point out that vacating the employees was only one of a set of eight strategies used together in an effort to improve student achievement at low-performing schools. While some schools did see improvement, it is impossible to attribute the gains made to just one factor. The authors summarize: “we have argued that any success of reconstitution as a remedy cannot be attributed solely to the ‘vacating the adults’ component of the policy, but rather must be attributed to the full panoply or some subset of the Phase One interventions” (31). Again, it is impossible to correlate improvement to the practice of reconstituting the schools. In addition, reconstitution as a practice and a threat did have damaging effects on the teaching population in San Francisco: “Meanwhile, the use of reconstitution has had deleterious effects on San Francisco’s teachers—their morale, their relationship with the District, their sense of professionalism—and has reduced the presence of experienced teachers at reconstituted schools, while increasing instability overall” (31).

In a 1999 report, “Uncovering the Potential Contradictions in Reconstitution Reform: A Working Paper” the authors (Malen, Croninger, Redmond, and Muncey) conducted a two-year study of three schools that had been reconstituted. The study’s findings challenge the idea that reconstitution will reenergize a low-performing school. The study especially debunks the notion that reconstitution will bring new expertise and stability to a building. The authors assert that reconstitution “is not a dependable strategy for attracting teachers to or retaining teachers in the schools” (9). About 75% of the teachers placed at the reconstituted schools were new hires to the district, many of them brand new to teaching (13). Reconstitution did little to promote stability within the schools—in the second year of the reform, the schools continued to face substantial staff turnover. Echoing the concerns raised in the previous study by Goldstein, Kelemen and Koski, the authors conclude: “it may be that reconstitution, in a dramatic effort to elicit commitment, operates to undermine and ‘manufacture instability’ in schools” (14).

“Four Models of School Improvement: Success and Challenges in Performing, High-Poverty Title I Schools,” a broad study completed in 2000, takes a comparative approach in assessing four types of reform strategies (grassroots site-based reform, reconstitution, a national reform model, and partnership with an external partner). Part of this study looks at two reconstituted schools. During the period studied, although reconstituted schools earned high marks for their instructional methods, reading achievement decreased at the schools, while math achievement improved slightly at one school and declined at the other. This study also affirms the concerns raised in the other two studies about the impact of reconstitution on the climate of the school. Borman et al rated each of the reform strategies they analyzed based on five criteria: “(a)

collegial relationships among staff; (b) inventiveness and active problem solving among teachers; (c) improved instructional practices; (d) formal and informal professional development opportunities; and (e) the overall professional standing of teachers” (59). Reconstitution rated low in all of these areas. The authors maintain that teacher “buy-in” is one of the central factors in determining if a reform strategy will be effective, and they note that, “by its very nature, reconstitution is an externally imposed reform that provides teachers no choice in the matter. Reconstitution produces change by labeling schools as failures, ridding them of their faculties, and hiring new groups of teachers in their place. Teachers in the West Coast schools expressed that there was a stigma associated with teaching at a reconstituted school, which made it difficult for principals to hire experienced staff” (63). Though the authors note that any of the four models they examined could lead to productive change, their conclusions find that overall, reconstitution is not as effective a model as either “the grassroots site-based management approach” or “the implementation of a nationally proven school reform model” (67).

JCTA’s Position

The research makes several points clear:

- Reconstitution does not have a proven track record as a valid tool for improving student achievement.
- Reconstitution does not help to bring expertise and stability to a school.
- Reconstitution has a decidedly negative impact on teacher morale.

Given the research findings so far, JCTA has concerns about the use of reconstitution. JCTA does not believe reconstitution is an effective practice and does not support the use of reconstitution as a strategy to improve low-performing schools.

References

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- Malen, Betty, Croninger, Robert, Redmond, Donna & Muncey, Donna. (1999). *Uncovering the Potential Contradictions in Reconstitution Reforms: A Working Paper*. Paper presented at the University Council for Educational Administration, 1999 Annual Meeting, Minneapolis, October 1999.

