



CCAFT

From the President

*Ray
McMurrey*



Dear CCAFT Member,

On Monday, April 11, 2014, the Corpus Christi ISD School Board members voted 4-3 against reinstating continuing contracts. This was a bad decision by the board and all employee organizations were unified behind reinstating continuing contracts. Starting in the fall of 2014, all teachers moving from a probationary contract will be issued a one-year term contract. It can be non-renewed at the end of one year and the employee no longer has the same due process rights. A one-year term contract non-renewal does not have the right to an appeal before a neutral, third party hearing officer to prove a wrongful termination. This decision by the 4 vote majority offers CCISD teachers the very weakest contract under state law.

CCAFT believes that teachers deserve free speech and due process protection. Teachers should not fear speaking freely, or retaliation. Educators provide a public service that involves not just working with children, but evaluating them. Often, teachers must address sensitive and controversial subjects. Too often, political and personal issues get in the way of evaluating teachers and it becomes highly subjective. In academia—free speech and real due process are fundamental to preserving public education and the teaching profession.

This decision is a direct reflection on the level of respect the CCISD board has for the teaching profession. In successful states, where public education thrives and student achievement is high, teachers are respected and allowed to actually help write and vote on the contracts they work under. This is not the case in Texas, but in CCISD, we have always had the right to appeal a termination and possess full due process. Now, new teachers hired after the fall of 2011 will lose rights until we win them back! The union appreciates John Marez, Hector Salinas and Lucy Rubio for voting with teachers. Unfortunately, they represent the three vote minority. The 4 vote majority of John Longoria, Carol Scott, Dwyane Hargis and Janie Bell combined a block vote to deny teachers due process and shortened term contracts to one-year. Roughly 75% of our teachers are on continuing contracts, but moving forward that number will decline. That is why it is imperative for teachers to organize and formulate a plan to win back a dignified contract. CCAFT is not giving up and we will continue fighting to restore a stronger teacher contract in CCISD. In November, 2014, three school board seats are

on the ballot. Carol Scott, Dwyane Hargis and John Longoria are the 3 seats up for election. It is our hope that educators understand the issues and participate in the 2014 election. With a new Superintendent, and perhaps a new board in November, 2014, we will continue pressing for a respectful teacher contract on CCISD. Included below is the link/video for Monday's school board meeting. Go to the end to see the speeches made to the board by organizational presidents and consultation members in the effort to win back continuing contracts.

http://echalkweb.ccisd.us/site_res_view_template.aspx?id=4cb9cb98-560a-4973-b5b4-114c90546d5f

CCAFT wishes all of our members a restful and special holiday!

Ray McMurrey
CCAFT President