

PC ACTION LINE

Putnam City Association of Classroom Teachers September 2010 Newsletter

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What is State Question (SQ) 744?

State Question (SQ) 744 amends the Oklahoma Constitution and guarantees that the Oklahoma Legislature annually will provide an amount of funding for public schools that is at least equal to the average of the amount spent per pupil by the states surrounding Oklahoma (Kansas, Missouri, Arkansas, Texas, New Mexico and Colorado).

Why do we need SQ 744?

Oklahoma's children deserve good, high-quality schools. Today, Oklahoma is dead last in the region and 49th in the nation in what we invest in our students. Voting yes on State Question 744 gives our children the same educational opportunities as students in neighboring states like Arkansas and Texas. SQ 744 takes control of school funding from career politicians and bureaucrats, and puts it in the hands of local parents, teachers and school boards. SQ 744 will help us reduce class sizes, recruit and retain great teachers, and finally give Oklahoma's children the education they need to succeed.

- Oklahoma invests less in our children's education than any surrounding state. We share a border with six other states and we rank #7 in student investment.
- Arkansas ranks first on that list. Arkansas invests almost 30% more per student than Oklahoma. As a result, Arkansas students test scores are up — 35% more of Arkansas's 11th-graders passed the state's literacy test in 2009 than passed in 2001.
- Our schools are seriously underfunded and it's about time we invest in Oklahoma's children. Oklahoma ranks 49th in the nation in what we invest in our children's education.

If we want to grow our economy by expanding economic opportunities for our children we need to provide the educational foundation they need to succeed. Right now, Oklahoma's children are forced to use outdated textbooks, share obsolete technology and attend increasingly crowded classes.

SQ 744 will ensure that Oklahoma's children will have all of the tools they for success.



Why should Oklahomans vote yes for SQ 744?

A YES vote on SQ 744 will:

- Give Oklahoma's children access to the same educational opportunities as children in neighboring states, like Arkansas and Texas.
- Over the past 2 years Oklahoma's funding for pre-K through 12th grade education has decreased by over \$200 million dollars. This has resulted in mass teacher layoffs, shortages of supplies and slashed curriculums. SQ 744 will prevent further harmful cuts.
- SQ 744 will provide schools with the resources to recruit and retain additional high quality teachers and help provide for smaller classes, so Oklahoma students receive the individual attention they need and deserve.
- Oklahoma ranks last in the region and 48th in the nation teacher pay. SQ 744 will help us recruit and retain the best teachers for our students.
- SQ 744 requires accountability in school investment. It puts control of education funding in the hands of local parents, teachers and school board members who know what their students and schools need.
- Preparing our children for good-paying jobs and giving them the skills they need for a successful future.
- Requiring oversight, accountability and transparency in school funding, spending and performance with published annual reports to inform the public and local decision makers.
- Investing in our schools so our children are prepared for good-paying jobs of the future.

A better-educated workforce draws business investment. With a well-educated population we can build a stronger economy right here in Oklahoma.

How will our investment help?

SQ 744 will provide neighborhood schools with resources:

- For **new and up-to-date technology and textbooks**, so Oklahoma students get the high quality education that allows them to compete with students from Arkansas and Texas.
- To provide **smaller class sizes and to reduce school overcrowding**, so our children can receive the individualized attention they need to be successful.
- To help us **recruit and retain the best teachers** for our students and prevent the loss of teachers to neighboring states like Arkansas and Texas.
- To **strengthen school safety** and provide student support services like **career counseling and dropout prevention programs**.
- **To enhance special education programs.**
- To **require oversight, accountability and transparency** in school funding by requiring annual reports that track investments in, and overall performance of, our schools.

(Building projects and debt retirement would not be eligible for SQ 744 investments.)

Will SQ 744 increase taxes?

SQ 744 does NOT call for a tax increase. What SQ 744 does call for is common sense budgeting that prioritizes Oklahoma's children and removes waste and pork barrel spending. We have an opportunity, as Oklahoma emerges from the recession and state revenues grow, to put our kids first and invest in their future. Our economy needs it and our kids deserve it.

How will we know if our investment pays off?

SQ 744 requires new accountability standards and reporting to watchdog agencies. It lets us monitor how education dollars are invested so we can ensure our children are getting the new technologies, textbooks, and supplies they need to learn. Published reports also will detail student achievement results so we can determine how our children are succeeding in receiving the education they need to compete against students from Texas and Arkansas for the jobs of the future.

