



REPORTER

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INSIDE THIS ISSUE

Legislative Update

1

Flame Award

1

Message from the President

2

FEA Lawsuit

2

Bargaining

3

ESP Updates

4

Community Conversation

5

HEF Lecture Series

5

HCTA Learning Conference

5

New HCTA Staff

5

HCTA Works For You!

6

HCTA Summer Calendar

7

Member Union Benefits

8

2013 LEGISLATIVE UPDATE

by Stephanie Baxter-Jenkins

Legislation That Was Defeated

Bill	Name	Description
HB 7011 SB 1392	FRS Changes	As you know, recent legislative sessions have been filled with attacks on the Florida Retirement System (FRS) and this year was no exception. Speaker Will Weatherford made the abolition of the defined benefit plan a key priority for the session. As such, we are happy to report that efforts to close the pension plan, as well as some more reasonable, but <u>still unnecessary</u> alternatives proposed by the Senate, died this session!
CS/SB 862 CS/HB 867	Parent Trigger	For the second year in a row, this divisive measure aimed at handing public schools to for-profit companies, was closely defeated.
SB 878	Data Bill	This bill would have allowed broad access to student records and created a “research engine” to aggregate data. It was defeated in large part to the efforts of informed and active parent groups!

Legislation That Passed

Bill	Name	Description
CS/SB 1076	K-20 Education	Referred to as the “Career and Professional Education Act (CAPE)” this bill establishes new standard high school diploma requirements for students entering 9th grade in the 2013-14 school year and thereafter; alters course and testing requirements for current high school students, and establishes Scholar and Merit diploma designations. Unlike other “new standards” we expect these changes to be positive. To read the entire bill: www.flsenate.gov/Session/Bill/2013/1076/BillText/er/PDF
CS/SB 1108	Exceptional Student Education	This bill provides new mechanisms for increased parental involvement by involving the parents of students with disabilities in meetings, including those related to decisions regarding assessment and placement. The bill clarifies student eligibility for certain services, and specifies school and program accountability requirements. To read the entire bill: www.flsenate.gov/Session/Bill/2013/1108/BillText/er/PDF
CS/CS 1664	Education	This bill revises the State Board of Education’s (SBOE) rule requirements regarding uniform core curricula for state-approved teacher preparation programs and authorizes a qualified private provider to seek approval for a competency-based teacher certification program. The bill renames the Florida Teacher Lead Program as the Florida Teachers Classroom Supply Assistance Program. To read the entire bill: www.flsenate.gov/Session/Bill/2013/1664/BillText/er/PDF
CS/CS/HB 7009	Charter Schools	HB 7009 started out mainly as a charter school accountability bill after several reports of financial abuse and abrupt charter school closings – which left students and parents in a lurch and school districts trying to pick up the pieces. To make the corporate charter companies happy, the bill also makes it easier for high-performing charters to expand. Like a lint roller, the bill picked up a number of straggler provisions looking for a home, including: <ul style="list-style-type: none">• Delay the full implementation of on-line assessments tied to the Common Core State Standards until each district’s technology infrastructure is “load tested.”• A provision would prevent students from being taught two years in a row by teachers rated “unsatisfactory” or “needs improvement”;• Provides for a school wide calculation for compliance with class size maximums for ‘public schools of choice.’ To read the entire bill: myfloridahouse.gov/Sections/Documents/loaddoc.aspx?FileName=_h7009er.docx&DocumentType=Bill&BillNumber=7009&Session=2013

FLAME AWARD

Marilyn Dupree, Vice-President of HCTA, was awarded the prestigious Flame Award from the Teamsters National Black Caucus. Marilyn’s leadership and dedication to improving the lives of children, families and education personnel in our community is an inspiration to all of us and we’re very proud of her accomplishments as a member of our union family.



Jean Clements, Larry Dupree, Marilyn Dupree & Kenneth Paige, Southern Regional President of the TNBC



HCTA Staff, ESP Committee & HCTA Board Members attending the presentation of Marilyn’s award.

IT'S A MAD, MAD, MAD, MAD WORLD OF TESTING

by Jean Clements



I talk to a lot of students and a lot of parents throughout Hillsborough County. It doesn't matter whether they are affluent, middle-class, or poor. It doesn't matter whether the kids are high achievers or struggling, gifted or challenged with disabilities. Most of them complain about testing.

From Washington, DC to state capitols across the nation – bureaucrats, politicians, and for-profit test publishers have gone crazy with a testing madness that has everyone complaining. Teachers, paras, and parents rightly complain that the testing mania narrows the focus of instruction. We begrudge the loss of instructional time due to testing and test preparation. We bemoan the loss of valued curricula when sacrificed to spend more time teaching what is tested. We mourn the decrease or elimination of the arts, music, and electives. Too often, tests are driving what we teach; if we don't test it, we don't teach it.

