

Membership
Update



June 14, 2012

From the President...

What a Difference a Year Makes

We end this school year on a much different note than last year. The last day of the 2010-11 school year was filled with raw emotion. One hundred and fifteen (115) teachers left their schools last June not knowing whether or not they would return the following fall. I met with the terminated teachers on the last day of school. They were assured that our Union would collectively stand behind them until each and every one of them was reinstated. We followed through on that commitment on August 9, 2011 when the membership overwhelmingly ratified the 2011-14 Collective Bargaining Agreement with the provision that every teacher would be reinstated. That evening, the School Board reinstated all 115 teachers.

Today is a much different day. We leave our classrooms knowing we will all return in the fall. As a result of our Job Security language negotiated in the 2011-14 CBA, no teacher was laid-off or terminated without good and just cause.

I am extremely proud of the work we have accomplished this school year with the creation of the first labor-management EMO, United Providence! Last week, we were officially notified that the PTU was granted an AFT Innovation Fund Grant to support the work of United Providence!

I look forward to continuing the labor-management collaboration work that we began this spring not only at our UP! schools but districtwide. The Superintendent and I are in the process of planning the next building delegate-administrator workshop which we hope to offer sometime in August. This difficult work will be the vehicle for change in our climate and culture that we so desperately need.

Many districts have embarked on labor-management collaboration and have enjoyed great gains in school and student achievement. The common element with those districts is that in order to be successful with school turnaround, everyone needs to be actively engaged in the process including administrators, teachers, support staff, parents and students. At our current nine innovation schools, the School Improvement Intervention Team has established a shared governance structure using Reciprocal Obligation as the foundation. Simply stated, the principle of Reciprocal Obligation recognizes the mutual responsibility and commitment between labor and management to ensure student and school success.

In the near future, RIDE will announce the next cohort of persistently low achieving schools statewide. It is anticipated that approximately ten Providence schools will be identified. With this cohort of intervention schools, over half of Providence schools will be classified as an innovation school. While we will assist the newly-identified schools through the school reform process, we are also committed to working with the schools that have yet to be identified so that those schools can also begin to prioritize and address their school's critical target areas to ensure academic success.

In closing, thank you for your continued support. Enjoy your summer!

Membership
Update



June 14, 2012

From the President...

Upcoming Contractual Changes

◆ **Summer School Compensation**

The hourly rate for this year's summer school is \$40.00.

◆ **Additional PB Day**

Teachers who were affected by furlough days during the 2011-12 school year, will receive three Personal Business day during the 2012-13 school year.

◆ **Longevity Stipend**

The longevity stipend will be reinstated for the 2012-13 school year in accordance with Appendix A-3. In addition, any teacher whose longevity stipend was deferred during the 2011-12 school year, will receive 50% of their 2011-12 longevity stipend next year.

◆ **Length of Work/School Day**

The teacher work day and the student instructional day will be extended by five (5) minutes next year. The five minutes will be added to the end of the current work/school day.

◆ **Salary Scale**

Salary steps will increase from 10 to 12 steps. Teachers on tenth step during the 2011-12 school year will be placed on step 12.

◆ **Medical Co-Shares**

Hired Before 9/1/2004:

Appendix C-1 (City Blue):	Individual:	\$ 958.31
	Family:	\$2,558.87

Hired Effective 9/1/2004:

Appendix C-2 (BC 750):	Individual:	\$ 779.43
	Family:	\$2,046.07

Buy-up to City Blue: Co-shares remain unchanged from 2011-12 rates.

The Healthcare Exploratory Committee had been actively meeting and exploring cost-savings options to present to the membership for consideration. Unfortunately, the work of the Committee was suspended due to the City's unavailability. We will continue to pursue the work of the Healthcare Exploratory Committee with the goal of providing cost-saving options for the membership.

◆ **Sick Leave Bonus**

<u>Absences</u>	<u>Number of Sick Days Exchanged</u>
0	5
1	4
2	3
3	2
4	1

Membership
Update



June 14, 2012

From the President...

Mary B. Joyce Scholarships

Congratulations to the following Providence students who were the recipients of this year's PTU Mary B. Joyce Scholarships:

Central:	Elizabeth Capoverde
Classical:	Genesis Saldana
Hope:	Danny Alba
Alvarez:	Renyi Santos
Mt. Pleasant:	Erik Bonilla Fuentes
PCTA:	Romar Tentoco



PTU Scholarships

Congratulations to the following PTU Scholarship winners:

- ◆ **Jeffrey Barbieri** who is the son of Geraldine Barbieri, teacher at Spaziano Elementary. Jeffrey will be attending University of RI in the fall.
- ◆ **Shane Burdick Hobe** who is the son of Diane Burdick, teacher at Juanita Sanchez Educational Complex. Shane will be attending the University of RI in the fall.



Reminders....

- ◆ [PTU Summer Office Hours](#)
The Union office will be open Monday thru Friday during summer recess. Effective July 2, 2012 office hours will be 9:00 a.m. to 4:00 p.m. Normal office hours will resume on August 27, 2012.
- ◆ [Teacher Programs](#)
In accordance with Article 13-3, no later than fifteen (15) days prior to the beginning of the school year, teachers shall be provided with their total teaching program for the following year, which includes the periods and rooms where their assignments are scheduled. Any teacher who does not receive their full teaching program in accordance with Article 13-3, should call the Union office.