

Membership
Update



April 30, 2012

From the President...

United Providence (UP!)

Last week, the RI Department of Education officially approved the School Reform Plans for the schools that have been identified as UP! Schools — Carl Laura Elementary, Gilbert Stuart Middle School and Alvarez High School.

UP!'s mission is to maximize student achievement in Providence's most struggling schools by promoting innovation and fostering a truly collaborative environment for teaching and learning. This endeavor is rooted in the belief that strong labor management relations are a foundational element for school success.

While UP! is the first labor-management Educational Management Organization (EMO) in the nation, school districts such as ABC Unified in Los Angeles, CA and Toledo, Ohio have engaged in labor-management collaboration for many years and have benefited from significant gains in student achievement, school climate and culture, student attendance, discipline and employee morale.

To that end, the PTU and the district have been working closely with Laura Rico, who is the past Union president of ABC Unified School District and AFT Vice President, along with several of her colleagues in developing a two-day training on labor-management collaboration. On May 14 and 15, 2012, Ms. Rico supported by a team from ABC Unified and Dr. Saul Rubinstein of Rutgers University will facilitate the training so that building delegates, principals, central level administrators and Union leadership can learn more about the benefits of collaboration for students and adults, as well as to begin to develop the skills required to collaborate successfully.

As previously stated, UP! is receiving local and national attention. We have already received a \$100,000 grant from the RI Foundation and we are in contention for an AFT Innovation Fund grant of potentially a half of million dollars over three years.

Staffing

As a result of our Collective Bargaining Agreement, there were no teacher layoffs this year. Also unprecedented, 97% of teacher placements will be completed by the end of April.

At the conclusion of Phase III (Match) there are a little over 50 teachers who did not match into a position within their respective certification area(s). These teachers will be provided with assignments within respective certification areas as positions become available through retirements, resignations, etc. The PTU staff is in constant communication with the Office of Human Resources with respect to the remaining teacher placements.

As a reminder, teachers contemplating retirement at the conclusion of the 2011-12 school year and who have not notified the Office of Human Resources, should do so prior to the last day of school in order to take advantage of the benefits in Article 4-8.1, if eligible.

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PTU Prevails in Recent Arbitration Awards

Cardiac Rehabilitation Coverage

In accordance with Appendix C-1, Physical/Occupational Therapy following a hospital stay is covered at 100%. A member's spouse who had cardiac rehabilitation after his hospital stay was charged a 20% co-pay for each therapy session. A grievance was filed and was denied at Level A (Superintendent) and Level B (School Board). The matter was appealed to Level C (Arbitration). Arbitrator John Harrington ruled in the Union's favor and the grievant was reimbursed for the 20% co-payments that were charged.

Cohort I—Innovation Schools Teacher Appeals

On May 12, 2011 a Union grievance was filed on behalf of the 35 teachers who were exited from a Cohort I innovation school and who were not afforded an appeal in accordance with the procedure established by the PTU/PPSD School Improvement Intervention Team (SIIT). On April 10, 2012, Arbitrator Parker Denaco ruled in the Union's favor. The Award directs the parties to afford teachers who were not afforded an opportunity to pursue an appeal in 2011 to do so once a properly constituted SIIT defines the details of the appeal process. This matter is on the agenda for the next SIIT meeting scheduled for Tuesday, May 1, 2012. As always, I will keep the membership posted as more information becomes available.

Reminders....

◆ Membership Meeting (Officer Elections)

Wednesday, May 9, 2012
Seek Hopkins Middle School (Cafeteria)
480 Charles Street
3:00 p.m. – 7:00 p.m.
(Photo ID required)

◆ PTU Scholarship

The Providence Teachers Union will award **two \$500 scholarships** from the Providence Teachers Union Scholarship Fund. Scholarship winners will be among the sons and daughters of Providence Teachers Union members. Applications must be filled out in person at the Union office. **Application deadline is June 8, 2012.**

◆ Certification

Members are reminded to be vigilant about certification renewal requirements and deadlines. Please make sure that your certification(s) is/are up-to-date prior to the beginning of each school year.

Teachers' Unions: The Problem or the Solution?

Join Randi Weingarten (AFT President) and Rod Paige (former Secretary of Education under George W. Bush) as they debate the role of teachers' union in education policy.

DATE: Thursday, May 3, 2012

TIME: 4:00 p.m.—6:00 p.m.

LOCATION: Brown University
Salomon Center for Teaching
DeCiccio Family Auditorium