Many are hoping that the Common Core State Standards will help turn that around, and put the focus where it should be – on carefully thought-out, logically sequenced content standards constructed in collaboration with content experts and master teachers. Only after the standards are clearly defined in scope and sequence, should assessments be designed – aligned to those standards – to measure learning and inform instruction. And that's how it was with Common Core. The standards came first, and the development of assessments quickly followed.

But teachers and districts need time to learn the Common Core standards and ensure the curricula are tightly aligned with the new standards across all grade levels. Students need time to learn the new standards in good learning conditions. The brand new Common Core assessments need to be thoroughly field-tested

to ensure they are well-constructed, have good reliability and validity, and are properly aligned with the new standards.

This should all occur before any stakes are attached to the results of these brand new assessments. No test should ever be used to inform important decisions such as grade retention, compensation, or continued employment, unless all these conditions are met.

It was for exactly these reasons, American Federation of Teachers President Randi Weingarten, on April 30th, called for a moratorium on any high-stakes decisions associated with the new Common Core assessments.

On April 30, 2013, AFT President Randi Weingarten called for a moratorium on any high-stakes associated with the new Common Core assessments.

To be clear, there is strong support for the Common Core standards from both national teacher unions – the American Federation of Teachers (AFT) and the National Education Association (NEA) – as well as the national PTSA, forty-five states, and many highly respected organizations and education-related professional associations.

In calling for the moratorium, Weingarten stated that if implemented properly and in partnership with educators, the new, deeper Common Core standards can transform teaching and learning and provide all children with the problem-solving, critical-thinking and teamwork skills they need to compete in today's changing world. She made clear this is not about eliminating the tests; it's about decoupling the tests from decisions that could unfairly hurt students, teachers and schools, while we work to implement the standards well and ensure the assessments are well-aligned.

But premature implementation or high stakes associated with the new Common Core assessments is just one of the latest additions to the testing madness sweeping the country. Another manifestation of that

madness is Florida's requirement to administer many tests online despite inadequate computer stations, – a mandate which has resulted in scheduling nightmares in many schools, causing disruption and displacement for students and teachers, and more loss of valuable instructional time. If the state is going to require students to take tests online, then the state should provide adequate funding for the technology and computers to do so.

And then there's the very complicated issue of how test scores are used to make judgments about individual teachers and schools. There has been much written and said about the differences between Hillsborough and the rest of Florida.

In other districts, teachers must have 50% or more of their evaluation based on student learning gains using value added measures.

The majority of classroom teachers in Florida do not have test data for their own students in their own subjects, so their evaluation is based on whole-school FCAT scores or FCAT scores not directly related to their subject area. For teachers in other districts who DO have test data for their own students, the error potential for including the wrong students in their value-added (VAM) calculation was so significant that the Florida DOE sent a cautionary memo warning of the possibility of student roster errors.

Other districts have to use the state's VAM formula, with no capability to customize by district. Other districts have less test data for each student, so the teacher's VAM score is less reliable. Most teachers elsewhere only have 2 measures in their evaluation – an evaluation by a principal and a VAM score, and due to limited training and quality control measures, many suffer from high subjectivity, low reliability, and great variability from teacher to teacher, school to school, and year to year.

Hillsborough's evaluation scores have much greater reliability due to multiple measures, multiple observations, and multiple observers. The evaluations have better accuracy and validity due to extensive quality controls in evaluator training and calibrations. There is low volatility in the value add scores due to a system which is customized and highly monitored by a large team of experts.

But the fact that Hillsborough's VAM is much better, with higher confidence levels overall, does NOT

mean we don't have concerns about the value add portion of the evaluation. We do.

Hillsborough CTA meets at least weekly with district folks to review, monitor, question, consult with the VAM specialists, run tests on specific areas of concern, look for problems, trouble-shoot, and field all concerns, suggestions, or problems raised or found.

As you know, Hillsborough, which uses 40% VAM in evaluations, is the only district that has been granted an exception to the 50% state requirement, and we are legally prohibited from going lower. Even if Hillsborough can develop and use value add measures (reasonably) fairly and accurately in most cases, we should have the ability to use less than 40%, and VAM should not be a part of all evaluations.

We should also have the ability to individually exclude VAM from an evaluation, when circumstances warrant it. The law is firm, but we're still working hard to change it.

We believe in solution driven unionism, and we are always seeking to improve everything related to testing in Hillsborough. We need to find and strike the right balance, with the right tests, and the right testing procedures for each grade level and special population. We need to ascertain exactly how much instructional time is lost due to formal testing activities in each grade, subject, and special population, and agree on what is a reasonable amount of time for our students to be engaged in formal testing activities. We need to be sure we use test data in ways that are fair and helpful to students, teachers, and schools.

It is not unreasonable to demand accountability. Teachers and teacher unions believe in accountability. But tests used for accountability must measure the right things, be appropriate and fair for special populations, be able to fully discriminate student performance levels at the lowest, middle, and high end of the tested content, and have value-added measures which fairly reflect expected learning gains that are respectful of the differences in children.

