



Affiliated with NEA and KEA

# ACTION

J E F F E R S O N   C O U N T Y   T E A C H E R S   A S S O C I A T I O N

1941 Bishop Lane, Louisville, KY 40218 ♦ 454-3400 ♦ 452-2794 (fax) ♦ www.jcta.org ♦ September 28, 2005

## WHAT'S HAPPENING

**All meetings are at the JCTA office unless otherwise specified.**

### **SICK LEAVE BANK ENROLLMENT**

Open enrollment for the JCTA Sick Leave Bank is almost over! EVERYONE will need to re-enroll this year and give one sick leave day to the bank. Open enrollment for everyone only happens when the balance of days falls below 500. This last occurred in 2002.

PR's should have materials for sign up; if you are a PR and did not receive the materials, contact JCTA immediately! Enrollment is happening now and ends **September 30<sup>th</sup>**. Any forms received after **September 30<sup>th</sup>** will not be accepted. You will have to wait until the following school year to enroll. Call Sheila Partee at the JCTA office if you have any questions.

### **CLASS COVERAGE: FINANCIAL PENALTY CLARIFICATION**

We've received a number of phone calls from teachers who are unsure about the exact language regarding the fine placed on the District when violating the agreement on cap sizes for classrooms. If you have questions after reading the information below, please contact JCTA: **Compensation – Teachers will receive 1/12 (one-twelfth) of 10% of the daily rate for Step 0, Rank III per day above their regular daily compensation for each thirty (30) minutes or major fraction thereof (16 minutes) for each student that exceeds their maximum class size after the 20<sup>th</sup> pupil day from the start of the school year.**

### **PROFESSIONAL REPS**

Professional Representatives (PR's) are teachers in schools who serve as the "first-contact" for members needing help or information from JCTA. Each school (or unit) is entitled to one PR for every fifteen (15) members or major fraction thereof, and an Alternate for every PR. If your school does not have at least one (1) PR, it is of the utmost importance that the members in your building band together and elect someone!

Please call JCTA if you have any questions!

## PRESIDENT'S MESSAGE

I am pleased to announce that JCTA has entered into an agreement with JCPS regarding its recent award of a \$25 million grant from the General Electric Foundation. The grant, aimed at improving math and science achievement and increasing the number of students who ultimately attend college is the largest non-governmental grant ever received by our District. With the grant, JCPS has teamed up with JCTA, District staff and broad-based community groups to make a difference for kids. I am very excited about our involvement, and JCTA will be helping to identify teachers who will participate in the selection process for curriculum and interventions, and we will also be involved in helping to plan professional development. The following is a copy of the language of our agreement with JCPS in order to implement the initiative:

1. The development and implementation of the parties' new academic programs and initiatives will be controlled by a Steering Committee appointed by the parties to this agreement. The Steering Committee will develop and implement the parties' new academic programs and initiatives by consensus, not by majority rule. The Steering Committee shall determine the composition of its subcommittees and subgroups. All representatives who serve on the Steering Committee will have equal access to all records and data that are relevant to the development and implementation of the academic programs and initiatives that are governed by the Steering Committee.
2. Teachers who are employed by the Board of Education and JCTA representatives shall serve on the Steering Committee. All teachers and JCTA representatives who serve on the Steering Committee shall be selected and appointed by the JCTA president. If a representative who is appointed by the JCTA president is unable to attend any meeting of the Steering Committee, then the JCTA president shall be authorized to select a substitute or proxy to replace the absent representative at any such meeting. Classroom teachers who are employed by the Board of Education and who are appointed to serve on the Steering Committee or its subcommittees or subgroups will be granted paid leave by the Board of Education and the Superintendent of the Jefferson County Public Schools while those teachers are performing the duties of their appointed positions.
3. JCTA shall appoint at least one representative to every external planning and implementation body that is created to oversee the use of the General Electric Foundation grants in the Jefferson County Public Schools.
4. The JCTA shall support and promote the parties' new academic programs and initiatives to the full extent permitted by the Association's governing bodies and the provisions of JCTA's collective bargaining agreement with the Board of Education.
5. In the 2006-07 school year, elementary schools may participate in the parties' new academic programs and initiatives only by an affirmative vote of two-thirds (2/3) of the JCTA members who are employed at that school. An elementary school may cease further participation in the parties' new academic programs and initiatives at any time upon an affirmative vote of two-thirds (2/3) of the JCTA members who are employed at that school.
6. Research will be conducted regarding the implementation and effectiveness of the academic programs and initiatives that are funded by General Electric Foundation grants. No data collected or conclusions reached through this research shall be used to evaluate the job performance of any teacher employed by the Jefferson County Public Schools, nor shall such data or conclusions be reported to the Kentucky Professional Standards Board.

Obviously, there are still a lot of unknowns regarding the use of the grant, but we feel we have protected our teachers well with this agreement while still enabling great things to happen with this grant. Keep watching *ACTION* for more details!