ALTERNATIVE COMPENSATION POSITION PAPER ▲

ALTERNATIVE COMPENSATION

Definition

Currently, teachers are paid using what has become known as the “Single-Salary Schedule.” Under this system, teachers are compensated based on their years of experience and educational attainment. Alternative Compensation is a general term for any number of teacher salary plans that depart from the single salary schedule. Alternative Compensation Plans may take a number of different forms, including merit pay, pay for performance, career ladder, knowledge and skills, or differential pay. Merit pay and pay for performance are terms used to describe pay systems that tie a salary bonus to student achievement. In a career ladder design, teachers earn extra pay by taking on additional responsibilities at their school. A knowledge and skills based pay plan depends on extensive evaluation of teachers to determine how well they are meeting professional standards. Under a differential pay system, teachers who are certified in high need areas (middle school, special education, math and science) are paid more than other teachers.

History

The single salary schedule was established as the predominant method of determining teacher compensation by 1950 (Protsik 1995, p. 9). Structured in a grid whereby teachers move based on their educational attainment and years of experience, the single salary schedule rectified years of inequity and bias in teachers’ salaries. Alternative Compensation plans, notably merit pay and career ladder programs, came about in the 1980s as attempts to recruit and retain better teachers and improve student achievement. These reforms failed, as they were poorly implemented, led to declining teacher morale, and faced a lack of funding.

More recently, knowledge and skills based plans have been designed as another alternative to the single salary schedule. Cincinnati Public Schools adopted such a plan in 2000, though it has been revised and has yet to be put into practice system wide (Blair, 2001, p. 3). Pay raises would be based on extensive evaluations and measurement of employee capabilities in different skill areas.

Even advocates of performance-based pay acknowledge that the evaluations are time-consuming and require extensive training of evaluators, diverting funds from instruction and increasing class size. Education professor Allen Odden, who designed the Cincinnati Plan and co-directs the Consortium for Policy Research in Education at the University of Wisconsin-Madison, explains that for a knowledge and skills based pay plan to work, evaluators “need to be intensively trained in how to spot quality instruction when they see it—not a strength of many current school principals” (p. 3).

In Kentucky, the Prichard Committee for Academic Excellence is an advocate for Alternative Compensation. Prichard Committee Executive Director Bob Sexton characterizes the single-salary schedule as “outmoded” because it “discourages the talented and rewards the mediocre” (p.2). He believes that a Performance Based Pay Model would be an effective tool for recruiting and retaining high-quality teachers.

Effectiveness

Few research studies have examined the success of alternative compensation plans in raising student achievement or improving teacher quality.

The Consortium for Policy Research in Education is studying the implementation of alternative compensation plans in several districts (Cincinnati, Ohio; Coventry, Rhode Island; Douglas County, Colorado; Manitowoc, WI; Vaughn Learning Center, Los Angeles, California). None of these studies has examined what effects, if any, the move to an alternative compensation plan has had on student achievement. (These reports may be accessed from the Knowledge and Skills Based Pay Studies page on the CPRE website.) Odden admits that more research is necessary to determine the correlation between teacher skills and student achievement (Odden 2001, p. 4).

The most comprehensive study of alternative compensation was conducted by Hatry, Greiner and Ashford. These researchers had first studied alternative compensation plans in the 1980s. Their 1996 study examined 13 school districts

that had implemented some form of compensation distinct from the single salary schedule. In their conclusion, they state that none of the school districts saw “significant gains in student achievement” (p.235). Even in the few districts that did see improvement, these results “were short-lived and sporadic” (p. 235).The authors conclude: “When we began this research in the early 1980s, we believed that monetary incentive programs made good sense. Now we are pessimistic that school districts can successfully implement such programs to motivate teachers to improve performance, and, in turn, improve student achievement” (p. 244).

