



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 ♦ April 8, 2009

## WHAT'S HAPPENING

**All meetings are at the JCTA office unless otherwise specified.**

### **WED. APRIL 8:**

⇒ Transfer Workshop, 4:30 P.M., **FULL**

### **THUR. APRIL 9:**

⇒ Board of Directors Mtg, 5:00 P.M.

### **TRANSFER WORKSHOPS**

ALL Transfer Workshops are FULL! No more registrations will be taken for any of the remaining workshops. If you have questions about the transfer process, please contact your UniServ Director at the JCTA office.

### **LIBRARY CAUCUS TO MEET**

The JCTA Library Caucus will meet on Thursday, April 16 at 4:30 P.M. at the JCTA office. The meeting is for JCTA members only. If you would like to discuss a particular issue at the meeting, please send that information to Jackie Guthrie ([Jacquelyn.Guthrie@jefferson.kyschools.us](mailto:Jacquelyn.Guthrie@jefferson.kyschools.us)) prior to the meeting. You can contact Jackie for more information as well.

### **CORRECTION - MIDYEAR EVALUATION DATE**

Mid-year performance evaluations for teachers in their 4th year of teaching who are in danger of being non-renewed were due no later than April 1 for this school year. Said evaluations will be due by March 1 beginning with the 2009-10 school year. We apologize for any confusion this may have caused.

### **CERTIFICATION RENEWAL**

Teachers! Now is the time to check and see if your teaching certificate expires on June 30, 2009. If so, you should seek renewal immediately! If you are currently taking college credits for renewal, you should begin the renewal process immediately upon the end of the semester. For more information, please contact JCPS certification personnel at [Jcps.certification@jefferson.kyschools.us](mailto:Jcps.certification@jefferson.kyschools.us).

### **DUES FOR TAX PURPOSES**

**JAN. - JUNE 2008 \$37.10 X 12 = \$445.20**  
**SEPT. - DEC. 2008 \$41.00 X 8 = \$328.00**  
**= \$773.20**

\*This DOES NOT include monies contributed to Better Schools Kentucky (BSK.) Money contributed to BSK is NOT deductible for tax purposes.

## PRESIDENT'S MESSAGE

### **TWO KEY CONSIDERATIONS FOR ESEA REAUTHORIZATION**

*Last week, I shared with you some ideas of better alternatives to standardized testing. This week, I'd like to share with you my thoughts on what should be at the forefront of the minds of our policy makers as ESEA, and public education on a whole, is considered.*

*Brent*

#### **The Appropriate Federal Role in Education**

In its current form, NCLB imposes an excessive federal incursion into school policy-making, which correctly belongs with those closest to the learners; states, local school districts, and to the greatest extent possible, individual schools. At the same time, we need federal assistance with educating those children who face challenging and expensive hurdles to learning—

- students with disabilities,
- poor children, and
- children whose first language is not English.

And under civil rights laws, the federal government should play a role in assuring that all children have an opportunity to learn. Thus, these are the baselines—**civil rights and help in situations where localities and states have difficulty leveling the playing field, primarily because of resources.** It is critical that the ESEA reauthorization include a discussion of the appropriate federal role in education and how to secure the funding to support it.

#### **The Purpose of Public Education**

During the past two decades America has experienced a little-noted, yet dramatic shift in the commonly-held agreement regarding the purpose of public education. Rather than its traditional role of addressing the whole child and empowering students to become critical, creative, caring human beings who thrive in a democratic society and diverse, changing world, the purpose of public education has been drastically diminished

to merely increasing “student achievement” (basic skills) test scores. With increased pressure from powerful corporate interests, schools have shifted away from preparing citizens and toward preparing workers. These changes are very real and are reflected in almost every organizing principle and practice in today's public schools. The consequence of this dramatic narrowing threatens an entire generation of citizens and perhaps even our democracy itself. A great democracy cannot function properly or long endure with citizens whose education is geared toward producing only minimal competencies in reading and math.

Further, the purpose of our public schools can be divided into two broad categories; quantitative goals that can be easily measured like scores on math and English tests on one hand, and qualitative goals that cannot easily be assigned a number, like developing a sense of civic responsibility, perseverance, curiosity, respect for diversity, critical thinking and problem solving, effective communication, learning how to learn, caring, creativity, ability to work well with others, and so forth on the other. While the quantitative goals for public education are important, the qualitative goals are often of more value in terms of attributes that will help one thrive. Unfortunately, the qualitative matters do not show up on NCLB accountability measures so these goals are pushed out by the arguably lesser quantitative goals that appear on the high-stakes tests. In fact, “that which we value is often not easily measurable... and that which is easily measurable is often of little value.”

*Brent*

## Best in Class Update

JCTA is pleased to announce that Governor Beshear signed HB 480 into law in late March. The new legislation gives monetary priority to loan forgiveness for those teachers who've already received a "Best in Class" loan and are now trying to pay it back. Teachers who are a part of this program pursued a teaching career in a high-need area such as math, science or special education with the promise that the state would provide loan forgiveness if they became teachers. The bill also stretches the repayment period for Best in Class recipients if the state has insufficient funds.

