

# Hudson Teachers' Association

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## A Letter from the President

By Jack Beyer

### NYSUT defends tenure as safeguard for students and teachers

NYSUT has moved to intervene in Wright vs. New York as a defender of tenure, which for more than a century has allowed New York's teachers to teach and advocate effectively for students while protecting good teachers against unfair ruling.

NYSUT's motion, filed in state Supreme Court in Albany, strikes back against the Partnership for Educational Justice, a group headed by former television host Campbell Brown with ties to Students' First, Success Academy Charter School network and several Wall Street billionaires. NYSUT is seeking to intervene on behalf of seven representative teachers – including three NYS Teachers of the Year - whose ability to teach would be jeopardized without the commonsense safeguards that tenure provides.

NYSUT said teachers and their union have a "real and substantial interest" in the outcome of the case because

dismantling tenure would jeopardize their teaching as well as their basic terms and conditions of employment. Tenure must be earned, it is not automatic. Once a teacher is granted tenure – generally after three years or more of service, oversight and evaluation – a teacher cannot be fired without a fair hearing.

NYSUT President Karen E. Magee said the union is aggressively defending the teaching profession in the court of law and in the court of public opinion. "Tenure is a safeguard that ensures good teachers can speak up for what their students

need. It is a safeguard that protects good teachers from unfair firing – a basic due-process right. And tenure is working in New York State. The process has been reformed to be faster and more efficient.

Tenure helps safeguard children's rights to an effective education because it provides teachers freedom to advocate for their students without fear of reprisal. Because of tenure, teachers can and do speak out against over testing, outdated textbooks and cuts to academic programs.

*Story continued on Pg 2*



Take the time to  
**WELCOME** the  
following teachers!

Laurie Bartlett-  
Bender-HS  
Carissa Joy-HS  
Kimberly Lockman-  
HS  
Joseph Mazzone-HS  
Michelle Casazza-HS  
David Taylor-JH  
Leah Phillips-IS  
Andrew Millar-IS  
Christina Cranna-IS  
Anna McCloskey-IS  
Mary White-  
Schlenker-JLE  
Sarah Parsons-JLE  
Christina Van Slyke-  
JLE  
Michele Adamo-IS

### Continued-NYSUT defends tenure as safeguard for students and teachers

Teachers can – and do - join parents in advocating for students without the fear they can be unfairly fired for doing so, Magee said. “New York state’s rigorous teaching standards provide many safeguards that ensure children have good teachers. Tenure is one of them.

Magee added, “This war on teachers by Wall Street’s wealthy elite is especially pernicious because it ignores the facts. The only ‘guarantee’ inherent in tenure is that teachers who earn it – like those who are bravely standing up and representing their colleagues – are not subject to arbitrary firing based on discriminations, nepotism, patronage, favoritism or ever-shifting political winds.

Magee noted New York’s

tenure laws were amended in 2008, 2010 and 2012 to reduce the length and cost of disciplinary proceedings. “Campbell Brown, who is represented by a high-powered legal team, must know this. Instead, she continues to misrepresent facts. Teacher-supported reforms made to the law in 2012 require cases to go to a hearing to be completed within 155 days. Most cases are now resolved within five months.

NYSUT’s motion states Brown and her supporters are trying “to eviscerate laws that have been carefully designed and continually and rationally refined by the Legislature, over the course of more than a century, to attract and retain qualified, dedicated public school teachers, and to protect

them from arbitrary dismissal, in the interest of promoting the best possible education for New York’s school children. The evisceration of these laws would not only damage the professional and legal interest of the school teachers, but would impair the right of New York’s school children to a sound basic education.

Brown, who never went to public school and never taught in one, has been working the media circuit on education.“ It’s time we hear from people who have dedicated their lives to New York’s school children, including those in our poorest districts. Unlike Brown, teachers are ordinary working people and their voices deserve to be heard. Magee said.

