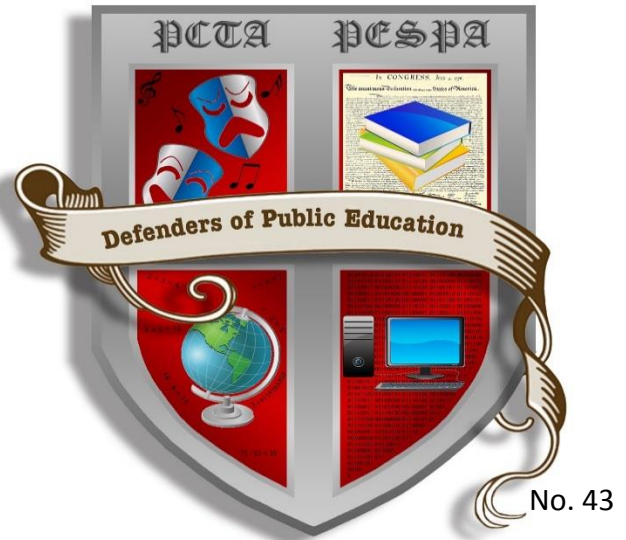


The President's

Solidarity Report



In this Issue: Teachers see increase in student performance score, Hurricane Make-up Days, 1,000 signatures needed, Teacher's salaries, The Ratification process, PCTA Bargaining Team, Supplement Committee, Union Pride

TEACHERS SEE INCREASE IN STUDENT PERFORMANCE SCORE

Many of our educators have reported an increase in their student performance data which has helped boost their evaluations this year. Conversations and a positive working relationship between PCS Administrators and PCTA leaders seems to have paid off and we are hoping to see less of the anomalies that impacted some of our educators negatively last year. Let non-members know that they may not see all the work PCTA does for the educational workforce of Pinellas County Schools but the work gets done regardless. The memo on the next page may help explain this recent positive change.

When educators become active in their union, positive change is the result. When members participate in committee work, like the data working group and the appraisal advisory committee their voices are heard. We should all consider taking ownership in our District and controlling our own destiny. Change may not happen as fast as we would like but working together, it does happen. It sure beats the heck out of complaining and pointing to how others can't seem to get the job done.



Vision
100% Student Success

Mission
"Educate and prepare each
student for college, career
and life."

August 22, 2017

Michael Gandolfo, President
PCTA
650 Seminole Boulevard
Largo, FL 33770

Re: Evaluations of Instructional Staff

Dear Mike:

The purpose of this letter is to confirm our discussions regarding your concerns with the instructional evaluation system and particularly the use of the student growth score. The Superintendent is statutorily and contractually charged with establishing procedures for the implementation of the evaluation system and as his designee, I appreciate all of the input that you and the appraisal advisory committee have provided. Based on your advocacy and the comments and concerns raised by the committee during our meetings, we will be re-visiting the scale used for the assessment data to ensure that the various groups of teachers are treated equally for the 2016-17 final evaluation. I also plan to re-convene meetings with the data working group and appraisal advisory committee to further discuss implementation of the Marzano Focus Model as well as the types of assessments to be used for the student growth scores beginning with the 2018-2019 school year

I look forward to working with you and PCTA as we continue to improve our evaluation system.

Sincerely,

Paula Texel
Assistant Superintendent - Human Resources

ADMINISTRATION BUILDING
301 Fourth St. SW
PO Box 2942
Largo, FL 33779-2942
Ph (727) 588-6000

SCHOOL BOARD OF
PINELLAS COUNTY, FLORIDA
Chairperson
Peggy L. O' Shea

Vice Chairperson
Rene Flowers

Carol J. Cook
Terry Krassner
Joanne Lentino
Linda S. Lerner
Eileen M. Long

Superintendent
Michael A. Grego, Ed D

HURRICANE MAKE-UP DAYS

The Calendar Committee met on Wednesday September 27th to discuss which days would need to be made up this year due to the hurricane and which days would be used as hurricane days next year. With me at the committee were several members of our bargaining unit including Betty Greenlaw, one of our Pinellas Technical College PCTA Reps, PCTA Vice President Susan Spaulding and PESPA President Nelly Henjes. Although the current calendar designates November 20th as a hurricane day for this year, the overwhelming majority of the members we spoke to at schools as well as our reps at Faculty Rep Council voiced their preference to not have to give up days during the Thanksgiving Holiday week. Luckily for us, that opinion was one that was also voiced by parents in attendance. Even the administrators at the meeting did not feel that forcing students back the Monday or Tuesday before Thanksgiving would be instructionally sound.