JCTA Position

The single salary schedule remains the fairest, most equitable method for teacher compensation. Research does not show that alternative compensation forms positively impact student achievement or teacher performance. For these reasons, JCTA believes that school districts’ limited resources of time, energy, and funding would be better spent recruiting and enhancing the professional growth of its teacher staff in order to foster genuine improvement in student achievement rather than seeking implementation of any such merit, career ladder, or knowledge and skills based pay forms.

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CHARTER SCHOOLS POSITION PAPER ▲

JCTA OPPOSES CHARTER SCHOOLS; SUPPORTS SBDM COUNCILS

Charter schools are publicly funded elementary or secondary schools that are free from some or all state laws and regulations, including the federal law that requires only certified teachers in the classroom. Charter schools also frequently operate outside of the local school board, making them less accountable to the community.

These schools do not live up to the hype they receive. In 2004, the National Assessment Governing Board (NAGB) released an analysis of charter school performance on the 2003 The Nation's Report Card. The report found that charter school students, on average, score lower than students in traditional public schools. Charter school students who were eligible for free or reduced-price lunch scored lower than their peers in traditional public schools, and charter school students in central cities scored lower than their peers in math in 4th grade. The study also showed that charter schools enrolled smaller proportions of students with disabilities than traditional public schools.

In a study that followed North Carolina students for several years, professors Robert Bifulco and Helen Ladd found that students in charter schools actually made considerably smaller achievement gains in charter schools than they would have in traditional public schools.

The November 2008 study, *The forgotten choice? Rethinking magnet schools in a changing landscape* (Erica Frankenberg & Genevieve Siegel-Hawley, Civil Rights Project at University of California, Los Angeles), showed that charter schools were more segregated than magnet schools and public schools.

Charter schools weaken the community by their lack of accountability to the public. Parents and communities democratically elect their school board members and SBDM representatives. They hold those officials accountable for the management of schools and the education of their children. Charter schools take away this involvement and accountability by operating outside of local school board and without SBDM Councils. This would garner less involvement from parents and community and would undermine public accountability.

Site-Based Decision Making Councils work. They are authorized by state statute to implement new curriculum, hire principals, confer on all other hiring's, create and adjust school budgets, determine the used of time within the school day, and much more. No other state has empowered local decision-making councils with such broad powers, superseding those of the school board. It is largely because other states do not have such local empowerment that they charter schools are appealing to them. Because the powers of SBDMs surpass those of the local school board and superintendent, all Kentucky schools are already effectively empowered in a way that is equivalent to charter schools.

APPENDIX K: TECHNOLOGY

JCTA WEBSITE ACCEPTABLE USE POLICY VIOLATIONS OF JCTA ACCEPTABLE USE POLICY



JCTA WEBSITE ACCEPTABLE USE POLICY ▲

JCTA ("the Association") has established the JCTA Internet website, which consists of the site itself and associated equipment, collectively referred to as the "website." In order to promote the efficient and effective operation of the website and to guard against abuses that could jeopardize its long-range viability, the Association has adopted the following usage guidelines.

The Association reserves the right to monitor use of the website. Accordingly, users of the website do not have a personal privacy right on the website, including messages marked "privileged, confidential," etc. This right to monitor is reserved to persons designated by the Association.

The Association shall assume no liability for any claim, suit, criminal prosecution, or judgment against a user of the website because of any action taken by him/her in the course of such use. Individuals who fail to comply with these guidelines, or who otherwise use the website in an unlawful, improper, or inappropriate manner shall be subject to denial of access to areas of the website and any other appropriate legal action.

The Association reserves the right to take appropriate legal action against any user of the website for unlawful, improper, or inappropriate use. "Unlawful, improper or inappropriate use" includes, but is not limited to, invasion of privacy, sexual harassment, copyright infringement, "overloading" the website, inappropriate postings, use of defamatory, threatening or obscene language, or any other violations of the Acceptable Use Policy for the website.

Messages on the website are discoverable in a lawsuit, and users should treat such messages the same as other written documents. The Association reserves the right to erase permanently messages on the website.

