

SEPTEMBER 10, 2009

# MEET YOUR CCEA EXECUTIVE BOARD FOR 2009–2010

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- Curtis Holmes, Smoky Hill H.S*
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**FROM THE PRESIDENT**  
*Jody Doshier*

## WELCOME BACK NOTES

I hope that everyone’s year is off to a fantastic start. I have heard questions from many folks regarding the language around SAIP’s (Student Achievement Incentive Plan). The language is on the back.

I wrote all of you regarding my involvement in sharing the teachers’ perspective on Obama’s speech to the students on September 8(which I thought was very good by the way). I was most appreciative of the air of cooperation and collaboration with the District Leadership in working on this.

## NEGOTIATIONS/ ELECTIONS

This year we tired something new for contract ratification with electronic balloting. We intend to take all of our elections to this system for several reasons.. We are hoping this will increase overall participation. We also want to save the expense of scantrons as well as reduce the paper waste as our society moves ever greener.

Corey Kesler, our treasurer and webmaster, has done an excellent job of ensuring the one person one vote as well as secrecy of the ballot for everyone. Please assist us with suggestions as we go through the shift to this system.



September 14	Cherry Creek School Board – Cherry Creek H.S.— 7 pm
September 25	Staff Development Day
October 8	AR Council Meeting – Laredo Middle School – 4:15pm
Oct.27 – Oct.31	Traditional School Fall Break

## **Student Achievement Incentive for Teachers at Maximum (S.A.I.P) Policy 4141.1**

### **Statement of Intent**

The intended goal of this plan is to increase student achievement.

The Plan should include one or more of the following:

- ◆ Involve students directly;
- ◆ Provide training of staff members;
- ◆ Focus programs on District goals.

Implementation of the plan will directly impact student achievement and will be beyond the scope of a regular assignment. Teachers are encouraged to develop and implement creative and innovative plans to meet these intended goals. Each student achievement plan will be developed through mutual discussions and finalized by mutual agreement.

### **Procedural Considerations:**

1. A teacher or group of teachers may apply for student achievement compensation the contractual year following attainment of maximum on Column BA+30 or greater and will be compensated at the educational level at the time of application.
2. No teacher involved in the remediation process (as outlined in Policy 4170), on August 30 for year-round or September 15 for conventional calendar, will be eligible for this compensation during that school year.
3. The deadline for submitting the application for student achievement incentive compensation will be August 31 for year-round calendar or September 15 for common calendar..

*There a few more rules available on the Human resources section of First Class along with the appropriate forms.*

*No distinct number of students or hours has ever been negotiated for these plans. Plans should be mutually agreed upon to enhance student achievement while encouraging teachers' creativity. Some plans may necessitate completion during the teacher's normal work day as this may be the time students are available. Teacher planning time will have to be outside the workday on those occasions.*

## **Changes are coming to the 105% Plans**

Last year in negotiations, we began moving to a system which will allow for the Special Professional Growth 105% Plans to have two distinct start and end dates. We discovered, along with Human Resources, that there were problems with people getting paid for completing their plans as there was no form for reporting the plan or its completions to the District. Several problems were created by this situation. Reporting forms have been mutually developed between the Association and District Human Resources .

Currently, teachers can begin a 105% plan any time they are eligible at any time of the year. This window is being reduced to two times September and January. As we move to this over the next year, please adjust your plan accordingly. We also have agreed to a reporting system that will notify people when they are eligible for the 105% plan just as we do with SAIP's. The new system of reporting and filing should make the plan more accessible to people who are eligible.

As these changes are implemented, please to hesitate to contact us with questions or suggestions. At the present time the changes are being made under a memo of understanding with the District.