



THE ADVOCATE

The Voice of the POLK EDUCATION ASSOCIATION

August 2014

INSIDE THIS ISSUE:

- Pg. 1 Welcome Back
Know Your Rights
- Pg. 2 20 hr ESE Classes
- Pg. 3 Contract Corner:
Planning Time
- Pg. 4 Legal Updates:
Best & Brightest
Master's Degree
Invite A Friend

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From the Desk of the President

Welcome Back!



Well a new school year has begun! As always, it is full of promise and anticipation. Our students will come to us in varying stages of readiness. You will meet them and begin the process of bringing them as far as they can go and, they will learn to believe in themselves, because you believe in them. First and foremost let me say thank you! Thank you for caring about the children of Polk County and for wanting to help them make their dreams come true, a quality education gives them infinite options.

Over the summer your Bargaining team has been hard at work on issues such as wages and benefits (health insurance) for Teachers, Paras, and ESP. We are also working on critical pieces of the Teacher Evaluation system, including the legislatively mandated performance pay. Campus access in the evenings and on weekends has also become a concern on campuses across the county and we are trying to come up with a solution. Several other issues are also being discussed as well. We will be giving you updates from time to time and are hoping for a timely settlement this year.

We have begun preliminary work on the Network Task Force and will shortly begin work on the ESP Task Force as well. As those processes move forward we will communicate further.

PEA will again offer a host of trainings to help you as you continue your professional growth. A schedule will be posted shortly. So watch the PEA bulletin board.

I am very pleased to announce that this semester we will begin offering the state required 20 hour ESE Course! For additional information regarding these training opportunities see the full article on page two of this edition.

There is also information on planning time and the new rules surrounding the contract changes in this edition. Please take a moment to familiarize yourself with new rules. The district has trained your administration on the new contract language and they are expected to follow **all** of the new language. Please call PEA if you have issues arising at your worksite.

As an FYI you will be receiving a Know Your Rights card with your annual material. It is about your Weingarten Right to representation in all meetings that might lead to discipline. Should you face an investigation/s (school, police, or DCF) please contact PEA BEFORE you make a verbal or written statement! Too many members call us after the fact.! Read the card then place it in your wallet. You can read directly from it if you are nervous!

Again, thank you for all you do! I want you to know that I appreciate your membership and I am there if you need anything. My contact information is to the left of this article never hesitate to call!

In Solidarity,

PEA To Offer Required 20 Hour ESE Courses

PEA has been approved to offer the required 20 hour ESE course teachers need for recertification.

PEA is pleased to announce that two PEA members, Kris Newman-Lake and Will Austin, agreed to give up part of their summer to attend an FEA training to become approved trainers of this course work. They have years of teaching experience and are looking forward to helping their colleagues meet this state mandated requirement. We worked with the district to become approved providers of this training and wish to thank Jacque Bowen, Chief Academic Officer, for her assistance with this approval.

Starting this September, PEA will offer 3 complete courses in the first semester and 2 courses in the second semester. Each of these courses are stand alone and you must complete the ***entire 20 hours to receive your certificate, the 20 hours includes some short reflective pieces***. The classes will be offered as either a weeknight or weekend model only the first offering is a combo of evenings and weekends.

Again, NO partial credit will be awarded. You must complete the whole course and its requirements. **An email invitation will come out shortly.** A light meal will be served at each of the first training sessions. PEA Membership preference will be given to those who wish to attend.

The First course will be offered on the following dates:

ESE 20 hours Course # 1 Four Sessions= 20 hours

Day 1 Tuesday, September 15th from 5 pm to 8 pm
 Day 2 Saturday, September 19th from 9:00 am to 3:30 pm
 Day 3 Tuesday, September 22nd from 5 pm to 8 pm
 Day 4 Saturday, September 26th from 9:00 am to 3:30 pm

The Second Course will be offered on the following dates:

ESE 20 hours Course # 2 Six Sessions= 20 hours

Day 1 Tuesday, October 6th from 5 pm to 8 pm
 Day 2 Wednesday, October 7th from 5 pm to 8 pm
 Day 3 Tuesday, October 13th from 5 pm to 8 pm
 Day 4 Wednesday, October 14th from 5 pm to 8 pm
 Day 5 Tuesday, October 20th from 5 pm to 8 pm
 Day 6 Wednesday, October 21st from 5 pm to 8 pm



The Third course will be offered on the following dates:

ESE 20 hours Course # 3 Three Sessions= 20 hours

Day 1 Saturday, October 10th from 9 am to 3:30 pm
 Day 2 Saturday, October 17th from 9 am to 3:30 pm
 Day 3 Saturday, October 24th from 9 am to 3:30 pm

Who has to meet this requirement?

Every teacher whose professional certificate expires after July 1, 2014 must take one college credit or 20 hours of inservice training on the teaching of disabled students.

Isn't this requirement only for ESE teachers?

No. Beginning on July 1, 2014 and thereafter, the law requires every teacher have 1 college credit or the equivalent inservice points (20 hours) as part of their professional certificate renewal.

New Planning Time Language

You have a right to expect your contract to be honored!

PLANNING TIME

The contract has been changed to spell out what time you are responsible for students and guarantee your planning time is not eroded. You are now to be scheduled for a MAXIMUM of 360 minutes per day of student contact. That includes instructional time as well as non-instructional duties. NO ONE should have a schedule that has more than 360 minutes of student contact per day. Each day should also include a duty free lunch (equal to the student lunch period) and planning time of no less than 45 minutes. The remaining time in your day is yours to use as needed to complete your work. See 6.2 below.

TEACHER CBA Article 6.2 Teacher Workday: The workday for all teachers shall be no more than 7¾ hours. On non-student days teachers shall have a one (1) hour lunch break. On student days a teacher shall be scheduled for a maximum of 360 minutes per day of student contact, a duty free lunch period equivalent to that of the students, and at least 45 minutes of uninterrupted planning time. Remaining minutes of student contact time may be utilized for non-instructional duties and may be accumulated within the week to facilitate this required coverage within the teacher's duty day. The staff shall be involved in designing the non-instructional duty schedule.

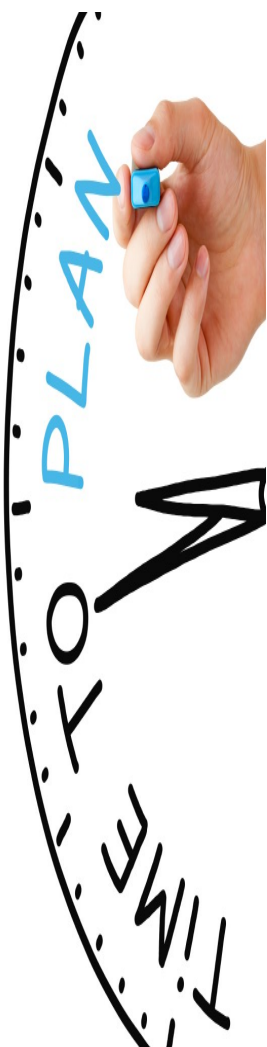
In a weekly schedule each teacher should show **FIVE** periods of no less than 45 minutes of planning time per day. Three (3) of these days are dedicated for the teacher to use and self-direct. There cannot be meetings or trainings scheduled for the teachers to attend during these 3 days. Two days a week are to be schedule by the administration. One of the scheduled days must be for team or grade level planning. This must be a productive day and not to be used for training or other purposes. The other day can be used for staff development and Professional Learning Communities (PLC), etc. Once a month the PLC day may be used for a staff meeting. See 6.3 below.

TEACHER CBA Article 6.3 Planning Time: All teachers are to be guaranteed an uninterrupted block of at least 45 minutes of planning daily. Planning time shall be used primarily for lesson/program planning, parent conferences, student conferences, and conferring with other faculty members. The principal may have up to two (2) of these 45-minute blocks per week designated for Collaborative Planning, Professional Learning Community (PLC), or Faculty Meetings (one (1) per month). One day shall be used for collaborative planning by grade level or subject area. The second day shall be used for a PLC focused on meeting the educational needs of students or a faculty meeting (up to one (1) meeting per month). Collaborative Planning shall occur weekly except on a rare occasion when the principal may hold two (2) PLCs in one week and the following week shall have no PLC or Faculty Meeting. The remaining three (3) blocks shall be used by the teacher solely for self-directed planning time. Recognizing that curriculum changes are inevitable throughout all areas of instruction, team/common planning may occur and is encouraged in order to meet the needs of the students. Teachers are responsible for the proper utilization of the self-directed portion of planning time.