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## Contract Corner

By Lisa Dwyer

Check your personal leave days and sick leave days on your paycheck. Any personal days that were left over from last year should now be in your sick leave. Employees in their probationary period should have received ten (10) additional sick leave days. Tenured employees should have received eleven (11) additional sick leave days. Personal leave days should also have been added. One (1) personal leave day for a first year employee, two (2) personal leave days for a second year employee, and three (3) personal leave days for employees in their third and subsequent years. Refer to Article 11 on pages 9 through 12. Review the September section of the APPR Timeline.

## APPR with 3-8 State Testing

The APPR safety net legislation passed in July covers educators whose evaluations involve the grade 3-8 Common Core tests in ELA and math. This safety net covers educators who are rated “developing” or “ineffective” – the two lowest ratings-during the 2013-2014 school year and the 2014-2015 school year.

For those educators who

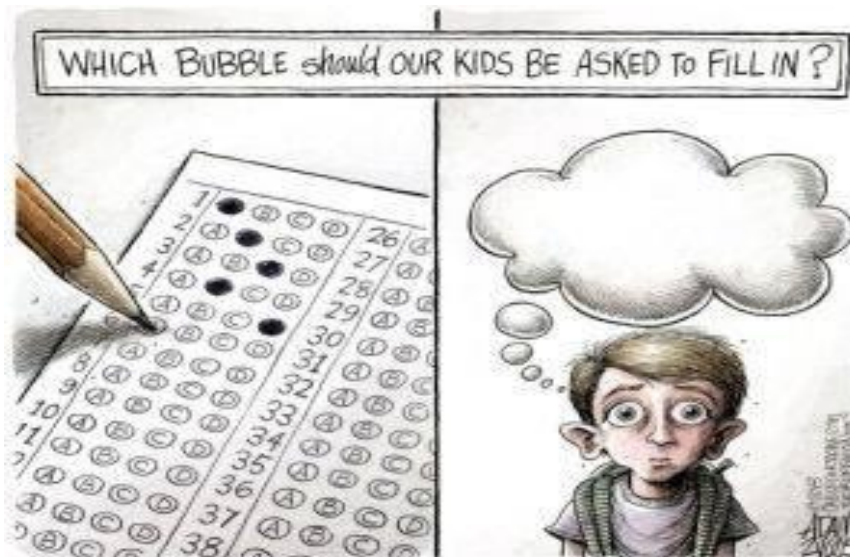
receive developing or ineffective, the legislation triggers a recalculation, which excludes portions of the evaluations based on grade 3-8 standardized tests. HCSD has chosen the following. If the teacher received a growth score from the state based on the 3-8 ELA and or math state assessments and has a local measure that does not include the grade 3-8

ELA or math state assessments in any way, then the teacher’s score on the local 20% is doubled, with a maximum value of 40 points, and then added to the other measures of teacher effectiveness, maximum of 60 points, for an APPR composite score of 100. Teachers whose evaluations don’t involve 3-8 Common Core testing in ELA or math are not affected by this legislation.

## HTA Dues Breakdown

By Lucy Rees

Three organizations are supported with the dues each member pays. The American Federation of Teachers (AFT) is the national organization. The dues to AFT are \$358.00 for the 2014-2015 school year. The second portion of the dues, \$218.76, goes to the New York State United Teachers (NYSUT). The local portion of the dues, \$120.00, goes to the Hudson Teachers Association. The local dues are used to support social activities for members, charitable contributions to community groups that support the children in the Hudson City School District, and recognition of life events (births, weddings, illness and death) of the members



### HCBF Chicken BBQ

Wednesday

October 8<sup>th</sup>

4-6 pm @ HHS

\$11.00

Includes ½ chicken, baked potato, coleslaw, roll, butter, cookie, & a beverage

Tickets available

Pre-sale only with a limited number of walk-ins

See the following people for tickets in your building

Lori Below-JLE

Ellen Huemmer-IS

Florence Berth-JH

Bob Lacasse-HS





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