



Update

APPR... again.

I know that I am not the only one who remains impressed by the depth and breadth of SED's and our legislators' collective stupidity. We are once again required to establish an APPR plan based on new regulations set by legislation last year. And although the new regulations take some control out of our hands, the road ahead does provide us with some latitude in negotiating our new plan this school year.

In the meantime, the District has agreed to apply for a hardship waiver. Assuming the waiver is approved - and until a new plan is negotiated and approved by SED - we will continue to use our current plan. In other words, status quo: two observations, artifact portfolios and building level SLO's for the majority of us this year. Teachers with state assessments must continue to produce SLO's as we have been doing for the past few years. And untenured teachers will continue to have six equally-weighted observations.

We have no reason to believe the hardship waiver will be denied. However, if the District's waiver is **not** approved, the APPR team will need to work quickly to implement a new plan this year under the new guidelines. The State is again threatening to withhold state aid increases for districts without approved plans. This would mean a loss of approximately two million dollars for the SCHSD. While a very tentative plan has been floated at the SFT Board level, we would prefer to put serious time into the details and to establish an APPR plan with member input that is fair, balanced and works well for everyone involved.

A few minor changes have already been implemented to make things easier and simpler. First, the literacy pre-test will not be given in English classes this year. The building level statistics from the prior two years have been consistent and will be used to project this year's targets. Only the post-tests will be given this year. Second, back-up SLO's will be created for 7th and 8th grade ELA and Math teachers due to the potential effects of increases in student opt-outs.

Following is a very basic comparison of our current plan and what is required in the new plan.

Currently	New
20% State assessments	50% based on State assessments with the possibility of a second "local" assessment.
20% Local assessments	
40% based on at least two observations (each equally weighted at 20%)	50% based on at least two observations (in-school observer 80-90%, outside observer 10-20%)
20% Artifact portfolio	0% Artifact portfolios are no longer permitted

As the SFT's APPR team reassembles and begins to move forward we will be asking for member input via surveys and meetings. Everyone's involvement and knowledge about the process is necessary for the success of the next plan. Update s on the team's progress will be included in future *Intercoms* and *Update* articles

As always, please speak to your building reps or send me an email with your questions and concerns.

In Unity,
Ro

Know Your **New** Contract

One of my strongest beliefs is that family comes first. Illness and death in a family can affect how someone performs his/her job. The following changes to our contract required much debate during negotiations, but I believe the changes are beneficial and will help our membership in times of need.

Changes to Bereavement Leave:

Old language: Allowed **5** days leave and an additional two days from personal or sick leave for a child, parent, spouse, sister, brother, mother-in-law, father-in-law, grandparent and other permanent member of the teacher's household.

New language: In addition to the old language, **3** days and an additional two days from personal or sick leave will be allowed for brother-in-law, sister-in-law, grandparent-in-law and grandchild.

Changes to Sick Leave:

Old language: Allowed **7** days leave for a child, parent, spouse, sister, brother, mother-in-law, father-in-law, grandparent and other permanent member of the teacher's household.

New language: In addition to the old language, **7** days will be allowed for brother-in-law, sister-in-law, grandparent-in-law and grandchild.

Additionally, a teacher may use unlimited accumulated sick days for a spouse, child, parent or other permanent member of the teacher's household. After five consecutive days of leave, the District may request a report from the physician providing care to the family member.

Changes to Extended Leave Pool:

Old language: In a nut shell, after **6 years** of District service, eligible teachers were able to access a pool of days maintained by the District for extended illnesses of 30 calendar days or more. The requirements for usage and re-payment to the District **have not changed**.

New language: Use of the extended sick leave pool is now limited to those **TENURED** members who contributed one day from their accumulated sick leave this year. In future years, newer members, upon receiving tenure and donating one day will be permitted to use the extended leave pool. Members who do not donate at this time will not be permitted to access the extended sick leave pool for the duration of their employment in the District. Members will be asked to contribute again when the pool falls below 200 days. Given previous usage this will occur in approximately 8-10 years from now.

*Additional comparisons between the old and new contracts will be in future Intercoms & Update articles.

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