

Membership
Update



August 25, 2015

From the President...

Tentative Agreement Update

As you already know, the Providence City Council has yet to approve our Tentative Agreement. I have met with Mayor Elorza and several members of his executive staff regarding the delay in the ratification of our Tentative Agreement which he fully supported. It appears that given the unknown outcome of the City's dispute with the fire fighters union with respect to platoon changes, he can no longer support the parity language, as written, in our Tentative Agreement.

I have been in constant communication regarding this matter with the PTU Executive Board and our legal counsel. I am hopeful that Mayor Elorza and I can satisfactorily resolve this matter in the near future so that we can begin the 2015-16 school year on a positive note.

Rest assured that I will keep you posted as to the status of our Tentative Agreement as more information becomes available.

Positivity Challenge

One week from tonight, we will be getting the "Back to School" jitters that only educators and students understand. Strangely, it isn't the first day back to school for many of us. For the better part of two weeks as I have read Facebook posts, tweets and driven by schools, I have seen so many already back to school. Buying, swapping, cleaning, decorating and planning weeks before school starts — parking lots full on unbearably hot days! The drive, work ethic and love for teaching that brings us to our schools weeks before the first day makes us an elite group. We are professional educators. We do not listen to the bad press. We know what we do. We know what we give. We know that what we do matters to our students. We know we are professionals.

This year, let's make sure the rest of the city and the state know that we are the best of the best. I want to invite all teachers to send me positive stories of successes in your classrooms and schools. I want to flood Facebook, Twitter and the media with all of the amazing things that Providence teachers do every day for our students. This year we are taking control and changing the dialogue! No story is too small or too grand! Let's bring positivity to our profession! I'm counting on you all to participate in the PTU positivity challenge. I look forward to reading and sharing your stories!

From the President...

Arbitrator Awards

This month, the PTU received two arbitration awards in which both teachers prevailed:

Denial of OJI Benefits

A teacher was denied her contractual on-the-job injury benefit after she was assaulted by a student and subsequently suffered from post-traumatic stress disorder (PTSD). The arbitrator ruled that the PTSD had a direct correlation to the student assault and awarded the teacher with full back pay.

Written Warning

A teacher was issued a written warning to be placed in his permanent personnel file after he was accused of violating a school policy. The arbitrator ruled that the building administrator did not have just cause to issue a written warning given that the school policy was not effectively communicated. The district was directed to expunge the written warning from the teacher's personnel file.

Union Grievance Filed

Districtwide Seniority List

Last spring, the PTU became aware that the manner in which the Office of Human Resources has been documenting teachers' districtwide seniority for those teachers who have identical School Board probationary appointment dates has not been consistent from year-to-year.

We have received assurances from the Director of Human Resources that the issue will be addressed prior to the commencement of next year's staffing.

This matter will be closely monitored by the CBH Committee.

Certification Renewal

All teachers are reminded to verify that his/her teaching certificate is up-to-date.

The Office of Human Resources has notified the PTU that 51 teachers whose certificates are scheduled to expire effective August 31, 2015 have not provided HR with an updated certificate.

If your certificate is scheduled to expire at the end of this month, please forward your certificate renewal to HR as soon as possible. Failure to renew by August 31st will result in \$100 fine and possibly require you to take the Praxis test.

From the President...

Volunteer Opportunity

Inspiring Minds, formerly Volunteers In Providence Schools, is seeking retirees who may still want to spend time helping children and youth. Options:

Tutoring - K-5 in classroom at least 1 hr/wk.

Operational support – training, program development, marketing, and communication or social media assistance.

Instructors for STEAM projects - after school projects for high school students in Tech Center. IM staff and youth coordinator will assist.

Anyone interested in volunteering may contact Terri Adelman at tadelman@inspiringmindsri.org.



Reminders....

♦ **Teacher Schedules**

All teachers should have received his/her complete teaching schedule for the 2015-16 school year by August 17th. If you did not receive your schedule, please contact a field representative at the PTU.

♦ **Orientation Day/First Day of School**

Teachers report to work for Orientation Day on Tuesday, September 1, 2015. First day of school for all students is Wednesday, September 2, 2015.

♦ **First Paycheck**

This year's first paycheck will be issued on Friday, September 11, 2015.

♦ **Contact Information**

Please notify the Union office if you have a new mailing address, phone number or email address.

♦ **Medical Benefits Open Enrollment**

Open enrollment for modifications to your medical/dental coverages is September 1-20. Information will be disseminated by your school at the beginning of the school year.