The final decision for this year has students coming to school on October 16, originally assigned as a teacher work day, and returning from winter break on January 8th. Previously, the 8th was designated a teacher work day/trade day. The trade option moves to February 19th. The third make up day will be March 12. All instructional staff should keep in mind that although they may be losing some planning time, normally used for putting in grades at the end of the marking period, they have been fairly compensated for the loss by only having to make up three days while having been paid for seven.

Next year's calendar will also not require us to utilize Thanksgiving holiday week for make-up days unless we are forced to make-up 4 hurricane days. In that case, we would work Monday and Tuesday, given this year as an example, we will most likely have to have miss 8 days due to a hurricane for the 4 day make-up plan to be enforced. The plans for having to make-up 1,2 or 3 hurricane days do not utilize Thanksgiving week.

1,000 SIGNATURES NEEDED TO GIVE 40,000 FREE BOOKS TO OUR KIDS!

Please help us get these books into the hands of our neediest students and receive 50 free books for your own class library. We need 1,000 signatures to get the books and show our parents and kids what PCTA is all about. Please follow the directions on the next page to add your signature. Thanks for taking the time for our kids you!

For any staff member working at a title I school or parent of a child at a title I school:



PCTA-PESPA is bringing a truckload of free books for students and educators from low-income families/schools to Pinellas in November! PCTA-PESPA is working with a fantastic organization called First Book and several local community partners to help get free books into the hands of students in need. Because your school is a Title I school, you and your students qualify to receive books! Plus, registering gives you anytime access to low-cost books and materials online on the First Book Marketplace.

How do you get books for your students & classroom? Three small steps:

1. Complete the First Book Registration online at www.firstbook.org/AFT (see the “Tips for Online First Book Registration” below or in the attached file)***
2. Get as many teachers, ESPs, and volunteers at your school to register as well
3. Attend or even volunteer on November 11, at John Hopkins Middle School. Contact PCTA/PESPA if you are interested in volunteering.

*****Register Online *****

It's really that simple! PCTA-PESPA is asking you to get registered and recruit as many others to register from your school as possible. Not only members are eligible; non-members, other school staff, administrators—even volunteers at the school—can register for First Book. When we collect a thousand registrations, the truck will be on its way!

Please complete your registration online or return the forms to the PCTA-PESPA office by October 1st.

We are emailing all members at Title 1 schools directly with this information and a link to register to support your efforts.

Thank you so much for your help! If you have any questions, please contact us at (727) 585-6518 or contact your Membership Services Director.

TEACHER SALARIES (2017-2018 if ratified)

Sample Teacher Salary Schedule 2017-18								
Years	2016/17 Level 1	2016/17	2016/17 Basic	2017/18 Referend um Increase	2017/18 Base W/ Ref	2017/18 Bachelor with increase		
	Basic	Referendur	W/REF		efore Raise			
0	37,328	3,827	41,155	177	41,332	\$ 43,000		
1	37,434	3,827	41,261	177	41,438	\$ 43,000		
2	37,434	3,827	41,261	177	41,438	\$ 43,000		
3	37,434	3,827	41,261	177	41,438	\$ 43,000		
4	37,434	3,827	41,261	177	41,438	\$ 43,000		
5	38,684	3,827	42,511	177	42,688	\$ 43,000		
6	39,484	3,827	43,311	177	43,488	\$ 43,688	\$ 1,000	
7	39,784	3,827	43,611	177	43,788	\$ 44,488		
8	39,934	3,827	43,761	177	43,938	\$ 44,788		
9	40,328	3,827	44,155	177	44,332	\$ 44,938	\$ 1,000	
10	41,128	3,827	44,955	177	45,132	\$ 45,332		
11	41,488	3,827	45,315	177	45,492	\$ 46,132		
12	41,851	3,827	45,678	177	45,855	\$ 46,492	\$ 1,000	
13	42,218	3,827	46,045	177	46,222	\$ 46,855		
14	42,628	3,827	46,455	177	46,632	\$ 47,222		
15	43,128	3,827	46,955	177	47,132	\$ 47,632	\$ 1,000	
16	43,578	3,827	47,405	177	47,582	\$ 48,132		
17	44,078	3,827	47,905	177	48,082	\$ 48,582	\$ 1,000	
18	44,750	3,827	48,577	177	48,754	\$ 49,082		
19	45,575	3,827	49,402	177	49,579	\$ 49,754		
20	46,284	3,827	50,111	177	50,288	\$ 50,579	\$1,000	
21	47,384	3,827	51,211	177	51,388	\$ 51,388	\$ 1,100	
22	49,034	3,827	52,861	177	53,038	\$ 53,038	\$1,650	
23	50,684	3,827	54,511	177	54,688	\$ 54,688		
24	52,334	3,827	56,161	177	56,338	\$ 56,338	\$ 1,650	
25	53,984	3,827	57,811	177	57,988	\$ 57,988		
26	55,634	3,827	59,461	177	59,638	\$ 59,638		
27	57,284	3,827	61,111	177	61,288	\$ 61,288	\$ 1,650	
28	59,134	3,827	62,961	177	63,138	\$ 62,938		
29	60,584	3,827	64,411	177	64,588	\$ 64,788		
30	61,384	3,827	65,211	177	65,388	\$ 65,588	\$ 1,000	
31	61,884	3,827	65,711	177	65,888	\$ 66,388	\$1,000	
						\$ 66,888	\$1,000	
		SUPPLEMENTS: \$166,000						
		TEACHERS ON PERFORMANCE SCHEDULE:						
Advanced Degree Supplement					Highly Eff - \$ 1,651			
plus 15	\$800	Doctorite	\$4,500		Effective - \$ 1,238			
Masters	\$2,180				NI/Dev/U - \$ 408 + \$177 = \$ 585			
Specialist	\$3,350							