Most importantly, assessments— as important as they are— should inform teaching and learning, not impede it.

FEA LAWSUIT

The Florida Education Association (FEA) and the National Education Association (NEA) filed a federal lawsuit in February challenging the evaluation of teachers based on the standardized test scores of students they do not teach or based on subjects they do not teach.

The lawsuit contends that teachers' evaluations based on the test scores of students they do not teach or based on subjects they do not teach violate the equal protection and due process clauses of the 14th Amendment of the U.S. Constitution.

It asserts that the Florida Legislature enacted legislation that was unconstitutional when it passed

SB 736, which substantially changed wages, employment contracts, performance evaluations, promotions and workforce reduction provisions that had been previously negotiated between teachers and local school districts, and seeks to invalidate the evaluation provisions of SB 736.

"This lawsuit highlights the absurdity of the evaluation system that has come about as a result of SB 736," said FEA President Andy Ford. "Teachers in Florida are being evaluated using a formula designed to measure learning gains in the FCAT math and reading tests. But most teachers, including the seven in this lawsuit, don't teach

those subjects in the grades the test is administered. One of the teachers bringing this suit is getting evaluated on the test scores of students who aren't even in her school."

The full impact of this lawsuit, related to the use of VAM, will not be clear until the case is over.

"Seven accomplished educators in Florida are pushing back against one arbitrary, irrational and unfair evaluation system," said NEA President Dennis Van Roekel. "But they are supported by hundreds of thousands of educators across the country who are fed up with flawed evaluation systems being pushed by politicians and corporate education reformers

in school districts across the country.

As unthinkable as it might seem for a teacher to be evaluated on the performance of students they do not teach or subjects they do not teach -- we know that it's happening and not just in Florida. NEA is proud to stand with our Florida colleagues to say 'NO' to evaluation systems that don't help improve student learning or the practice of teaching."

For additional information and the details of the lawsuit go to: feaweb.org/teachers-file-federal-736-lawsuit.

BARGAINING

ALL TEACHER MEETING

When: Thursday, June 13th from 9:30 am to 12:30 pm

Where: Hillsborough CTA, 3102 N. Habana Avenue, Tampa FL 33607

RSVP: To RSVP for this event go to hctabargaining-reporter.eventbrite.com

As we near the end of the school year, we’re gearing up to be fully prepared to go into bargaining with the school district this summer.

This is a “full contract” year for the teacher contract. Although we will still bring ESP related issues to the table, we are focusing heavily on reviewing the full teacher contract, so that we can propose all of the needed changes.

Earlier this year we sent out an email to all teacher members in order to get feedback on what their primary concerns are. We also recently sent a similar survey out to all ESPs and will have the data from that compiled prior to the first bargaining session.

The next step is to hold our first pre-bargaining session to set priorities. That meeting is open to all teachers who are HCTA members and will take place on Thursday, June 13th from 9:30 am to 12:30 pm at the HCTA Building.

The first hour of the meeting will be used to review the results of the spring HCTA survey. Then we will break out into groups to review specific topics, such as ESE, EET & Evaluations, Safety & Discipline, Training, etc. in more detail. During the third hour we will reconvene and review the results of the breakout sessions.