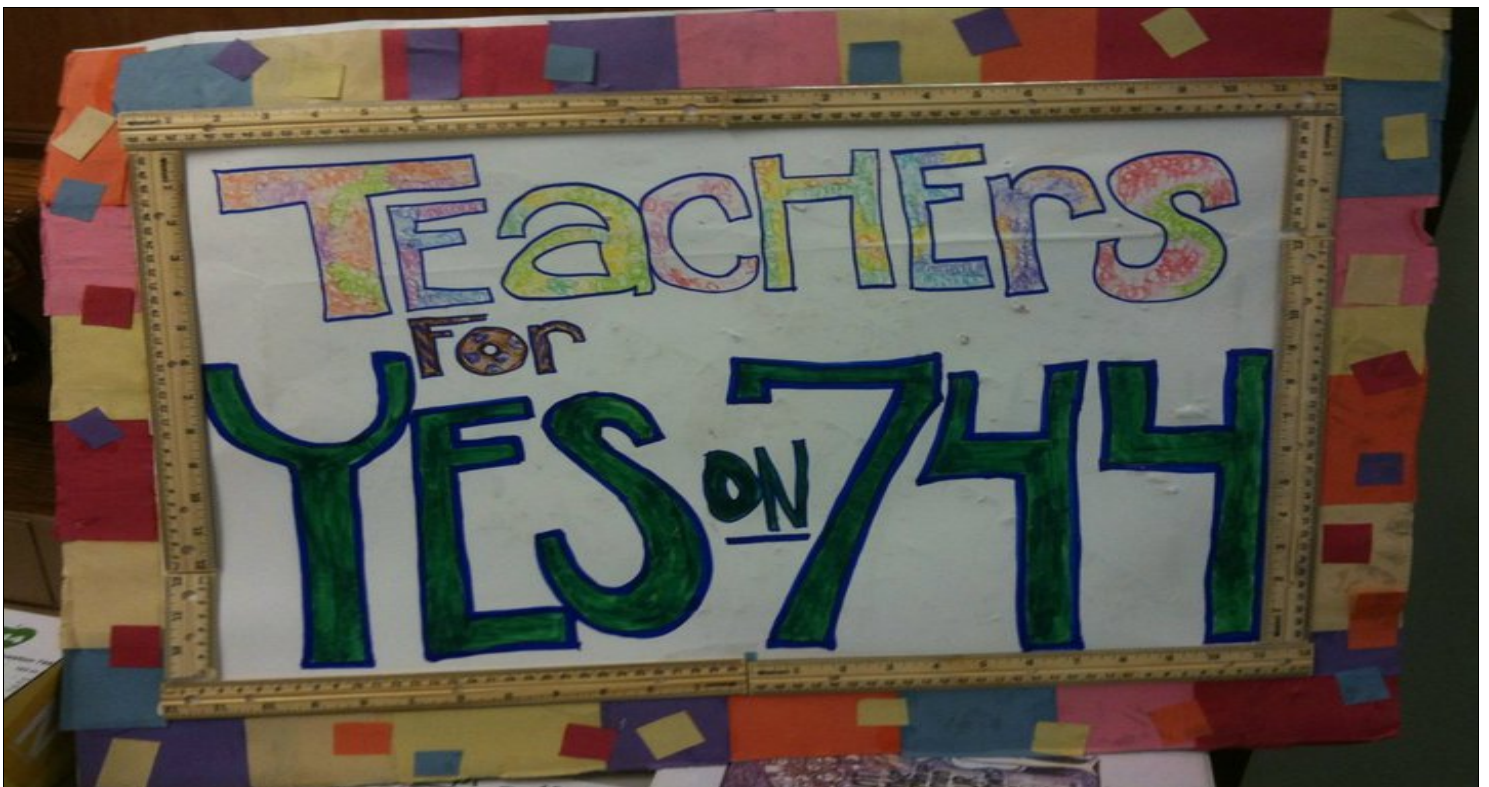
Will SQ 744 require the consolidation of rural schools?

