

Affiliated with NEA and KEA

ACTION

J E F F E R S O N C O U N T Y T E A C H E R S A S S O C I A T I O N

1941 Bishop Lane, Louisville, KY 40218 ♦ 454-3400 ♦ 452-2794 (fax) ♦ www.jcta.org ♦ September 1, 2010

WHAT'S HAPPENING

All meetings are at the JCTA office unless otherwise specified.

WED, SEPT. 8:

⇒ SBDM Training Part 2; 4:30-7:30 p.m.

THURS, SEPT. 9:

⇒ JCTA Board Meeting; 8:15 a.m.-3:15 p.m.

MON, SEPT. 13:

⇒ Diversity Training for PR's only;
8:30 a.m.-5:00 p.m.

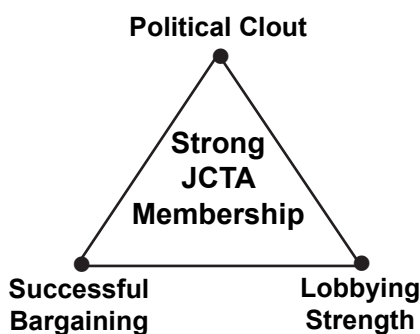
WED, SEPT. 15:

⇒ Early Childhood Caucus Meeting;
5:00-6:00 p.m.

THURS, SEPT. 16:

⇒ Know Your Contract Training;
4:30-6:30 p.m.

WHAT IT'S ALL ABOUT



KNOW YOUR CONTRACT TRAINING

JCTA will be holding two Teacher Contract Trainings on Thursday, September 16 and Wednesday, September 22 from 4:30-6:30 p.m. at the JCTA Office. Example topics include teacher assignment, taking leave, evaluations and lesson plans.

The training is limited to 30 JCTA members, and dinner will be provided. Contact Associate Darlene Harless (darlene.harless@jcta.org) to register. If you have any questions, contact UniServ Director Michelle Yeager (michelle.yeager@jcta.org).

PRESIDENT'S MESSAGE

SHAME ON THE KY FARM BUREAU

Often in the course of my work for you, information comes to my attention that I feel needs to be shared. One of these instances occurred when information regarding the policies of the Kentucky Farm Bureau was passed my way. These policies are the basis for the lobbying effort of Kentucky Farm Bureau and are discriminatory in practice. It saddens me that in these modern times, we must still fight this fight.

Below are some examples of the policies of the Kentucky Farm Bureau, taken directly from their 2009 policies manual:

p. 15, lines 52-53: "We maintain our belief in the equality of all persons under the law and we are opposed to granting special privileges to anyone."

p. 15, lines 54-55: "The institution of marriage should only be recognized as the legal union of a man and a woman."

p. 15, lines 56-57: "We are opposed to any state-supported agency providing benefits to 'domestic' partners."

p. 16, lines 1-2: "We strongly believe in the value of all individuals both born and unborn."

p. 57, lines 47-48: "We strongly oppose teacher strikes. We oppose legislation that mandates collective bargaining for public school employees."

p. 58, line 20: "Alternative lifestyles should not be taught in public schools."

p. 71, line 12: "We oppose an increase in the minimum hourly wage."

p. 71, lines 13-14: "We recommend that the federal prevailing wage law be repealed when dealing with government contracts."

p. 71, lines 23-25: "We strongly oppose any mandate that would require any government entities to recognize and collectively bargain with employee unions."

p. 71, lines 27-27: "Furthermore, we oppose public employees being permitted to strike, organize work stoppages or slow-downs."

p. 71, line 33: "We oppose unionization of farmers and farm laborers."

p. 82, lines 15-16: "We support efforts and laws to strengthen the sanctity of families."

p. 82, line 82: "We support capital punishment."

These policies go directly against the ideals of equality and justice for all, and while I'm concerned and bothered about their anti-union policies (see bolded language above), I am completely outraged that an organization like the Kentucky Farm Bureau would push such antiquated and unfair objectives. All of these policies are in direct opposition to our efforts to provide a better learning environment, one that is safe and free from discrimination for all students and teachers. My extreme disappointment in the Kentucky Farm Bureau led me to send their policies to you, as history has shown that we cannot fight discrimination quietly. So please feel free to share these policies with as many people as you know, so that together we can end this fight against equality for all.