HCTA 2013 Bargaining Team

Crystal Blanco, Twin Lakes Elementary

Marilyn Dupree, Lavoy Exceptional Center, HCTA Vice-President

Sabrina Gates-McCarthy, Spoto High School, HCTA Board, Peer

Maridea Groves, Ippolito Elementary

Barbara Haggerty, Davis Elementary

Paula Jo Haggerty, Pierce Middle

Cherie Miller, Mann Middle

Bob Padgett, Plant City High School

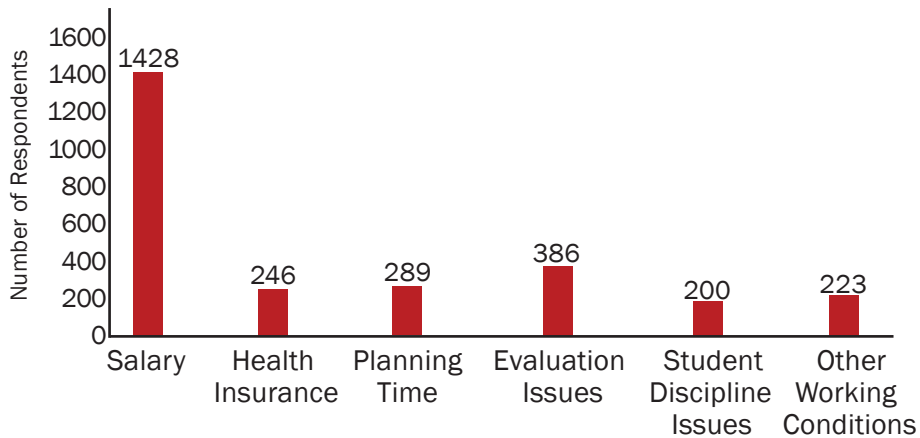
Dwayne Renaker, School Psychologist

James Stewart, Wharton High School

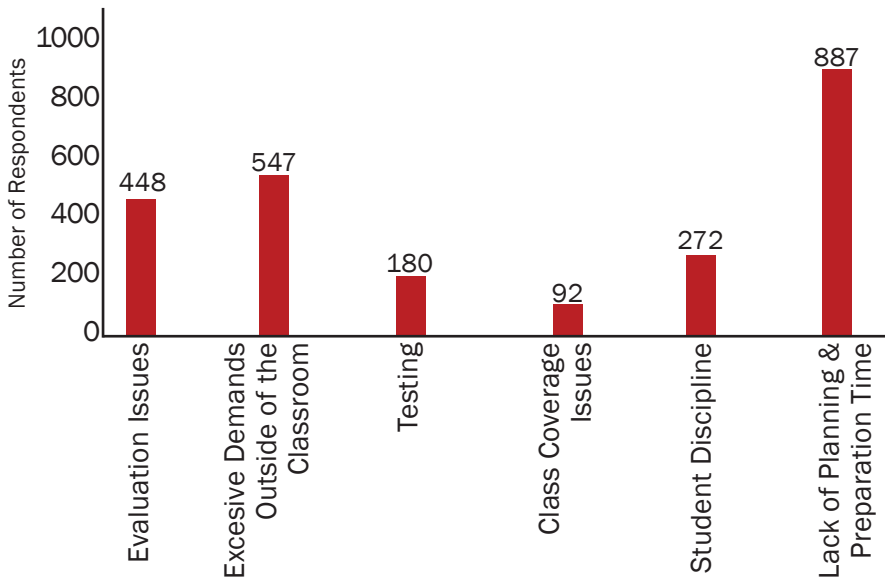
Jim Traun, Lopez Elementary and Lopez Exceptional Center

KEY RESULTS FROM OUR SPRING SURVEY

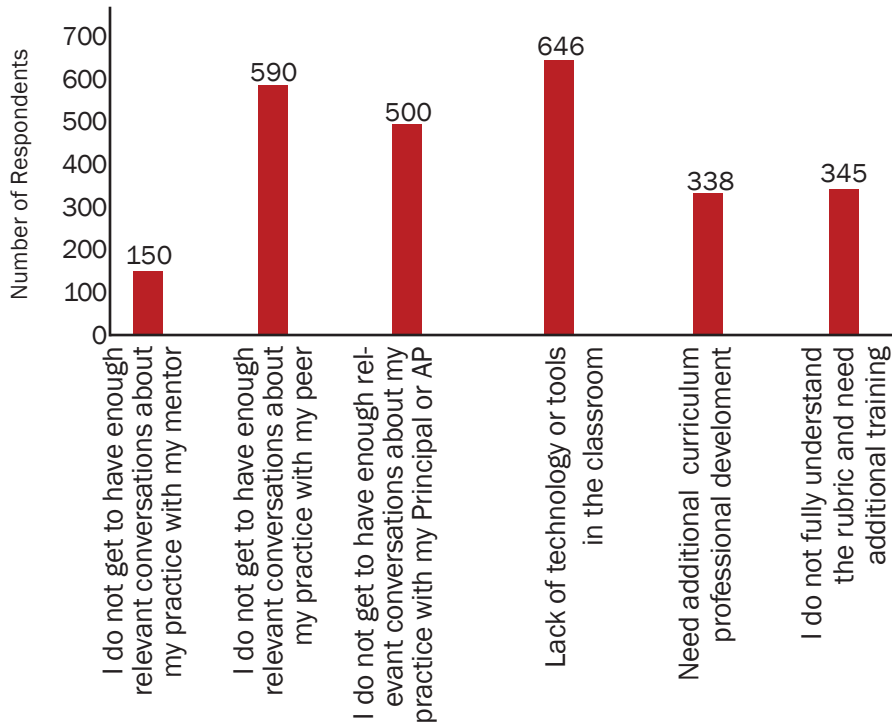
Most Important Issues for Upcoming Negotiations



