



Long Beach Classroom Teachers Association

239 Lido Blvd., Long Beach, NY 11561 • 516-897-2175 • www.lbcta.com

Executive Board Minutes

June 6, 2016

The meeting was called to order at 4:15pm by Keith Harvey.

I. **President's Report – Keith Harvey**

Thank you very much to all of the members of the Executive Board who have dedicated their time to support our students and teachers this year. A special thank you and farewell to MaryAnn Colucci for her years of service and dedication to the LBCTA. Good luck as you move onto your next chapter. Congratulations and welcome to all of our newly elected Building Reps. I look forward to working with you next year.



A. **Long Beach School Board and Budget Vote—May 17**

Thank you to the Long Beach community for approving the School Budget and congratulations to Perry Bodnar on his election to school board.

B. **End of the Year Celebration**

Special thanks to Elleen Parks for planning our 2016 celebration. A good time was had by all. Best wishes for a long and healthy retirement to all of our retirees. We have reserved May 17, 2017 for next year's celebration.

C. **Teacher Center Representatives**

Welcome to Randi Baier who will be serving as a West School elementary representative of the Long Beach Teacher Center, effective September 2016.

D. **Sell-back of Health Insurance**

If you have elected to "sell-back" your health insurance you should receive your second half payment as part of your June 10 pay check. Please keep in mind that even if you "sell-back" your medical insurance you are still entitled to family dental insurance.

E. **District Sick Bank**

This year more than 135 days were donated and 97 days were granted. As the school year comes to an end, I hope each of you sees fit to donate at least one day to the bank to ensure the continuation of this valuable benefit.

F. **Financial Statement**

After a review of our finances, we will not be raising local dues this year. Last year's independent financial review was performed by Skinnon and Faber, CPA. If you would like a copy of the audit please email me.

Keith Harvey

President

Karen Bloom

Executive Vice-President

Amy Powers

Vice-President for Secondary Schools

Beth Prostick

Vice-President for

Elementary Schools

Patricia Van Loon

Recording Secretary

Elleen Parks

Corresponding Secretary

James Fiola

Treasurer

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G. Summer Pay Dates

Summer school pay dates will be July 22, August 5 and August 19. The first pay date when school resumes in September will be September 16.

H. 2016-17 Pay Dates

The district has issued the payroll schedule for next year.

9/16/2016—No Direct Deposit	12/23/2016	3/31/2017—No Deductions
9/30/2016	1/6/2017	4/7/2017—Before Recess
10/14/2016	1/20/2017	4/28/2017
10/28/2016	2/3/2017	5/12/2017
11/10/2016—Thursday	2/17/2017	5/26/2017
11/23/2016—Wednesday	3/3/2017	6/9/2017
12/9/2016	3/17/2017	6/23/2017

I. Pay Options

Each year you have three pay options:

21 equal bi-weekly payments (September through June),

25 payments; 21 payments (September through June) + 4 payments on the last day of school

26 payments; you will receive 1/26 of your annual salary every two weeks from the first pay date in September through the last pay date in June when you will receive the remaining paychecks as separate checks, all dated June 30, which you may deposit at any time from June to August. Direct deposit will not be available for the last six paychecks.

All deductions will be spread out over the 26 pay checks.

To elect an option other than the one you currently have; you must enroll prior to June 30 and the new option may not be changed until the start of the following school year. The form is available online at: [Pay Options](#)

J. New SED Certification Requirements

Beginning July 1, 2016, all permanently or professionally certified teachers or educational leaders and Level III teaching assistant certificate holders will be required to register with SED in the month of his/her birth. This registration process will be done using the State Education Department's TEACH system. These certificate holders will be required to register every five (5) years thereafter. There is no fee for registration unless the certificate holder fails to complete the process by his/her deadline.