THE RATIFICATION PROCESS

A tentative Agreement has been signed on pay raises, health insurance and working conditions for the 2017-2018 School year, between the District and PCTA bargaining teams. This agreement was approved by the PCTA Executive Board and passed the Faculty Rep Council unanimously. Every member of the bargaining unit will have an opportunity to vote their conscience as to whether the agreement will be accepted or not, members and non-union members are eligible to vote. Please explain to non-members why it is they have this opportunity to vote on a contract. The vote will take place on Tuesday, October 3, at each work site. PCTA leadership recommends voting for the tentative agreement.

Should the agreement be ratified by the bargaining unit, it will be presented to the School Board for approval at the October 10th, 2017 School Board Meeting.

PCTA represents all teachers at the bargaining table. This would be a good time to ask non-members if they think it might be in their best interest to have the strongest possible voice at the bargaining table.

PCTA BARGAINING TEAM



This year's contract has not even been ratified yet and PCTA is already preparing for next year. We are looking for a diverse group of educational professionals who may be interested in being a part of the bargaining process as we head into the last year of our contract. We had a good showing on Wednesday September 20, 2017 when we conducted a short training session on bargaining, but there is always room for more if you are interested. We meet again on Wednesday October 11, 2017 at 5:00 at the Union Hall.

SUPPLEMENT COMMITTEE

Three years ago the PCTA bargaining team brought the issue of supplements to the District. Supplements had not increased in 20 years and both bargaining teams set out to plan a way to bring our District in line with what other Districts pay for supplements.

We successfully put a supplement committee in place which is divided into three sub-committees. The three sub committees are Athletics, Academics and the Arts and Music. These sub committee's look over the existing supplements and decide how to disperse the money PCTA negotiates for supplements. Last year we were able to add some supplements to groups that had never earned a supplement despite putting in extra hours for our students.

The next meeting of the Supplement committee is on Tuesday, October 3, at 5:00 in room 134 of the Admin building. We need teacher input on all committees if we are to make the changes we deem necessary to help educators and students. If you coach an athletic team or lead an academic club or if you are an orchestra teacher who finally received your first supplement last year, please consider attending. This committee meets no more than twice annually.

UNION PRIDE & SOLIDARITY: REMEMBER WHO WE ARE!

The image features a collage of logos for various educational organizations. At the top left is the Florida Education Association (FEA) logo with the slogan "EVERY STUDENT EVERY SCHOOL EVERY DAY" and the tagline "Inspiring the Future". Below it is the National Education Association (NEA) logo with the tagline "Great Public Schools for Every Child". To the right is the American Federation of Teachers (AFT) logo with the tagline "A UNION OF PROFESSIONALS". At the top right is the PCTA logo, which is an apple shape with the text "PCTA" inside. A large, orange, stylized text "WE ARE 5 MILLION STRONG" is overlaid across the center of the collage. To the right of the collage, the text "WE STAND TOGETHER SO YOU DON'T STAND ALONE" is displayed next to the PCTA apple logo.

**NEXT EVENING SCHOOL BOARD MEETING IS AT 5:00pm
on OCTOBER 24th! JOIN YOUR BROTHERS AND SISTERS**