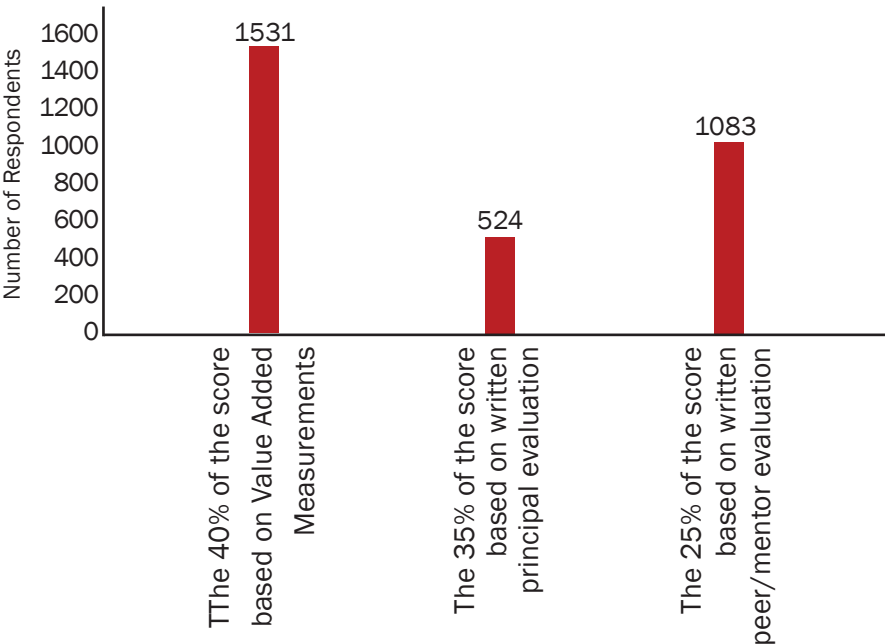
Primary Working Condition Concerns



Primary Evaluation Issues



Evaluation System Concerns



BARGAINING UPDATES

Bargaining updates will be sent via Personal Email and Facebook (closed group - members only)

Email: We will only send updates to personal email addresses.

If you have not yet provided us with a personal email address, please go to www.hillsboroughcta.org and click on the “Email Opt In” button in the upper right hand corner.

Facebook - Closed Group

Go to: www.facebook.com/groups/138813572977230/ and request to be added to the group. Once we confirm that you are a member of HCTA you will receive confirmation that you have been added to the group. Being a member of the group does not allow HCTA access to your personal Facebook page; it simply allows you to see information posted on the group page and share your thoughts and ideas.

ESP Committee

Throughout the year, the ESP Committee meets regularly to discuss ESP-specific issues and concerns and ensure that those issues are addressed.

We'd like to thank this year's committee members for their time and dedication to improving working conditions for all ESPs.

All ESP Meeting

On April 8th, HCTA hosted an All ESP Meeting that focused on "Evaluation Procedures and the NEAT Process".

Over 50 members attended. Participants learned they have the right to write a rebuttal in response to their evaluation and about the acronym "NEAT" (Notice, Explanation, Assistance, Time).

Participants also learned that members are allowed HCTA Staff

representation if they have a meeting regarding their evaluation that involves any disciplinary action (career observation, letter about negative performance, etc.).

ESOL and LPN Committees

Last summer Hillsborough CTA negotiated MOUs (Memorandums of Understanding) to create committees with HCTA and district representation to address issues specific to LPN's and Bi-lingual Aides.

Both committees consisted of union members in the affected positions, HCTA staff and administrative district personnel who oversee these positions.

These committees met to discuss concerns regarding pay, job descriptions and issues unique to the positions. The information gathered will be used to negotiate pay that is commensurate with their job responsibilities and updated job descriptions.



ESP Members attending the "All ESP Meeting"

NEA ESP Conference

ESP Committee members Marilyn Dupree and June Fulton, attended the NEA ESP Conference "It's More than a Job, It's a Career " in Lexington, KY.

The conference focused on how to create "Results-Oriented Job Descriptions" and on the roles of ESPs within all aspects of the school district.

They brought back materials from NEA that will help HCTA focus on issues important to all ESPs.

ESP Survey

We recently sent out a survey link to all ESP members to gather information regarding bargaining concerns and priorities.

The survey can be accessed by going to <http://tinyurl.com/p2azfh9>.

The survey will remain open until June 15th, 2013 to allow ample time for everyone to participate.

It is important that members participate in these surveys as they are a great way for your voice to be heard and for you to have an impact on bargaining.

Comp Time Victory

One of the key issues that ESPs raised this year was related to comp time when classes are combined and students are absorbed.

HCTA negotiated an MOU to award comp time to the paras assigned to both classrooms when an absent teacher's students are absorbed by another teacher.

2012 - 2013 ESP Committee

- Marilyn Dupree (Chair) - LaVoy Exceptional Center
- Crystal Blanco - Caminiti Exceptional Center
- June Fulton - Leto High School
- Miriam Hodges - Hillsborough Academy
- Linda Huie - Adams Middle School
- Felicia Johnson - Sanchez Full Service
- Jeannette Joseph - Assistant Supportive Services
- Erick Mack - Waters Career Center
- Analene McColloch - Tampa Palms Elementary

HCTA Headquarters in the new HCTA Professional Learning Center



RETIRING?

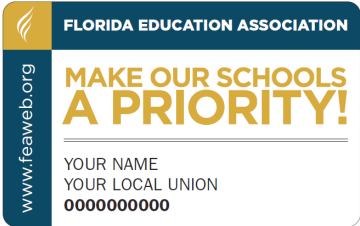
For those of you who are thinking about retiring soon, I want to inform you about the retired branch of Hillsborough CTA. As you know, as a member of HCTA, you are eligible for many discounts, insurance plans, and the very valuable ACCESS card. However, all of those benefits disappear once you leave the school district and are no longer a member of HCTA...unless you continue your membership through the retired local, HEA-R!