A late fee of \$10.00/month will be charged if the deadline is missed. Details on the actual registration process are still to be determined by SED. The Long Beach Human Resource department will be able to help assist in this process. For more information go to NYSUT's website:

<http://www.nysut.org/resources/all-listing/2016/april/teacher-registration-regulations>

K. NYSHIP Empire Plan Eligibility Audit

The deadline for participants to submit their information was 4/15/16. If this information is not submitted, dependents will be removed from coverage, most retroactive to 1/1/16. If you have questions, call HMS Solutions (the NYSHIP dependent verification vendor) 1-855-893-8477. If you are not enrolled in the NYSHIP Empire Plan, this does not affect you.

L. Annual Turn-In of Sick Days

If you have accumulated at least 75 sick days and wish to exercise your option of selling back unused sick days earned this year (up to 12 or 14 if you worked at Summer School) you must submit a “[Request for Payment in Exchange For Accumulated Unused Sick Days](#)” form to Dr. Natali’s office. The rate is \$94.22 per day. Please be aware that you can accumulate up to 200 days in your sick day bank. Any days in excess of 200 should be sold back to the district.

N. Packing and Unpacking

If you are directed to pack up your room in anticipation of construction, summer school or summer camp you are entitled to be compensated for your efforts. The rate is \$25.14 per hour. However, your claim cannot exceed \$100. The work must be done outside of the school day and a record kept of the dates and times you worked.

O. Credit Swap

Jackie Kupferman - 1.5 credits from LIU Post Patty Van Loon - 1.5 credits for LIU
Dana Monti - 1.5 credits for Hofstra

II. Committees

A. Grievance Committee—Karen Bloom

1. Our Health Insurance Grievance has been moved to Stage 4. We are awaiting a date for arbitration. In the meantime, the district has agreed to pay us in June. You should be receiving this payment shortly.
2. We are currently awaiting a response from the Board, Stage 3, for our Pre-K grievance regarding students attending school here.
3. Feel free to contact me regarding any violations of our contract.

B. Negotiation Committee—Chief Negotiator’s Report—Keith Harvey

Executive Vice President Bloom and I met last week and will be meeting again tomorrow for small group sessions with the district. Our goal is to bring you a proposal that will be equitable and sustainable for the district and you and your family.

C. New Members—Jim Fiola and Alison Katulka

We hope that everyone has had a great first year! If you had a mentor, he/she will now become your union buddy as you are guided toward tenure. If you have any questions or concerns, please email Jim Fiola at jfiola@lbeach.org or Alison Katulka at akatulka@lbeach.org. We look forward to seeing you all at the Fall New Member/Buddy party. **Please contact us if you don’t have a buddy or mentor.**

Have a fantastic summer!

D. Political Action Committee—Beth Prostick

1. Congratulations to our newly elected school board trustee, Perry Bodnar!
2. So many people helped out with this election. Whether you stuffed envelopes, handed out literature, made phone calls, had a sign on your lawn or had face to face conversations to show your support for Perry, I sincerely thank you. I would also like to thank our brothers and sisters in Group C who helped tremendously. We won this election by working as a team and I am so grateful for you all.
3. There is no way for me to thank or even know everyone who volunteered their time, so thank you to all who helped in anyway. I do know who helped by stuffing envelopes and/or working the phone bank in the days before the election and I would like to thank the following members: Diana Armada, Pamela Bankey, Jonathan Bloom, Karen Bloom, Jill Cherlin, Jim Fiola, Julie Hall, Keith Harvey, Stephanie Meyer, Dana Monti, Elleen Parks, Joanne Rea, Christine Toppi, Barbara Vahey, Patricia Van Loon, Cheryl Carroll, Dorothy Lopez,

Heather Puckhaber, Jane Quinton, Dina Hannon Behr, Faith Moskowitz, Jenn Garrett, Stacey Rice, Jessica Vetter, Rich Rogers and Lori Niloff.

