



# Corpus Christi AFT UNION VOICE

*A Union of Professionals*



CCAFT Weekly Update

11/11/14

## ***In This Issue:***

1. Lesson plan format amounts to “excessive paperwork”
2. CCAFT led Consultation Committee delivers holiday pay-day!
3. Questions about lacking enforcement of cell phone policy
4. Health Insurance enrollment and access to health care
5. Dr. Tony Diaz wins school board election- District 3 seat

1. **Lesson Plans**- All teachers understand that lesson plans are necessary. According to the law (Texas Education Code-Section 11.164. Restricting Written Information) 11.164(6)a unit or weekly lesson plan that outlines, in a brief and general manner, the information to be presented during each period at the secondary level or in each subject or topic at the elementary level;

CCAFT is communicating with district officials about the local expectation for lesson plans, including the 5E model as excessive and violating the law designed to restrict the written information required of teachers. CCISD lesson plans must be in Eduphoria, and must NOT need be reproduced or recreated anywhere else according to local policy. However, what is entered into Eduphoria should be a brief and general outline of what is presented. Listed below is the CCAFT interpretation:

## **LESSON PLAN GUIDELINES AND FORMAT**

Lesson plans serve two main purposes:

1. Lesson plans guide instruction and reflect planning for instruction.
2. Lesson plans reflect professional decisions made by teachers or groups of teachers in translating state, district, and campus curriculum into an outline for instruction.

\* Lesson Plans are required and should be in Eduphoria

\* Lesson Plans are only required to outline in a brief and general manner the information to be presented during each period at the secondary level or in each subject or topic at the elementary

level. “Brief” is defined as short in extent and length. “General” is defined as including main elements rather than details.

**Lesson Plans include the following components (FORMAT):**

- a. Objectives
- b. Learning Activities

\*Other than the requirements described in this procedure, there is no required format for lesson plans.

\*In order to minimize paperwork, lesson plans may reference specific documents, resources, or page numbers when appropriate.

\*For students with disabilities, a current Individualized Education Plan (IEP) shall be used as the basis for the development of lesson plans.

\*Plans for instruction shall be available for a substitute in a form that is readily usable by a substitute.

\*The principal may and should view lesson plans in Eduphoria. This process must not interfere with instruction, and the lesson plan does not need to be printed or reproduced anywhere else.

**2. Holiday Pay-Day!** – Congratulations to all CCISD employees! This week the 2% stipend will start being paid to employees. This one-time payment is on top of the 3% increase already in your pay checks for 14-15. (Of course these numbers are based on a mid-point formula-average percentage) This amounts to a 5% increase for 2014-15, which is perhaps the highest pay raise in the state of Texas among large, urban school districts. TRS is also calculating the 5% as part of the total earnings for 2014-15, which can be used as your top annual earnings when calculating retirement. A special “thanks” to the CCAFT led Consultation Committee for guiding this process and playing a primary role in working with the administration to secure these earnings. This is perfect timing for the holiday season and AFT has been instrumental in obtaining these bonuses for employees. The bonus check is paid to you from the district’s reserve fund called the Fund Balance, not the general fund. Due to budget cuts to education starting in 2011, this has been a creative solution to obtaining more money for employees. Enjoy the holidays!

**3. Cell Phone Abuse**-CCAFT will soon release a cell phone survey for teachers and paraprofessionals to take regarding student cell phone use on campus and during classes. It is being reported that more and more violations are occurring without consequences of support from the administration to deal with cell phone abuse. In an age of accountability and testing, teachers must be supported to maintain dignified learning environments. If we want to see increases in student achievement, the learning environment must be free of distractions and the cell phone policies and laws

must be enforced.

Texas Education Code:

§ 37.082. POSSESSION OF PAGING DEVICES. (a) The board of trustees of a school district may adopt a policy prohibiting a student from possessing a paging device while on school property or while attending a school-sponsored or school-related activity on or off school property. The policy may establish disciplinary measures to be imposed for violation of the prohibition and may provide for confiscation of the paging device.

(b) The policy may provide for the district to:

(1) dispose of a confiscated paging device in any reasonable manner after having provided the student's parent and the company whose name and address or telephone number appear on the device 30 days' prior notice of its intent to dispose of that device. The notice shall include the serial number of the device and may be made by telephone, telegraph, or in writing; and

(2) charge the owner of the device or the student's parent an administrative fee not to exceed \$15 before it releases the device.

(c) In this section, "paging device" means a telecommunications device that emits an audible signal, vibrates, displays a message, or otherwise summons or delivers a communication to the possessor.

Added by Acts 1995, 74th Leg., ch. 260, § 1, eff. May 30, 1995.

4. **Health Insurance Enrollement-** Health Insurance enrollment is underway and CCAFT is proud to announce that the increases are minimal, averaging ten to twenty dollars per month with no changes to benefits. CCAFT has placed enormous pressure on the district to produce a health insurance plan similar to TRS Active Care. The district's plan is modeled after TRS Active Care, with even richer benefits and in some cases lower costs. CCAFT has worked to ensure that pay increases were significantly larger than health insurance rate increases in 2014-15. It should be noted that the district is budgeting nearly \$30 million dollars for employee health insurance in 2014-15, which is much higher than the \$15 million the district paid for employee health insurance before going self-funded. While this system is much more expensive to the district, for now those costs are not being passed to the employees.
5. **Dr. Tony Diaz a Winner!** – Dr. Tony Diaz was re-elected to the CCISD School Board on November 4, 2014. Dr. Diaz is a former educator with a life-time of service

to public education. CCAFT endorsed Dr. Diaz and worked hard for him. We congratulate him on his victory. A sincere appreciation to the members of CCAFT who believed in Tony and worked to see him re-elected. Furthermore, Catherine Susser is replacing Carol Scott in District 4 and John Longoria was unopposed in District 1. Lucy Rubio's seat will soon be vacated, and an appointment is probable in January to replace her. Names of her replacement should surface in the next month. The union is excited about our new Superintendent and eager to work with the new school board.