Nothing in SQ 744 would require school consolidation. Only patrons of a district can choose to consolidate with a neighboring district. Opponents of SQ744 use consolidation as a scare tactic. The number of school districts is not a factor in the calculation of per pupil expenditure.

How quickly will schools see funding if SQ 744 becomes law?

SQ 744 provides for a three-year phase-in period, which means that it will not be fully implemented until the 2014-2015 school year. This will allow us to properly plan and prioritize our schools. We can begin now to reinvest in our schools and focus on the future, leaving behind a positive legacy all Oklahomans can be proud of.

**Note: Some of the above figures are based on estimates from the US Department of Education*





I Can Do It!



Classroom Management for Teachers

PCACT is proud to offer an encore presentation of its “I Can Do It” classroom management training during the 2009-10 school year. You are invited to participate in this top-notch training and earn six hours of professional development credit. Developed in San Bernardino, California, in 1997 to help new teachers successfully manage their classrooms, “I Can Do It” has spread nationwide through affiliates of the National Education Association.

Session Modules:

Getting to Know Your Students
Reinforcements
Smoothly Flowing Classrooms
Communication Styles
Dealing with Difficult Behavior

Rules and Routines

Polishing Your Techniques
Hints, Transitions, Sponges
Home and School Communication

WHEN?

October 9th, 2010

The program will run from 8:30 a.m. – 3:30 p.m..

WHERE?

OEA Building

WHO?

All PCAST members. Participation is limited, so spots will be filled on a first-come, first-served basis.

Complete the attached registration form and return by school mail to the PCAST Office.

HOW?

Phone: 787-7021

E-mail: pcact@coxinet.net

HOW MUCH?

FREE for PCAST members. \$50 registration fee per participant for NON PCAST members. (includes all materials and lunch)

Comments from previous “I Can Do It” participants:

- *“Awesome and extremely beneficial”*
- *“Great training – I have specific ideas to take home”*
- *“Great mix of research and practical applications”*
- *“I feel reinforced in what I have done and have tools to expand and modify my classroom.”*

I Can Do It!



REGISTRATION FORM
October 10, 2010

Name _____

School _____

Phone _____



Please return this registration form to the PCACT Office by inner school mail. Space is limited.

Ratified Changes to the 2010-2011 Negotiated Agreement

RED TEXT—Deletion **BLUE TEXT**—Addition

SECTION 10: Employment of Substitute Teachers

When teachers, nurses, and **media directors**/librarians are absent, where payment of substitute is authorized, substitutes will be employed when qualified replacements are available. Absences of convenience or to facilitate school-sponsored programs are internal problems to be solved by the principal and staff. (1988, **2010**)

SECTION 3: Duty-Free Lunch Period

A. The Board shall provide each teacher with not less than a thirty (30) minute duty-free lunch period daily. (1996)

B. Teachers shall not be regularly assigned to perform outside noon duties. **Every effort shall be made to maintain a full complement of playground assistants and a sufficient number of substitutes to carry out the intent of this agreement.** (1996, **2010**)

SECTION 6: Discipline Student behavior Procedures

A. Each school shall maintain a committee which is responsible for developing and refining their site **discipline behavior** plan. The committee comprised of teachers and administrator(s) shall reach a consensus on rules of conduct, within the provisions of Board policy, to govern student behavior at the local school level. They shall develop procedures to follow for student **discipline behavior** in order to assure consistency in the treatment of students. (2001, 2008, **2010**)

B. Principals shall meet with their respective school staffs at the beginning of each school year to review and discuss the site **discipline behavior** plan and Board policies relating to student conduct and **behavior discipline**. (2001, **2010**)

SECTION 8: Teacher Instructional Supply Fund

A. The Board agrees to allot to each teacher for each school year the amount of \$150.00 for the purchase of teaching supplies. **Funds must be spent by April 1st.** (2000, 2010)

B. The teacher may requisition supplies totaling \$130.00 with the approval of the building principal. Twenty (\$20.00) dollars shall go into a fund from which common school supplies will be purchased. (2001)

C. No order shall be for an amount less than \$15.00. (1991)

D. Any unspent funds, up to a maximum of \$250.00, will carry over to the next school year in the teacher's individual instructional account. Any amounts in excess of \$250.00 currently in a teacher's individual instructional account shall be expended prior to April 1 each year. Funds in a teacher's individual instructional account in excess of \$250.00 after April 1, shall be transferred to the school's common supply fund. (2002)