4. As you know, I held a contest during the phone bank days. The members who made the most phone calls are Christine Toppi and Stephanie Meyer who each made over 100 phone calls! Congratulations and thank you for your hard work.

E. Public Relations

Please save the date for Making Strides Against Breast Cancer walk. This year the event will be held on Sunday, October 16, 2016 at Jones Beach. Look for my emails and FB post this summer to sign up to walk and/or donate.

F. Social Committee

I would like to thank the committee for their help putting together a wonderful celebration honoring our retirees. A special thanks to Patty Van Loon for putting together the bios and to all the reps who worked so diligently on getting these to Patty. Please keep the Wednesday, May 17, 2017 open to honor our next group of retirees. Have a safe and healthy summer!

G. Teacher Center

The center has completed its classes for the year. If you are interested in running a PD course next year, please contact the center at lbtc@lbeach.org so we can earmark money and develop a curriculum.

III. Executive Vice President's Report—Karen Bloom

A. APPR

1. See attached APPR summary of changes.
2. Annual Professional Performance Summary - Before leaving in June you will receive your Composite Score Report. Your Composite Score Report will be out of 60, 80 or 100 points depending on how much information is available for you at the end of the school year. Please note that the HEDI Band that appears at this point may be incomplete. Once the additional components are added your HEDI band rating will change accordingly. Each teacher will then receive e-mail notification that the score report is completed and ready to be acknowledged with the full 100 point score prior to September 1.
3. Appeals Process - Teachers will have 15 days, beginning on September 1, to acknowledge their final Composite Score Report. This is also the same time period in which a teacher may file an appeal. Appeals are limited to ratings of Ineffective and Developing and should be in writing to the Superintendent
4. Feel free to contact me if you have specific concerns regarding APPR.

B. Health & Safety Committee

1. The meeting that was cancelled in May has yet to be rescheduled.
2. If you have any Health & Safety issues that you are unable to resolve at the building level, please email me at kbloom@lbeach.org.

C. District Safety Team

1. The meeting that was cancelled in May has yet to be rescheduled.
2. If you have any Safety Team issues that you are unable to resolve at the building level, please email me at kbloom@lbeach.org

D. Other

1. Please consider donating days to our [District Sick Bank](#).
2. Congratulations to all of this year's retirees, newly tenured teachers and newly elected CTA officers and building reps.

3. I would like to thank the teachers, administrators and SRP workers for another successful school year. I look forward to working with everyone during the upcoming school year and wish you all a fun-filled and relaxing summer. See you in September!

IV. Vice President for Elementary Schools’ Report—Beth Prostick

- A. Congratulations to all our newly elected building reps for the upcoming school year. Lido School reps are Dorothy Lopez, Marilyn Pilo, and I would like to welcome to Dana Monti. I would also like to thank Cheryl Carroll for all her years of service. I would like to welcome Jeanne Richards and Jennifer Maggio for East School and I would like to thank Barbara Lewy and MaryJane Rochford for all their years of service. Lindell School reps are Heather Puckhaber, Jane Quinton and I would like to welcome Sue Simons. I would also like to thank Migdalia Schneider for all her years of service. West School reps are Cherylanne Fontenot and I would like to welcome June Schecter. Thank you to Maryann Colucci for her many years of service as a rep and congratulations on your retirement. Lido Pre-K rep is Elizabeth Fichtelman.
- B. Please consider donating sick days to our bank to help your colleagues in need.
- C. Best wishes to all our 2016 retirees. I hope all your retirement dreams come true.
- D. I hope everyone enjoys their summer vacation.
- E. If you have any questions I can be reached at bprostick@gmail.com.

V. Vice President for Secondary Schools’ Report—Amy Powers

- A. Welcome to all our old and new Building Reps. We are so excited to have you with us. Thank you for volunteering your time.
- B. Congratulations to our newly tenured teachers and wishing our retirees lots of love and good wishes.
- C. Wishing everyone a wonderful, happy, safe, peaceful and restful summer.