Thanks for all you do,

Brent

New Teacher Picnic

JCTA is hosting a New Teacher Picnic on Thursday, September 23 at George Rogers Clark Park, 1024 Thruston Ave., beginning at 4:00 p.m. New teachers bring your families and come out and meet JCTA Board members, PR's and staff as well as other teachers new to the district! Food, fun and games will be provided.

Please RSVP to Jennifer Lawson at jennifer.lawson@jcta.org or 454-3400.

Board Vacancies

The JCTA Board currently has the following vacancies:

- Region 1, Elementary Seat B
- Region 3, Elementary Seat A
- Region 3, Secondary Seat A
- Region 4, At-Large

To see what region your school is in, go to our website (www.jcta.org), click on "who we are," then click on Board of Directors. At the top of this page is a list of the schools in each region.

If you are interested in one of these seats, please contact JCTA President Brent McKim by email at brent.mc-kim@jcta.org by October 1, 2010.

All Committee Saturday

Our next All Committee Saturday will be Saturday, September 25. The following committees will meet on that date:

- Human and Civil Rights: 9:00-11:00 a.m.
- Social Affairs: 11:00 a.m.-1:00 p.m.
- Membership: 11:00 a.m.-1:00 p.m.
- Spotlight: 1:00-3:00 p.m.
- Lunch will be served at noon.

Class Size--20th Pupil Day

Administrators have until the 20th student day (September 14, 2010) to bring all classrooms into compliance with Article 12 of the contract. If a class size remains over the maximum, the teacher may choose to have a full-time assistant for his/her classroom or receive compensation at the rate of 1/12 (one-twelfth) of 10% of the daily rate for Step 0, Rank III per day for each 30 minutes (or major fraction thereof--16 minutes) for EACH student that exceeds the teacher's maximum class size. This is ABOVE the teacher's regular daily compensation rate. Be advised that if a teacher chooses an assistant, this is in ADDITION to any other assistants that he/she is entitled to (i.e. kindergarten teachers already have an assistant in their classrooms).

Lesson Plans

The district is currently pushing electronic lesson plans and specific lesson plan formats. We would like to remind you that the contract states that lesson plan formats may ONLY be used when mutually agreed upon. There can be no unilateral format requirement on the part of the administration--this includes electronic formats.

In addition, the contract states that teachers "may" refer to other documents and materials but are not required to copy these into the lesson plans.

If you are having issues with required lesson plan formats at your school, contact your UniServ Director at the JCTA office (454-3400).

Constitutional Changes to be Voted on at the September 20th PR Meeting

- Appendix A: Election Policies:** The C & E Committee chairperson(s) or designee shall, at least one (1) week prior to an election, determine the make-up of the ballot. The process used by the chairperson shall be a random drawing of names. One observer per candidate may be present. The final ballot(s) shall be reviewed for accuracy and candidates checked for good financial standing with JCTA by the Executive Director and designated staff.
- Rationale:** To include constitutional requirements into the elections procedure policy.
- Article X: Section 2:** Bylaw 10-20. In order to be elected as a JCTA Regional Director or officer and continue to hold office, an individual must be a member and remain a member of JCTA in the same membership category (student, active, retired).
- Rationale:** To ensure that JCTA Regional Directors maintain their membership status throughout their term.
- Article X: Section 2:** Change current Bylaw 10-20 to Bylaw 10-21.
- Rationale:** To make room for the proposed Bylaw 10-20 above.
- Article X: Section 2:** Bylaw 10-5: Region 1: Add Mary Ryan Academy and Home of Innocents.
- Rationale:** Staff and buildings are connected to Region 1 schools.
- Article X: Section 2:** Bylaw 10-5: Region 2: Delete Brown School and add Orman Dawson ECE Center.
- Rationale:** To match governance documents to current JCTA regions.
- Article X: Section 2:** Bylaw 10-5: Region 3: Delete Charter, delete Home Hospital Instruction, delete Itinerant Computer Inservice, add Brook DuPont and change Louisville Deaf Oral School to Heuser Hearing and Learning Academy.
- Rationale:** To match governance documents to current JCTA regions and update names.
- Article X: Section 2:** Bylaw 10-5: Region 4: Change Boys Haven to Boys and Girls Haven and delete Ten Broeck DuPont.
- Rationale:** To match governance documents to current JCTA regions and update names.