

Membership  
Update



December 21, 2012

From the President...

## In Memory of the Sandy Hook Elementary School Victims

Our collective thoughts and prayers go out to those who mourn the victims of the horrific event at Sandy Hook Elementary School.

We also send our thoughts and prayers to the many brave teachers and students who must carry on and recover from this unimaginable incident.



*December 14, 2012*

## Union Grievances

### Probationary Appointments

The Providence School Board has directed the administration to resolve the Union grievance that was filed last year on behalf of fully certified substitute teachers hired as LTS' instead of Probationary teachers. A meeting with Human Resources was held on Friday, December 14 to identify the teachers from last year and this year and to determine appropriate remedy for each teacher with respect to date of hire, salary, benefits, etc.

### Extended Work Day—Cohort II Schools

This past September, a Union grievance was filed on behalf of teachers at Pleasant View Elementary, Alvarez High School and Mt. Pleasant High School who are teaching a longer school day without additional compensation and/or not provided with unassigned time in accordance with the contract.

The grievance was presented at a Level A hearing on November 14, 2012 and has been verbally denied at the Superintendent's level. The grievance has been appealed to Level B and is scheduled to be presented at the January 14 School Board meeting.

The arbitration process has also been initiated.

## School Board Comments

Many teachers have expressed frustration regarding the district's recent Elementary Math instruction sequence changes.

The lack of adequate support by the district regarding planning and implementation of the new Math instruction sequence coupled with the lack of adequate assessments for each unit and lack of materials has created undue anxiety for teachers as they are required to create their own lessons, assessments and left to gather student materials to implement Math instruction "*with fidelity.*"

At the December 10, 2012 School Board meeting I apprised School Board members of this situation. I also apprised them of the fact that while they sustained the Union grievance last year regarding the district's failure to provide teachers with adequate educational materials, the changes to the Math instruction is a clear example where the district has found a loop-hole to circumvent the Board's directive to have sufficient quantities of required educational materials provided to teachers by the district.

After the Christmas recess, the PTU will be compiling information from each school through the building delegates with respect to educational materials as well as teacher workload. I intend to present the results at a future School Board meeting. I invite teachers to join me at School Board meetings and to speak during public comment about the inadequacies in our schools.

## From the President...

### Teacher Evaluation — SLO Update

This week representatives from the RI Federation of teachers met with Commissioner Gist to discuss teacher concerns about the SLO process. They had a lengthy discussion about virtually every aspect of both the design and implementation shortcomings which teachers statewide have brought to their attention. They also presented RIDE with a proposal regarding RIDE's student learning formula and SLOs. RIFT's proposal includes:

- ◆ Until its Student Learning Formula is proven to be a fair, valid and reliable component of the educator evaluator evaluation system, SLO and/or the RIDE Student Learning Formula should not be used as a factor in determining educators' Effectiveness Ratings;
- ◆ Educators' overall Effectiveness Ratings should be based solely on the Professional Practice Rating (PPR);
- ◆ Educators should continue to develop SLOs and have attainment scores determined, but such scores will be used for research purposes only;
- ◆ Any reporting of Educator Effectiveness Ratings should be based solely on the PPR with Student Learning Ratings reported separately for data collection and analysis and to inform further development;
- ◆ An independent analysis of RIDE's Student Learning Formula, and SLOs in particular, will be conducted based on the data collected;
- ◆ No Student Learning Ratings or Teacher Effectiveness ratings that include the SLR should be recorded in personnel files at the state or district level or be used for any personnel/certification action;
- ◆ RIDE will continue to provide professional development opportunities for teachers and principals to learn about and practice SLOs.

A meeting with the Commissioner and local leaders was requested. In the meantime, we must continue to support RIFT's campaign by participating in the SLO petition. As of this writing, over 3700 signatures have been submitted — we need more. If you haven't already done so, please take a few minutes to sign the petition at [www.slowridedown.com](http://www.slowridedown.com).

### Reminders...

**Office Hours:** The PTU office will be closed on Christmas Eve, Christmas Day, New Years Eve and New Years Day. The office will be open from 9:00-4:00 p.m. the remaining days of recess. Normal office hours will resume on January 2, 2013.

**Retirement Sick Leave Payout:** Any teacher whose intention is to retire effective the last day of the 2012-13 academic year should notify the Office of Human Resources prior to January 31, 2013 in order to be eligible for the unused sick leave payout. Please refer to Article 4-8.1 of our contract for complete details on the sick leave payout eligibility requirements.

**Next Membership Meeting:** March 13, 2013, 4:00 p.m. at the PTU Office.

### Happy Holidays

*On behalf of the PTU Executive Board and staff, we wish you a joyful holiday season and a happy New Year!*