I urge you to join our group, keep ALL of your benefits and discounts, and enjoy the interesting activities we schedule monthly. Our dues are very reasonable at \$51.00 for one year or \$450.00 to pay for a lifetime membership. This low fee keeps you in good standing as a member of HEA-R, FEA-R, NEA-R, and AFT-R.

For more information go to HCTA's web site at www.hillsboroughcta.org.

Merrilyn Crosson - HEA-R President

NEW FEA CARD!



FEA began mailing out members' new cards in January, so all members should have their new card by now. In order to make the best use of your benefits you need to register your new card.

Go to www.feaweb.org and click on the Member Only tab or www.hillsboroughcta.org and click on the link to Benefits to access a step-by-step guide on how to register, find great deals that will save you money and get savings on the go with FEA's "My Deals" app.



The historical marker at HCTA's "new" home

COMMUNITY CONVERSATION

On April 1st, 2013, the Hillsborough Alliance for Public Schools and Hillsborough CTA hosted a Community Conversation event to begin the process of community dialogue in support of public schools.

Partners for this event also included United Way Suncoast, Hillsborough County Council PTA/PTSA and 100 Black Men of Tampa Bay.

This event was one of many Town Hall conversations held across the country. The Tampa event echoed many of the themes brought forth through this process in other cities.

Overall, the community agenda set forth in the Town Halls is as follows:

- Improving Conditions for Effective Teaching and Learning
- Making Schools & Districts more Accountable to Communities
- Meeting the Needs of the Whole Child
- Increasing Funding, Staffing and Resources

- Building Stakeholder Participation and Collaboration
- Challenging the Charter School Movement & Privatization of Public Education

The evening posed the question *"What Role do Public Schools Play in Our Community?"*

The primary topics the community identified and discussed were:

- **Funding**
- **Testing**
- **Teachers and Teaching**
- **Parent & Community Engagement.**

During the event, attendees broke out into various sessions; each one facilitated by a pair of community members supported by a student facilitator.

The focus of the breakouts was to examine the impact the issue has on the community and then shift to what the community can do to affect each issue.

Funding

General displeasure with inadequately funded public schools was the starting point for the discussion.

Participants felt a campaign to inform people about where money comes from and how it is spent was needed. They wanted to examine the idea of a ballot referendum to increase local tax in support of schools and how to increase partnerships with businesses to bring more resources to schools.

Testing

There was considerable concern expressed about the amount of testing and how much time testing takes away from classroom instruction.

The role corporations play in the testing culture and how much money is spent on testing was also discussed. The group expressed the desire to compile information on how much testing is done in Hillsborough County Schools, who requires that testing, and the purpose of the testing.

Teachers and Teaching

Participants agreed that teachers have the biggest impact on students.

There was a fear that the focus on effectiveness has made it difficult for teachers to ask for help and that current funding does not attract the best and brightest to teaching.



Student facilitators (l-r):
Julia Jansen - Freedom HS
Daniel Erickson - Jefferson HS
Dasha Peppard - Freedom HS

Parent & Community Engagement

Parent and community engagement was seen as central to school success.

Some discussion focused on schools needing to create a welcoming culture so parents and others feel as if they have a place in the school. PTA as a mechanism to communicate models of success for programs so schools could share programs was also talked about.

Overall, the groups agreed that one of the primary action items is to create a public information campaign to help the community hear about the good things about schools, the challenges schools and educators face, and how the community can help.



Hillsborough Alliance for Public Schools founder, Melissa Erickson, launching the first of many Community Conversations to come.

LECTURE SERIES



Paul Tough, author of *How Children Succeed: Grit, Curiosity and the Hidden Power of Character*

On April 24, 2013, the Hillsborough Education Foundation held the first event in their *Teaching Excellence Lecture Series*.

The speaker at the event was New York Times bestselling author, Paul Tough, a leading expert on child education and parenting.

Mr. Tough's bestselling book, *How Children Succeed: Grit, Curiosity, and the Hidden Power of Character*, is a provocative and profoundly hopeful book with the potential to change how we raise our children, run our schools, and construct our social safety net.

After his presentation, Tough signed copies of his books *How Children Succeed* and *Whatever It Takes* for attendees.



HCTA Member, Megan Allen, and HCTA Board Member, Amy Murphy, served on the HEF planning committee for this event.

SAVE THE DATE!

HCTA Learning Conference 2013

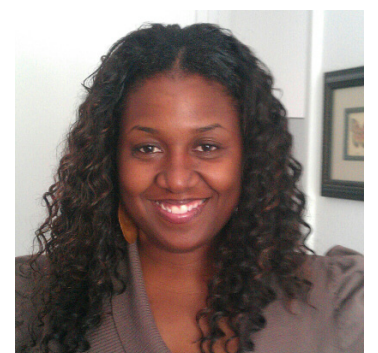
*From Roots to Results,
Growing Professional Success*

Friday, June 21 and Saturday, June 22, 2013

**Unpacking the Rubric
 Deepening Rubric Knowledge
 Backward Planning and Learning Outcomes
 Using Technology to Promote Learning
 Intro to Common Core
 Strategies for Common Core Success
 and more!**

Check your email and our web site for more information coming soon on how to RSVP!