VIOLATIONS OF JCTA WEBSITE ACCEPTABLE USE POLICY ▲

1. **Illegal use:** Using the website to transmit any material (by email, uploading, posting, or otherwise) that, intentionally or unintentionally, violates any applicable local, state, national, or international law, or any rules or regulations promulgated there under.

2. **Harm to Minors:** Using the website to harm, or attempt to harm, minors in any way.
3. **Threats:** Using the website to transmit any material (by email, uploading, posting, or otherwise) that threatens or encourages bodily harm or destruction of property.
4. **Harassment:** Using the website to transmit any material (by email, uploading, posting, or otherwise) that harasses another. (Threatens, embarrasses or causes distress, unwanted attention or discomfort to person or entity.)
5. **Fraudulent Activity:** Using the website to make fraudulent offers to sell or buy products, items, or website, or to advance any type of financial scam such as "pyramid schemes," "ponzi schemes," and chain letters.
6. **Forgery or Impersonation:** Adding, removing, or modifying identifying network header information in an effort to deceive or mislead is prohibited. Attempting to impersonate any person by using forged headers or other identifying information is prohibited.
7. **Unsolicited Commercial Email/Unsolicited Bulk Email:** Using the website to transmit any unsolicited commercial email or unsolicited bulk email. Activities that have the effect of facilitating unsolicited commercial email or unsolicited bulk email whether or not that email is commercial in nature are prohibited. Unsolicited bulk email is defined as email sent to more than (50) fifty individuals without their permission.
8. **Unauthorized Access:** Using the website to access, or to attempt to access, the accounts of others, or to penetrate, or attempt to penetrate, security measures JCTA's or another entity's computer software or hardware, electronic communications system, or telecommunications system, whether or not the intrusion results in the corruption or loss of data.
9. **Copyright or Trademark Infringement:** Using the website to transmit any material (by email, uploading, posting, or otherwise) that infringes any copyright, trademark, patent trade secret, or other proprietary rights of any third party, including, but not limited to, the unauthorized copying of copyrighted material, the digitization and distribution of photographs from magazines, books, or other copyrighted sources, and the unauthorized transmittal of copyrighted software.
10. **Collection of Personal Data:** Using the website to collect, or attempt to collect, personal information about third parties without their knowledge or consent.
11. **Network Disruptions and Unfriendly Activity:** Using the website for any activity, which adversely affects the ability of other people or systems to use the website or the internet. This includes "denial of service" (DoS) attacks against another network host or individual user.
12. **Sexually Explicit Material:** Using the website to post or transmit sexually explicit images or other content, which is deemed by the Association to be offensive.

APPENDIX L: ITINERANT PAIRING SELECTION PROCESS

JCTA ITINERANT PAIRING SELECTION PROCESS



JCTA ITINERANT PAIRING SELECTION PROCESS ▲

1. Advertise in ACTION (early March) for interested members to submit their application to the JCTA President. They need to include any association experience that they have had in their application – *UniServ Director responsible for ACTION*
2. By the deadline each application is placed in its appropriate pairing division. These names are e-mailed to UniServ Staff for any input before the President makes his/her choice – *JCTA President's Associate*
3. Up to six (6) members per area are chosen, with an emphasis on diversity, by the JCTA President – *JCTA President*
4. JCPS is notified – *UniServ Director responsible for Itinerant Teachers and UniServ Director responsible for Speech Clinicians*
5. The names of those selected for the Pairings Committee are e-mailed to all staff – *UniServ Director responsible for Itinerant Teachers*
6. Letters are sent to all who applied stating results – *JCTA President's Associate*
7. JCPS is responsible for sending out all meeting notices and obtaining professional leave for the participants
8. Any calls challenging the selected teachers or process should be notified that the teachers are appointed at the “President’s discretion.” – *All JCTA Staff*