D. If a teacher should take a leave of absence, request and receive a transfer to another building or terminate his/her employment with the district, the building principal shall be responsible for the allocation of any remaining funds. (1993)

SECTION 2: Compensation for Unused Sick Leave

B. Teachers **hired before January 1, 2005** who voluntarily leave district employment shall receive 20% of daily rate of (base) pay for accrued sick leave earned within the district in excess of 120 days. (1998, 2004, 2010)

C. The estate of a teacher who dies while under contract or on leave with the district will be paid for all district earned unused sick leave at the rate of 25% of daily rate of (base) pay. (1993, 2004)

SECTION 8: Court Appearances / Jury Duty

The Board shall provide a substitute teacher and pay the regular salary of any teacher who is summoned for jury duty service or subpoenaed for court appearance. **Teachers shall retain any compensation received for jury duty.** (1989, 2010)

SECTION 2: Personal Leave

A. Teachers shall have three (3) days of personal leave each year which may be taken in whole day or half-day increments. (2001)

B. Any personal leave that is not used by the end of the school year shall be added to the teacher's accumulated sick leave.

C. Teachers may exchange 2 days of sick leave for 1 day of personal leave, to accumulate up to 2 additional days of personal leave in one school year. No more than 3 days of personal leave may be used consecutively without the approval of the Executive Director of Human Resources. (2010)

D. Notification for personal leave shall be made to supervisor prior to leave.

Notification shall be made by 2:00 pm on the day before the leave date, except in the case of an emergency. Supervisors may, at their discretion, accept less notice.

Supervisors shall be authorized to deny use of personal leave where there are an excessive number of teachers requiring substitutes for professional development, student activities, or personal leave.

(Appendix VIII) (2002)

E. Personal leave shall may not be used to extend a scheduled school break without approval of Extenuating circumstances may be appealed in writing to the Executive Director of Human Resources.(2009, 2010)

SECTION 3: Compensation for the Covering of Classes

Teachers who are required by the administration to cover a class to accommodate absences shall be paid at the rate of:

High School \$17.50 \$12.00 per plan time

Middle School \$12.00 per plan time

Elementary \$12.00 per plan time

Any teacher asked by Administration to take additional students due to teacher absence shall be paid based on a percentage of the current certified substitute pay. (APPENDIX XII)(2004, 2006, 2010)

SECTION 4: PROFESSIONAL STAFF SALARY SCHEDULES

Salary Adjustments

A. Additional salaries paid on per diem or percentages will be computed on the base salary. Per diem is paid on contract days beyond 182 days

1. School psychologists shall receive an additional 5% of base plus \$2300. (2005)
2. Special Education and Alternative Education teachers shall receive an additional 5% of base.
3. Full-time program coordinators and curriculum specialists shall receive per diem and an additional \$2,300 and half-time coordinators shall receive \$1,150.
4. Career technology teachers may receive an additional \$2,000.
5. Teachers assigned classes in addition to the regular school day shall receive additional compensation.
6. Ten month counselors shall receive per diem. (2006)
7. District [program](#) chairs for vocal music, physical education, orchestra, band, [visual arts](#), [drama/dance/stagecraft](#) and foreign language shall receive an additional \$1,500. (2010)

B. For ~~2009-2010-2011~~, teachers above step ~~34~~ ~~35~~ will receive a \$600 stipend. (2007, 2010)

C. Mentor teachers will be paid a stipend in the amount of ~~\$300.00~~ ~~\$200.00~~. (2003, 2010)

District trained mentors will receive ~~an additional \$200.00~~ ~~\$300.00~~ when assigned to a resident teacher. (2007, 2010)

D. Occupational Therapist and Physical Therapist shall receive an additional \$6650.00 (2005)

ARTICLE IX: COMPENSATION PLANS

SECTION 5: Extra Assignment Compensation

School Year **2009-2010** 2010-2011

PROFESSIONAL STAFF EXTRA DUTY PAY

MIDDLE SCHOOL

MIDDLE SCHOOL

Academic Coach	1,200.00
Art	520.00
Athletic Director	2,500.00
Balance Team	550.00
Band	2,600.00
Assistant Band	800.00
Drama	800.00
Intramurals	350.00
Leadership	630.00
Math Counts	350.00
Orchestra	1,800.00
Team Leader	620.00
Team Leader Electives	350.00
Textbook	780.00
Vertical Team Leader	350.00 <u>620.00</u>
Vocal Music	1,700.00
Yearbook	1,550.00
Web Manager	400.00

ELEMENTARY

Art	320.00
Intramurals	
Basketball	550.00
<u>Basketball Asst.</u>	<u>350.00</u>
Soccer	350.00
Track	320.00
<u>Soccer/Track Asst.</u>	<u>200.00</u>

New School Year

Brings New Programs and Resources for NEA Members!