NEW STAFF



Tamica Thomas joined the HCTA family as our Financial Administrator at the beginning of 2013, when Ms. Vernell Walker retired.

Prior to joining HCTA, Tamica spent the early part of her career as an ESP in various capacities, including Accounting Clerk III, in Hillsborough County and she became a teacher in 2006.

She also has prior work experience managing accounting for non-profit organizations.

Most recently, she taught Accounting in the Accounting Specialist Program at Erwin Technical Center.

Tamica was an active building rep at Erwin and was the EET Liaison for her site. She also served on the District Teacher Advisory Committee and the 2012-2013 Hillsborough CTA Bargaining team.

Tamica obtained both her B.A. in Accounting and Master of Accountancy from the University of South Florida. Go Bulls!

She is a member of the FICPA, AICPA, and ACFE.

Tamica will also be filling a much needed role of Office Manager in our new building.

Tamica's experience as both an ESP and teacher make her a valuable addition to our team.

HCTA WORKS FOR YOU!

During the school year and over the summer, HCTA staff works dilligently to represent our members. Many times our members are not aware of how often we work to ensure that district personnel and administrators are following the contract language. Below are some of the ways we have represented our members over the past few months. In the text below, “TC” refers to the applicable section of the Teacher Contract and “EC” refers to the applicable section of the ESP Contract.

Enforced language guaranteeing that a faculty be given three workdays’ notice before a change is made in a school’s class or bell schedule. (TC 2.8.3)	Provided attorneys for members when appropriate, such as being investigated by CPI.	Ensured teachers were receiving the appropriate amount of comp time when absorbing students from another class. (TC 3.4.4)	Required the district to grant non-probationary status to a teacher whose principal missed the March 30, deadline to non-renominate the employee.
Stopped secondary sites from requiring teachers to have more than one 15-minute duty during the school day.	Stopped schools from docking teachers’ comp time for coming in late. (TC 12.3.3)	Ensured that National Board Certified Teachers received their supplement payment.	Stopped administrators from requiring elementary teachers to be on duty for more than 15 minutes in the afternoon to ensure planning time. (TC 2.7.1)
Provided ESPs with assistance on writing an addendum(s) to evaluation(s).	Prevented schools from marking teachers down on evaluations due to wearing jeans. (TC 2.13.1)	Provided our representatives with numerous rubric trainings and opportunities to meet with the Superintendent and her staff to address issues and concerns regarding the EET process.	Require administration to provide specifics pertaining to complaints. (TC 8.1 ; EC 11.4.1)
Assisted teachers and ESPs with securing Administrative Transfers (TC 11.3.4; EC 15.2.4).	Required administration to honor a member’s right to representation by Association Staff as opposed to the school’s Building Representative.	HCTA staff attended many HCTA site meetings, faculty meetings, and EET information meetings.	Provided representation to ESPs during their annual evaluation meeting(s). (EC 11.3.6)
Assisted teachers with having students removed from their class when appropriate. (TC 4.3.8)	<div>PERSONAL EMAIL</div> <div>As we move forward in improving our ability to communicate effectively and efficiently with our members, we will begin limiting the information that is disseminted via SDHC email.</div> <div>If you have not already provided us with a personal email address, please go to www.hillsboroughcta.org and click on the “Email Opt In” button in the upper right corner.</div>		Represented numerous members in administrative meetings / conferences and Professional Standards investigations.
Ensured that co-teach teachers would not be pulled to substitute for absent teachers. (TC 3.4.4)			Referred members for free 30-minute consultation with an attorney for personal reasons and provided a 30% discount to members who retain attorneys through Union Plus.
Intervened to guarantee that a temporary teacher was assigned regular teacher status when a position in the area of their assignment became available (TC 20.1.1)	Stopped schools from infringing on members’ 30 minute, duty-free lunches.	Negotiated special provisions for any qualified teacher to transfer into ESE positions during Spring Transfer.	Stopped a secondary site from forcing members to absorb children before the school day started.
Ensured teachers and ESPs received comp time for absorption of students. (TC 3.4.4; EC 6.2.2)	Negotiated for teachers to receive comp time for scoring their colleagues student writing samples.	Ensured administration followed the ratified due process language.	Facilitated an All- County ESP training on their evaluation system.
Successfully represented teachers at non-renomination hearings.	Negotiated to ensure ESE Paras who accompany students into a class that is absorbing students receive comp time. (EC 6.2.2)	Negotiated comp time for teachers impacted by late buses at ERT schools.	Stopped teachers from having to monitor the hallway from 7:30 AM – 8:00AM during their morning planning time.
Ensured that faculties had a voice through their school Steering Committee.	Ensured that teachers were paid for attending Moodle courses.	Stopped schools from scheduling mandatory meetings on days other than Tuesdays.	Have a great summer!

