

Membership  
Update



July 26, 2012

From the President...

## Union Prevails in Recent Arbitration Case

On January 28, 2011, the Union filed a class action grievance on behalf of Departmental Teacher Leaders with respect to the district's failure to include Departmental Teacher Leader compensation when factoring the daily rate of pay for the Sick Leave Bonus payment.

Arbitrator Susan Brown sustained the Union's grievance stating that the district "violated the Collective Bargaining Agreement by not including teachers' Appendix B-3 and Appendix B-3.1 compensation in the calculation of teachers' day's pay for purposes of paying the sick leave bonus set forth in Article 4-8."

The Award grants Departmental Teacher Leaders who bought sick leave bonuses for the school years 2010-11 and 2011-12 the difference between what they received and what they would have received had their Appendix B-3 or B-3.1 compensation had been included in the bonus calculation. Said compensation shall also be included in all future sick leave bonus calculations. The district has 30 days to comply with Arbitrator Brown's award.

## School Board Sustains Union Grievance

On July 23, 2012, Providence School Board President, Keith Oliveira sustained the Union grievance filed on behalf of members regarding lack of adequate supplies & materials to implement the district's curriculum and relief from non-teaching tasks (i.e. excessive copying).

In his response, President Oliveira states that *"...while the Board believes teachers are responsible to plan and prepare lessons and must own responsibility for preparing necessary materials or materials they customize, where materials are consistent across the district, such as texts or assessments, the district is responsible to provide those assessments without significant imposition on teacher time to make copies."*

The response directs the administration to ensure that educational materials are provided for the beginning of the 2012-13 school year in accordance with Article 8-22.

## Daily Rate of Pay Adjustments

It was recently brought to our attention that the Payroll Office compensated teachers incorrectly for monies earned at the daily rate of pay beyond the school year (i.e. ESY Program, Additional Work Days, Sick Leave Bonus). Affected teachers will receive a salary adjustment by the end of August. Please contact the Union office if you believe you were affected and do not receive appropriate reimbursement.

## AESOP—PB Day Requests

Personal Business day adjustments have been made by the Office of Human Resources in accordance with Article 5-1.4. Members are encouraged to verify their respective PB day balance on his/her first paycheck. Any discrepancies should be reported to the Union office immediately. Teachers may now log in their PB day requests through AESOP.

All members should verify PB day approval on AESOP **before** taking the leave.