The 2010-2011 school year is off to a great start, and we want to let you know about the latest NEA Member Benefits programs for NEA members and their families:

New—NEA Academy Website and Online Master's Degree Programs

In our efforts to provide convenient and easy access to the full range of professional development products and services available to members through the NEA Academy, we are excited to have you preview the newly redesigned NEA Academy website. Just go online to www.neacademy.org and you'll find a wealth of information on opportunities for continuing education, advanced degrees, the leader to leader program, and more. Members can even set preferences to receive customized content based on their interests!

The Academy is also getting ready to launch a dynamic new program that provides NEA members with three alternatives to earn a Master of Education Degree online: through Walden University, Western Governors University, or UMass Online (University of Massachusetts). Designed for busy education professionals, the program offers nearly 50 different online Master's Degree options in four main categories: General, Administration, Curriculum and Instruction, and Counseling. Through the partnerships with the three institutions, members may also receive tuition discounts of 5 – 20%, fee waivers, and access to \$136,000 of NEA member-only scholarships. Details are available on the NEA Academy website at www.neacademy.org. **[Please be advised that the UMass Online agreement is currently being finalized. Links to their program offerings will be activated in the coming weeks.]**

RetirementWorks II

RetirementWorks II is a powerful online retirement planning software program that helps members determine answers to important retirement questions such as: How do I determine my retirement date? What should I consider when estimating household expenses or planning for special expenditures? What decisions will I have to make about Social Security and Medicare, or about whether I will have to consider the possibility of future part-time work? RetirementWorks II is thorough, specific, and addresses a comprehensive array of issues retirees are apt to confront on an ongoing basis.

RetirementWorks II is now available to NEA members at a significant discount—only \$99 for a full year's subscription. This is \$90 off the normal retail price and the largest discount available to any RetirementWorks customer. In addition, this special NEA member price is generally far less than the cost of assistance from a financial adviser specializing in retirement planning. Learn more about RetirementWorks II at www.neamb.com/retirementworks!

Saving For Retirement (SFR®), part of the NEA Valuebuilder® Plus Program

NEA Member Benefits and Security Benefit have recently formalized the NEA Valuebuilder Plus Program, which incorporates the Saving For Retirement (SFR) product into the NEA Valuebuilder Program.

SFR is a lower cost, group mutual fund tax-deferred 403(b)(7) account. The SFR product is being distributed through the network of Security Benefit RVPs and registered representatives around the country who currently market NEA Valuebuilder.

NEA Valuebuilder Plus is SFR combined with a value-added offering for NEA members. As a group product, it must be offered to all employees within districts, regardless of membership status.

During the course of fiscal year 2010-2011, as part of NEA Valuebuilder Plus, NEA Member Benefits plans to provide NEA members who participate in SFR webinars on current financial topics, a professionally written investment newsletter, articles on financial/retirement topics, and retirement calculators to help members understand the key issues and considerations in planning for retirement. Each year going forward, we expect to introduce additional value-added services into the NEA Valuebuilder Plus Program.

We are very excited about SFR as part of NEA Valuebuilder Plus. We believe it will serve members well for years to come.

You should consider the investment objectives, risks, and charges and expenses of the investment options available under the NEA Valuebuilder Program carefully before investing. You may obtain a prospectus that contains this and other information about the mutual funds or variable annuity by calling our National Service Center at 1-800-888-2461. You should read the prospectus carefully before investing. Investing in mutual funds and variable annuities involves risk and there is no guarantee of investment results.