HCTA SUMMER CALENDAR

From June 24th through August 9, 2013, HCTA offices will be open Monday through Thursday from 8:00 am to 5:45 pm and closed on Fridays.

= HCTA office closed

JUNE

SUN	MON	TUE	WED	THU	FRI	SAT
						1 HCTA Picnic
2	3 ESP Committee Meeting	4	5	6	7 Pool: Non-Instructional & Last Day of School	8
9	10 Pool: Instructional	11	12 1-day Special Hire Day *	13	14	15
16	17	18 Teacher Interview Day(s)	19	20	21 HCTA Learning Conference	22
23	24	25	26	27	28	29
30	* 1-day special hire day for un-like transfers and hiring of temp teachers into permanent positions.					

JULY

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
		NEA / RA Convention - Atlanta				
7	8	9	10	11	12	13
14	15	16	17	18	19	20
	HCTA Back-to-School Packet Stuffing				FEA ESP Conference	
21	22	23 Certified Rep Training	24	25	26	27
	AFT TEACH - Washington, DC					
28	29	30	31			
	New Teacher Orientation					

AUGUST

SUN	MON	TUE	WED	THU	FRI	SAT
				1 NTO (cont.)	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
	Pre-Planning					
18	19 Pre-Planning	20 Students' 1st Day of School	21	22	23	24
25	26	27	28	29	30	31

UNION MEMBER BENEFITS

For more information about each benefit provider, check your 2012-2013 Member book or the HCTA web site.

AAA Club South
813.651.5564 - jneely@aaasouth.com

American Fidelity
Insurance: Cancer, Life, Accident Only, Long Term Care and more.
2930 Capital Medical Blvd.

AXA Equitable
Financial Products and Retirement Planning
813.466.3142 - steve.smitten@axa.advisors.com

California Casualty
Auto & Home Insurance for Educators
8666.934.9473 - aawarner@calcas.com - www.calcas.com/aawarner

Herdman & Sakellarides
Legal Consulting: Tax, Probate, Trust & Professional Licensing
866.437.3725 - info@herdsaklaw.com

Horace Mann
Insurance: Auto, Home, Life, Annuity
www.horacemann.com

Liberty Mutual
“Educators Plus” Insurance: Home, Auto, Life
800.308.8496

Suncoast FCU
Federal Credit Union
www.suncoastfcu.org

Tison Law Group
Legal Representation
813.739.1776 - tytison@tisonlawgroup.com

VALIC
Savings, Investing, Planning
813.269.3362 - 888.262.3732 - www.valic.com



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DON'T DELAY - JOIN TODAY!

Special Offer!

Join now, pay nothing until September and enjoy a whole summer of access to excellent, member-only benefits!

A VOICE IN BARGAINING

Teacher Contract Language
ESP & Teacher Salary and Benefit Negotiations
ESP & Teacher Evaluation Processes

REPRESENTATION

Contract Enforcement / Protection of Rights
Trained Professional Staff and Representatives
Personal Certification Assistance

BENEFITS

\$1,000,000 Professional Liability Insurance
Membership & Benefits in: FEA, AFT, NEA, AFL-CIO
Access to Free Social and Advocacy Events

PROFESSIONAL DEVELOPMENT

HCTA Learning Conference - June 21-22, 2013
ESP-specific Trainings
Appointment to School District Committees
HCTA's Surviving & Thriving Workshops
NBCT Candidate Support

This offer is open to first time members only until August 9, 2013. You will pay no dues until the first full paycheck of the 2013-2014 school year.

JOIN HCTA TODAY OR INVITE YOUR COLLEAGUES TO JOIN

Last Name _____ First Name _____ Middle Initial _____

HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION, INC.
PAYROLL DEDUCTION ENROLLMENT CARD

I authorize and request the School Board of Hillsborough County to deduct Hillsborough Classroom Teachers Association dues and assessments from my bi-weekly pay, and to transmit the deducted amounts to the Association office. I understand the School Board will discontinue dues deduction upon 30 days' written notification to the Association and Board. I understand that dues, assessments, contributions or gifts to the Hillsborough Classroom Teachers Association are not tax deductible as charitable contributions for federal income tax purposes although a portion of the dues may be tax deductible under other provisions of the Internal Revenue Code.

Lawson ID _____	Phone # _____	<input type="checkbox"/> Teacher	<input type="checkbox"/> Paraprofessional	<input type="checkbox"/> Clerical
Name _____		Work Location _____		
Home Address _____		Signature _____		
City _____	Zip _____	Date _____		
E-Mail Address _____		Association Representative _____		
EE13 DROP IN SCHOOL MAIL, HCTA ROUTE 1 FEA, NEA, AFT, AFL-CIO AFFILIATE				