APPENDIX M: MEMBER COOPERATION POLICY

<u>MEMBER COOPERATION POLICY</u>
<u>MEMBER COOPERATION POLICY FORM</u>



[MEMBER COOPERATION POLICY](#) ▲

No member of the collective bargaining unit is eligible for assistance or services from the JCTA, or for continued assistance or services from the JCTA, unless the member who requested the assistance or services fully cooperates with the JCTA's officers, staff, and attorneys in providing the assistance and services. The member's duty to cooperate includes the responsibility to courteously communicate with, and promptly comply with all reasonable requests that are made by, the JCTA officers, staff, and attorneys. Members of the bargaining unit who fail to satisfy this duty of cooperation shall waive their right to assistance or services from the JCTA's officers, staff, or attorneys. Every member of the collective bargaining unit who requests or receives assistance or services from the JCTA shall be required to sign a written statement acknowledging the duty of full cooperation established in this policy.

JCTA MEMBER COOPERATION POLICY FORM▲

No member of the collective bargaining unit is eligible for assistance or services from the JCTA, or for continued assistance or services from the JCTA, unless the member who requested the assistance or services fully cooperates with the JCTA's officers, staff, and attorneys in providing the assistance and services. The member's duty to cooperate includes the responsibility to courteously communicate with, and promptly comply with all reasonable requests that are made by, the JCTA officers, staff, and attorneys. Members of the bargaining unit who fail to satisfy this duty of cooperation shall waive their right to assistance or services from the JCTA's officers, staff, or attorneys. Every member of the collective bargaining unit who requests or receives assistance or services from the JCTA shall be required to sign a written statement acknowledging the duty of full cooperation established in this policy.

MEMBER ACKNOWLEDGEMENT

I have reviewed this JCTA Policy. The JCTA Policy states that I am not eligible for assistance or services from the JCTA or for continued assistance or services from the JCTA, unless I fully cooperate with the JCTA's officers, staff and attorneys. I have requested assistance and services from JCTA and acknowledge my responsibility to cooperate with the JCTA's officers, staff, and attorneys in the manner specified in the JCTA Policy.

Member

Date

Witness

Date

APPENDIX N: ANNUAL TIMELINE FOR ACTION ITEMS

[ANNUAL TIMELINE FOR ACTION ITEMS](#)



[ANNUAL TIMELINE FOR ACTION ITEMS](#) ▲

See next page.

ANNUAL TIMELINE FOR ACTION ITEMS

JANUARY

After January 1 – JCTA-PEC Committee Treasurer Election - **Bylaw 10-20**

Post cards to teachers and JCTA-R about contacting their Senator & State Representatives

HR committee announces the winners of the MLK contest

NEA Delegate announcement goes in ACTION and on Website

FEBRUARY

Applicants for JCTA Bargaining Team solicited through ACTION (bargaining years only) – **Operational Policy H-3 (Negotiations)**

NEA Delegate Election held

Announcement about the JCTA Spring Election in the ACTION and on Website

MARCH

Early March - Advertise in ACTION for Itinerant Pairing Committee – **Appendix L: JCTA Itinerant Pairing Selection Process: 1**

4th Wednesday in March - JCTA Spring Election – **Bylaw 10-10**

Applicants for JCTA Bargaining Team solicited through ACTION (bargaining years only) – **Operational Policy H-3 (Negotiations)**

JCTA Spring Election is held

Job Share Meeting

APRIL

April 1 – Deadline for applicants to apply to President for Bargaining Team (bargaining years only) – **Operational Policy H-3 (Negotiations)**

General announcement through ACTION inviting Budget requests (due by June 30) – **Appendix E: Budget Requests**

April 1 – Deadline for nominations for Apple/Schoolhouse/Ethel O'Brien Award) – **Appendix G**

Transfer Workshops

April 1 – Start announcement of JCTA Retirement Dinner through ACTION

MAY

May Representative Council Meeting - The President, aided by committee chairs and others, give an annual report to the May PR meeting on the activities and accomplishments of the Association – **Bylaw 4-2: h**