In weeks that are shortened due to holidays or staff development days the teachers will still receive their 3 days of planning time and the administration will only be allowed to have one planning period that week. See 6.3-1 below.

TEACHER CBA Article 6.3-1 During weeks when there is a full Staff Development Day, Student Early Dismissal staff development day, or a shortened week, teachers will still have three (3) days of self-directed planning that week.

AMZ700-10A7-200



The NEW Best and Brightest Scholarship Award

As you may or may not be aware the FL legislature is giving bonus money to any Florida teacher who scored in the 80th percentile on either their SAT or ACT exam and had a highly effective evaluation. It does not matter when you took these exams, yesterday or 30 years ago. If you are a first time teacher you need only produce your score.

Sound crazy? Well, never the less, it is now the law. The PCSD will have to collect the information from you for submission to FL DOE..

We had hope to have the final details on how to apply by print time but the district has not yet finalized them. PEA is meeting with the district on Wednesday, August 19th and you will receive the details of how to apply shortly. In the meantime, here are the rules that apply. How to request your SAT or ACT Scores from the companies is on our website, www.polkea.org under "Breaking News". Watch your school board email for an update!

How does a teacher receive a Best and Brightest award?

A teacher must:

- Have scored at or above the 80th percentile on either the SAT or the ACT, based on when the teacher took the test, and have been evaluated as highly effective.
- Submit to the school district an official record of his or her SAT or ACT score, no later than Oct. 1. (How to Submit Will Be Announced)

A district must:

- Submit to the Florida Department of Education the number of eligible teachers, no later than Dec. 1.
- Receive funding from the Florida Department of Education, no later than Feb. 1, 2016
- Distribute the money to eligible teachers, no later than April 1, 2016.

Source: Florida Legislature, Conference Report on SB 2500-A (tbim.es/kh6).



UPDATE—Master’s Degree Case Moves Forward Slowly:

As you may recall PEA won an arbitration surrounding the awarding of Master’s Degree pay for any Master’s. PEA then won the appeal the PCSB filed in Circuit Court. Now the School Board has filed with the District Court of Appeals and we are awaiting a date for this hearing. PEA is hopeful that we will prevail in District Court as well. The school board continues to refuse to pay Master’s Degree except where it meets

the specific title for the teacher’s course code until the District Court rules. We are still awaiting a court date. We will keep you informed as the case moves forward. Unfortunately, the wheels of justice can move very slowly!



Time to Invite a Friend or Colleague to Join!

POLK EDUCATION ASSOCIATION MEMBERSHIP/PAYROLL DEDUCTION CARD

I authorize my employer, The Polk County School Board of Polk County Florida, to deduct the amount indicated and remit same as instructed by the Association. I understand that the deduction amount may change and consent to such change without the necessity of additional authorization. This authorization may be revoked with a thirty (30) day written notice to the Polk Education Association. PLEASE PRINT

Name: _____ Soc. Sec. No. _____ - _____ - _____
(last) (first) (mi)

Address: _____ Monthly Deduction Amt. \$51.24 \$26.02

City: _____ Zip: _____ D.O.B. ____/____/____

Home ph.: _____ Cell ph: _____

Home e-mail address: _____

Worksite: _____

Method of _____ Position: Teacher / Paraeducator / ESP-Secretary

Payment: _____ Payroll Deduction _____ Cash Race: _____ Sex: _____

Signature of _____ Date: _____ Registered
Employee: _____ Voter: Y N

Local Association Representative: _____

AFT Local Number: 7454 NEA Local Number: Teachers (530) Paras (531) Secretaries (532)

\$20 Rebate received: _____