



Corpus Christi AFT UNION VOICE

A Union of Professionals



CCAFT Weekly Update

September 24, 2014

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1. **Teacher Leader Grant-** Moody HS teacher Cheryl Flint will again facilitate the Teacher Leader Grant for 2014-15. Our local is one of 14 cities in the United States participating in this national grant and it's an exciting opportunity for educators. CCAFT will select 15 teachers who will earn \$1,500 when finishing the program in May 2015. The teacher application is on-line and the deadline has been extended to October 10, 2014. www.ccaft.org
2. **CCAFT Professional Development-** The union's fall PD schedule is on the website. CCISD employees may register for professional development classes in Eduphoria and employees from outlying districts can contact our office at 855-0482 to register by phone.
9/24- Beginning Reading
9/27- Thinking Math 1
9/30- MLA Documentation
10/1-The "X" Factor
10/7-Poetry Analysis (for elementary teachers)
10/8-Mind in the Making
10/11- Thinking Math II
10/14-Differentiating Instruction
These classes all count for continuing education credit hours for the state of Texas. Moreover, principals at your campus may also grant District PLX credit hours depending on the needs of your campus.
3. **AFT President Randi Weingarten visits Miller HS and Carroll HS-** CCAFT was

fortunate to have the national President Randi Weingarten visit our local on 9/11/14. We toured the Miller HS Metro School of Design and observed the class room of Jenna Ruiz-Ortiz and Monica Sigg. We wanted Randi to see the dynamic PBL program that our AFT teachers lead at Miller HS. Mrs. Ruiz-Ortiz was on the front line when the Metro grant was written and we are extremely proud to show Randi Weingarten the work our AFT teachers are doing in Corpus Christi. After the class visits, CCAFT led a successful and well attended community round table discussion about education reform issues and expanding early access to early childhood education. When school was over that day, Randi Weingarten visited Carroll HS for a social and a chance for employees to hear her speak. Our AFT member and Choir teacher Stacy Weatherston led the Madrigals in a series of beautiful songs for Randi and she loved it! The Madrigals were so good that Randi has invited them to sing in Washington DC next summer at the national AFT Teach Conference! The visit was a historic one for CCAFT and we deeply appreciate Randi Weingarten for coming and all who participated.

4. **Know Your Rights-** CCAFT is starting a “Know Your Rights” series to refresh memories and remind employees of workplace rights. The first session was on planning and prep time protected in TEC 21.404. A flyer went out to all campuses and here are a few main points. Next week the series will shift to the duty free lunch provision of the law.

Planning and Preparation Period TEX. EDUC. CODE § 21.404

Each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluation of students’ work, and planning. The planning period may not be less than 45 minutes within the instructional day. During the planning period, a classroom teacher may not be required to participate in any other activity.

Commissioner’s decisions:

**“A teacher’s planning and preparation period is...for the use of the teacher as he or she sees fit, within the statutory boundaries, free from any duty mandated by the school district.”
Chaffin v. Los Fresnos Indep. Sch. Dist., Docket No. 128-R10-1290 (Comm’r Educ. 1990).**

“The statute was enacted for the purpose of giving teachers time to engage in parent- teacher conferences, reviewing students’ homework, and planning and preparation as the teacher, not the administration, deems best. The statute clearly relieves the teacher of any duty during this period of time and prohibits the district and its administration from requiring the teacher to engage in any other activity the administration determines to be useful and important.”

Strater v.

Houston Indep. Sch. Dist., Docket No. 129-R8-685 (Comm'r Educ. 1985).

5. **CCAFT Open House BBQ!** – AFT members, families and friends are invited to our annual open house BBQ on October 4, 2014 (Saturday). We are giving away door prizes and lots of good food! We even have a new BBQ pit and anticipate a strong turnout for the event. The November 4, 2014 election is around the corner. This is a great time for union members to get together. The event is from 11:00 a.m. -3:00 p.m. Invitations are going out soon and we hope to see you. Come be a part of this fun!
6. **Consultation Update-** The AFT led consultation team worked hard over the summer on your behalf. Despite sluggish state funding for public education, CCISD awarded employees perhaps the highest salary package increase in the state of Texas among urban inner-city districts. A 5% package with 3% in the check and 2% during the fall holiday as a one-time payment. TRS will count the entire earnings as part of the total yearly salary and those at the top did get the increase. The new Superintendent Dr. Roland Hernandez has worked closely with the elected members and advocated for all employees. The consultation process is highly valued because it is based on the notion of a democratic employee election to decide representation and outlines in policy that the consultation process “consults” on wages, benefits and working conditions. This is a highly unique and valued process that makes the entire district stronger because the administration and employees work together for the betterment of the district in a way that fosters communication and understanding. The consultation team has 12 elected members and currently ten of those members are AFT union members who go before all of the employees for a vote of confidence. These are strong leaders who while at the consultation table represent ALL employees. While AFT did push for more money for auxiliary workers in the 14-15 pay raise that could have easily been taken from the highly paid administrative salary increases, NOT the teachers—other organizations worked behind the scenes for the administration. Nonetheless, the increase was so large compared to what has been seen in the state, it is still a victory for all employees.
HS-Stephanie Saenz (AFT)
MS-Danny Canales (AFT)
ES-Felicia Trevino (AFT)
Sp. Camp.- Sandra Taylor Hernandez (AFT)
Counselor- Molly Bates (AFT) Co-Chair
Athletics- Marty Bell (AFT)
Special Educ-Melba Crowder (AFT)
Auxiliary- John Gluth (AFT)
Paraprofessionals- Liz Moreno (AFT)
Fine Arts- Jason Comstock (AFT)
The team will be watching the self-funded insurance plan that rolls over in December closely. We hope to keep the increases to a minimum so the pay raise is not consumed

by rising insurance costs.

CCAFT submitted two, new consultation proposals in September. One would monitor and limit district mandated online training pushed on employees to be completed during the conference period or outside of the school day, without either compensation or PLX credit. The second proposal to the district would protect the summer vacation days some auxiliary employees should not have to lose by moving from 230 day employees to 236. The proposal asks the district to be flexible with the calendar in adding the six work days so employees don't have to work the extra days during summer vacation. Many of the auxiliary employees still want their ten days of summer vacation for family time. The flexibility would allow the six added days to come from other time during the year—Thanksgiving, Winter break, Easter, Spring Break etc..

Have a good week. Call our office or visit our website at www.ccaft.org

If you have not “liked” or signed onto our Corpus Christi American Federation of Teachers Facebook page—please do! We are able to release a lot of pertinent information on our FB page.