The NEA Valuebuilder Program provides investment products, including the SFR Product (the "NEA Valuebuilder products"), in connection with retirement plans sponsored by school districts and other employers of NEA members and individual retirement accounts established by NEA members. Security Distributors, Inc. and certain of its affiliates (collectively "Security Benefit") make the NEA Valuebuilder products available under this program pursuant to an agreement with NEA's wholly owned subsidiary, NEA's Member Benefits Corporation ("MBC"). Security Benefit has the exclusive right to offer the NEA Valuebuilder products under the program, and MBC generally may not enter into arrangements with other providers of similar investment programs or otherwise promote to NEA members or their employers any investment products that compete with the NEA Valuebuilder products. MBC promotes the program to NEA members and their employers and provides certain services in connection with the program. Security Benefit pays an annual fee to MBC based in part on the average assets invested in the NEA Valuebuilder products under the agreement. You may wish to take into account this agreement and arrangement, including any fees paid, when considering and evaluating any communications relating to the NEA Valuebuilder products. NEA and MBC are not affiliated with Security Benefit. Neither NEA nor MBC is a registered broker-dealer. All securities brokerage services are performed exclusively by your sales representative's broker-dealer and not by NEA or MBC.

The SFR Program is offered through Security Distributors, Inc. The SFR 401(k) and 401(a) Programs are Trust Accounts under §401 of the Internal Revenue Code. The SFR 403(b)(7) ERISA and 403(b)(7) Voluntary Programs are Custodial Accounts under §403(b)(7) of the Internal Revenue Code. The SFR 457 Governmental Program and the SFR 457 Top Hat Program are Trust Accounts under §457(g) of the Internal Revenue Code.

Services and securities are offered through **Security Distributors, Inc.** (SDI). SDI is a subsidiary of SBL, which is wholly owned by Security Benefit Corporation ("Security Benefit").

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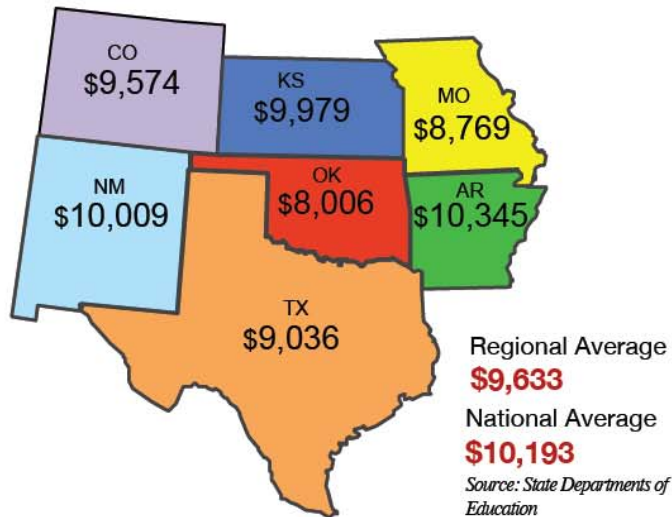


www.YesOn744.com

YES on State Question 744 Fact Sheet

08-09 Regional Per-Pupil Expenditures

YES on State Question 744 will:



- Guarantee that the average amount spent for each student in Oklahoma is at least equal to the average spent in other states in our region.
- Ensure our children have up-to-date classroom materials and supplies, smaller class sizes and high quality teachers.
- Require annual reporting to the Education Oversight Board and the Office of Accountability.
- Make our children's future a priority by investing in teachers and schools.

And SQ744 does NOT raise taxes.

Oklahoma's Children Are Falling Behind

Today, Oklahoma's students don't have the same educational opportunities as children in neighboring states like Arkansas and Texas. Oklahoma invests less in our children's education than any surrounding state.

For example, Arkansas invests almost 30% more per student than Oklahoma. As a result, Arkansas has seen standardized test scores go up - 35% more of Arkansas's 11th-graders passed the state's literacy test in 2009 than did in 2001.

Our schools are severely underfunded, and it's about time we invest in Oklahoma's children. SQ744 will give our students a good, quality education that allows them to compete for jobs with the best and the brightest from the region and across the nation.

Our Children Deserve Better

If we expect Oklahoma's students to excel and compete in the new economy, we need to provide them the educational foundation to do so.

Right now, Oklahoma's children are forced to use outdated textbooks, share obsolete technology and attend increasingly crowded classes.

SQ744 will ensure that Oklahoma's children will have all of the tools they need to compete and succeed in the new economy.