*Brent*

## Who Supports Us?

JCTA has not been shy about pointing out the anti-public education nature of the Wal-Mart corporation. However, we have been asked by members if there are stores out there that do in fact support public education. Here are a few that we found:

**Staples** – As part of the Recycle for Education program, Staples donates \$1 to the NEA Foundation and various state education association affiliates' foundations for every printer cartridge turned in to its stores for recycling. Additionally, Staples has a school site Recycle for Education program where educators can sign up their school at [www.StaplesRecycleforEd.com](http://www.StaplesRecycleforEd.com) to receive \$1 for each eligible ink or toner cartridge they collect for recycling.

**Target** – The Take Charge of Education School Fundraising program is part of Target's ongoing support of education. Guests who shop at Target can designate a school of their choice, and every time they use their Target Red Card at Target, 1% of their purchase goes to that school. Also, .5% of all Target Visa purchases made elsewhere also qualify. Additionally, throughout the year, teachers can find special product offers, sweepstakes, and various teacher/education gift-cards at [www.target.com/teachers](http://www.target.com/teachers). They also offer a free youth-character development curriculum for ages 8 to 17 to educators and after-school providers around the country.

## PR Training

If you are a new Professional Representative/Alternate who would like to receive more information on how to perform your role, JCTA is offering all-day training on October 12<sup>th</sup>, October 20<sup>th</sup>, and November 2<sup>nd</sup>, 2005. Registration will begin at 8:30 a.m. and the training will take place from 9:00 a.m. – 3:30 p.m. As we are asking that you be out of your classroom for a full day, JCTA will take responsibility for providing the substitute for your class for the day that you choose. This means that you will not have to take a personal day to attend.

To register, contact Darlene Harless at the JCTA office. Choose only ONE training day. Trainings will be filled on a first come, first served basis. You will need to register no later than **Wednesday, October 5<sup>th</sup>, 3:00 p.m.** If you have any questions, please contact Paula Cramer at the JCTA office or via e-mail, [pcramer@jcta.org](mailto:pcramer@jcta.org). Remember, this is for NEW PR's (5 years or less) ONLY!

## 2006 Legislative Action Plan

**ALERT! FOR MEMBERS IN REPRESENTATIVE BOB DEWEESE'S DISTRICT (HOUSE LEGISLATIVE DISTRICT 48).**

JCTA will hold a meeting for all members in Representative DeWeese's District on Wednesday, October 12<sup>th</sup>, 2005 at 4:30 p.m. at the Best Western Hotel, Brownsboro Garden Room on Brownsboro Road, Louisville. The one-hour meeting will be held to assist you and provide you the tools you need to talk with Representative DeWeese (through e-mails and phone calls) to garner his support for our issues! Please feel free to bring along any family, friends, and neighbors that live in your District as well. You will be receiving an official invitation from JCTA soon!

Also for PR's, at the next Rep Council meeting, JCTA will be providing you with information on how a bill becomes a law. This is important information so plan to attend!

Watch *ACTION* for more details.

## Calling a Substitute

Teachers! When you call the substitute center and request a substitute teacher, be sure that you **COMPLETE** the call. Once you have placed your request, you **MUST** wait for the center to provide you with a code. Once you receive the code, **WRITE IT DOWN AND KEEP IT!** It is your only proof that you called and requested a substitute.

## Being Investigated

If someone makes allegations against you, a district investigator and/or Child Protective Services may be called in to conduct interviews and complete a report concerning the incident. JCTA members have the right to representation at any such interview. If your principal informs you that you will be investigated, please follow these steps:

1. Call your JCTA UniServ Director immediately.
2. Put your version of events into writing and have your UniServ Director review it before giving it to anyone else, including your principal.
3. Find out the time and date for the investigation so your UniServ Director can be there.

Even though an allegation may seem trivial, it is always better to be safe than sorry. One of the benefits of membership is the counsel and advocacy provided by your UniServ Director.

## JCTA Fall Elections

JCTA will hold a fall election on Wednesday, November 9<sup>th</sup>, 2005. All JCTA members are encouraged to become involved by seeking a position of leadership. The positions open for election are as follows:

### JCTA EXECUTIVE COMMITTEE

Vice-President

### JCTA BOARD OF DIRECTORS

Region II, Secondary Seat A

Those wishing to run for any office **MUST** follow these guidelines:

1. Members must declare their candidacy by completing the appropriate application form which can be obtained from JCTA. These forms must be completed and filed with the JCTA office by 5:00 p.m. on Wednesday, October 19<sup>th</sup>, 2005. Hand delivery is recommended. Any application received in the JCTA office **AFTER** this date and time will **NOT** be accepted.
2. Resumes for candidates are due no later than 5:00 p.m. on Wednesday, October 19<sup>th</sup>, 2005. Resumes should be no more than 50 words for JCTA Board of Director candidates; 100 words for JCTA Executive Committee candidates.
3. Campaign materials must contain the following disclaimer: "Written and distributed by \_\_\_\_\_ (candidate's name, chairperson, or supporting group)." Campaign literature will be distributed in the schools only if it contains the disclaimer.
4. A copy of all literature distributed in the schools **MUST** be marked as "Principal's Copy" and provided to the principal. A copy of all campaign literature **MUST** also be sent to the JCTA office. Candidates **MAY NOT** use the District courier service (PONY) or the District e-mail system to distribute campaign literature.

If you have any questions, please contact Sandy Harris ([swharris@jcta.org](mailto:swharris@jcta.org)) at the JCTA office.