The teachers involved with this effort did an incredible job in bringing the issue to the forefront and making it a priority for our legislature. KEA and JCTA lobbied relentlessly for the bill, but would not have been successful had it not been for the teachers and supporters of HB 480.

If you would like to join the coalition and help support the Best in Class teachers, contact JCTA member Justin Matson at [justinmatson@hotmail.com](mailto:justinmatson@hotmail.com).

## JCTA Spring Election Results

Congratulations to the following members who were elected during the recent JCTA Spring Election:

### JCTA BOARD OF DIRECTORS:

President – Brent McKim  
Vice President – Royce Whitman  
Secretary – Paula Miller  
Treasurer – Dennis Wiseman

### REGION I:

Elementary Seat A – Cecilia Lokits  
Secondary Seat A – Kathleen Bethge  
At-Large – Tim Holman

### REGION II:

Elementary Seat A – Mary Thurman  
Secondary Seat A – Beverly Chester-Burton

### REGION III:

Elementary Seat A – Kathleen Parks  
Secondary Seat A – Linda Johnson  
At-Large – Karen Cash

### REGION IV:

Elementary Seat A – Mary Kennedy  
Secondary Seat A – Megan Hill

### KEA BOARD OF DIRECTORS:

Seat C – James Hughley  
Seat D – Edith Yarbrough  
Seat E – Tammy Berlin  
Seat F – Dale Warren

## Tenure

As the school year draws to a close, we've begun to receive questions regarding who is tenured and who is not. If you are a teacher with 4 full years of certified teaching experience with JCPS, then you are tenured. If you were hired into JCPS after achieving tenure elsewhere, you are tenured after your first year of teaching with JCPS so long as your experience has been continual (no breaks in between districts). If you have questions, contact JCTA.

### KEA COMMITTEES:

Compliance/Constitution – Dennis Wiseman  
Diversity – James Hughley  
Government Relations – Mary Thurman  
Visibility – Sheila Smith  
Program/Budget – Gail DeVine  
KTRS Nominating – Beverly Chester-Burton

## Early Childhood Mtg

There will be a meeting of Early Childhood Education teachers (JCTA members only) at the JCTA office on Thursday, April 16 at 5:00 P.M. Contact UniServ Director Bill Allison ([ballison@jcta.org](mailto:ballison@jcta.org)) with questions.

## Basic Transfer Procedures

### OVERSTAFFING:

1. Overstaffing is based on seniority and certification, **NOT ON THE TEACHER'S CURRENT ASSIGNMENT**. Volunteers should be recruited first, then the least senior teacher(s) in the building should be the one(s) overstaffed.
2. Overstaffed teachers will need to fill out both **VOLUNTARY** and **INVOLUNTARY** transfer forms **ONLINE**. First preferences should be written on your **VOLUNTARY** form. Second preferences should be written on the **INVOLUNTARY** form.
3. If you volunteer to be overstaffed, you lose "**BOUNCE-BACK**" rights. Teachers who are involuntarily overstaffed, however, may "bounce-back" (return to their original school) through the 2<sup>nd</sup> week of school **IF AND ONLY IF** they were "transferred" to a school from their **INVOLUNTARY TRANSFER FORM**.

### TRANSFER FORMS:

1. Voluntary request forms are "alive" until next transfer season. This means that you may be offered a request from your current voluntary transfer form until April of 2010. You would receive a "paper-transfer" which would allow you to transfer to your requested school the **FOLLOWING** school year, 2010-11.
2. Teachers may list up to five (5) schools on the voluntary form and up to five (5) schools on the involuntary (overstaff) form (if overstaffed.) You may also list fewer than five (5) schools on each form, but not more. Please note that any school you list, you are telling the District that you would be **DELIGHTED** to go there, regardless of where they are on your list.
3. Teachers who indicate a professional frame of reference on their voluntary transfer request form will only be transferred if a position within that frame of reference is available at one of the requested schools. If a teacher abstains from indicating a professional frame of reference, they can be transferred to any vacancy for which they are certified at one of the schools they have requested on their voluntary form.
4. You should file your request on-line at [www.jcpsky.net](http://www.jcpsky.net) by selecting "Employees" and following the steps to register with "JCPS&me" if you have not already done so. Transfer requests are due **April 18, 2009**.

### PLACEMENT:

1. Placement via the voluntary form, or a valid offer from the voluntary form, removes a teacher from the transfer list.
2. Personnel will attempt to contact teachers to notify them of their transfer. If contact cannot be made, placement to a voluntarily-requested school is automatic.
3. If no requested schools are available, an overstaffed teacher **WILL STILL BE TRANSFERRED!** If no requested schools are available, teachers requesting voluntary transfers will remain where they are.
4. If a teacher is happy with a placement via an involuntary form, the voluntary form should be withdrawn.
5. A transfer is to a **BUILDING ONLY**, not to a specific assignment, unless you requested a professional frame of reference.
6. Interviews will be conducted beginning **April 25, 2009** through **June 10, 2009**. An interviewing committee will select one teacher from this group to fill the vacancy. If a school fails to select a teacher through the interview process by that date, the vacancies will be filled according to seniority beginning **June 11, 2009** and ending **July 31, 2009**.