Before May 15 – PR's shall be elected – **Bylaw 10-1**

By May 15 – NEA Delegate checks made available – **Operational Policy C-16 (Budget and Finances): 3**

No later than the 3rd Wednesday of May – Should the board not reflect the proportionate membership of ethnic-minority members, a special at-large election shall be held – **Article X: Section 2 (Officers & Board of Directors): f**

JCTA's Annual Retirement Dinner

Better Schools Kentucky Activities and Report sent out

Send out Committee Interest Form to all members

JUNE

June 15 – Start of Officers terms – **Article IV: Section I (Officers and Terms)**

By June 15 of the year elected – Treasurer shall be bonded – Operational **Policy I-5 (Officers)**

By June 30 – deadline for Budget requests – **Appendix E: Budget Requests**

JULY

No Later than July - President appoints a budget committee – **Appendix E: Budget Committee**

AUGUST

August 31 – Membership year ends – **Article II: Section 3 (Membership Year)**

August JCTA Board Meeting - The Board of Directors shall elect by secret ballot two ethnic minority members of the Board to serve as first and second alternates for the JCTA designated Ethnic Minority Director on KEA Board of Directors – **Bylaw 5-4**

August JCTA Board Meeting - The Board of Directors considers proposed budget – **Appendix E: Process for Developing the Budget**

August JCTA Board Meeting - The Board of Directors shall designate a meeting day – **Bylaw 5-2**

Send out Committee Interest Form to all members

SEPTEMBER

September 1 – Membership year begins – **Article II: Section 3 (Membership Year)**

Sick Leave bank begins – announcement in ACTION about new guidelines

Human and Civil Rights (HCR) Committee meets to start planning for the MLK contests

OCTOBER

No Later Than The October Representative Council Meeting - The annual budget shall be presented for consideration of the Representative Council – **Appendix E: Process for Developing the Budget**

October Representative Council Meeting - Review Board members and alternates shall be elected by PR's at the October PR meeting during the year of JCTA Officer Elections and serve for a term three years – **Bylaw 7-3 (Recall)**

By October 15 applications for the JCTA Education Fund Scholarship shall be sent out to all JCPS schools – **Appendix F: JCTA Education Fund: Time Frame / Format**

Guidelines and rules for the MLK contest goes in Action and on Website

KEA Delegate form gets printed in ACTION and goes on website

Better School Kentucky Activities & Report sent out

PR Trainings

NOVEMBER

BSK Chair and Vice Chair shall be elected during the month of November and the JCTA Board shall appoint open seats at its regularly scheduled November meeting – **Bylaw 10-22**

Non Participating, eligible employees will be provided an opportunity to enroll in the JCTA Sick Leave Bank – **Appendix I: Sick Leave Bank Procedures/Guidelines: Operating Procedures: 1**

Judging begins for the MLK contest

Better Schools Kentucky meets

KEA delegate election is held

PR Training

APPENDIX O: JCTA BOARD NORMS

BEHAVIORS
MEETING OPERATIONS



BEHAVIORS ▲

Board members will:

1. Own, honor and support Board decisions.
2. Maintain trust and integrity of the Board.
3. Act and make decisions based on the interests of JCTA and its members.
4. Believe in positive intent [when in doubt, check it out].
5. Treat one another with respect and use straight talk.
6. Fulfill their job descriptions on the Board.
7. Honor commitments.
8. Maintain confidentiality.

MEETING OPERATIONS ▲

1. Only JCTA/KEA/NEA members and guests approved by the JCTA President may attend Board meetings. (Board members are asked not to bring children into the board room during Board meetings.)
2. The board will start meetings on time and use time efficiently.
3. The board will follow parliamentary procedures.
4. Board members will be on time and stay to the target ending time.
5. Speaking time will be limited to three [3] minutes.

6. First time speakers will be recognized on a motion or discussion topic before all others.
7. Board members will be actively engaged throughout the meeting.
8. Board members will not participate in electronic messaging about the meeting during the meeting.