VI. Treasurer’s Report—Jim Fiola

A. May’s Results

<u>Expenditures</u>		<u>Revenues</u>	
NYSUT	\$14,445	Union dues	\$39,659
AFT	8,679	Vote Cope	2,389
Taxes and Ins.	113	Paint Night	2,000
Meeting Expenses	1,152	Year End Celebration	8,040
Year End Celebration	11,016		_____
Phone	58	Total	\$52,088
Public Relations	1,625		
Scholarships	3,000		

Total	\$40,088		

- B. I would like to congratulate all the retirees. Thank you for your many years of dedicated ser-

vice. Welcome to the new building reps and thank you to **all** the reps who have served this year. In addition, congrats to all the newly tenured members! Also, please consider donating a sick day to the Sick Day Bank. I wish everyone a fun, safe and **happy** summer.

If you have any changes to your personal file (address, name, etc.), please email them to me at jfiola@lbeach.org.

- C. Union dues for 2015/2016 for full-time members will be \$985.36. The break-out is \$384 local, \$368 NYSUT, \$225.36 AFT dues and \$8 PTA. \$98.54 will be taken from your first check of the month and will show up under the column "MDED-03." We are determined to keep your dues as low as possible while still meeting our local obligations and making charitable contributions to the Long Beach community.

The union dues for 2015 tax purposes were \$967.04.

VII. Building Reports

A. West School

1. West School students, faculty and staff have been very busy these past few weeks... *Kindergarten Musical, Family Fun Night, 3rd Grade Fishing Trip, Spring Celebration of the Arts, Spring Concert, Health Fair, Multicultural Day, NWEA and 4th grade Science testing, report cards, field trips, beach walks, promotion rehearsals packing up and moving classrooms!*
2. Special thank you to the LBCTA for a wonderful End of Year Party.
3. Congratulations to Perry Bodnar on his election to our School Board.
4. Congratulations to MaryAnn Colucci on the birth of her 3rd grandchild.
5. Congratulations to our retirees Sandy Schneider, MaryAnn Colucci, Ginny Kavanagh, Barbara Hirsch, and Richie Behr.
6. Thank you to June Schecter and Cheryle Fontenot, our CTA reps for the 16-17 school year.
7. The year-long *Denim for Dollars* fund raiser for West School families in need was a huge success!
8. We encourage all staff to continue to donate to our sick bank.
9. Wishing our faculty and the entire school community a restful and joyful summer!
Groovy!

B. Lindell School

1. Kudos to Lindell Students & Staff for "Moving It Forward" big time by raising over \$4,000 for the Juvenile Diabetes Research Foundation.
2. We have all grown through our SEL Family activities. Each meeting was thoughtfully designed by our SEL Committee under the direction of Carol Cintorino. Thank You!!!
3. We greatly appreciate our Lindell parent, Mrs. Starman, for providing us relaxing yoga instruction during our lunch period.
4. Our 3rd Grade Marvelous Math Day was **motivating, meaningful** and **merry**.
5. Our annual 5th Grade Basketball Game organized by Ms. LaBiento and Mrs. Russo was a huge success.
6. Thank you to PTA for providing a timely and affordable book fair, just in time for summer reading.

7. Congratulations to Jen Diamond on her appointment as new Elementary AIS Math Specialist. Lucky are the students that will have Mrs. Diamond's expertise.
8. Congratulations to the beautiful bride Brooke Regenbogen on her marriage to Sean Connochie.
9. Thank you to Migdalia Schneider for her outstanding service to CTA and especially Lindell. And a warm welcome to Susan Simons as our new rep.
10. Thank you to the Activity Day Committee. Fun was had by all.
11. Kudos to the ultimate social director---Elleen Parks. Our end of the year party was wonderful.
12. Congratulations to Perry Bodnar on his election to the school board.
13. Congratulations to Brooke Regenbogen and Dana Runfola on receiving tenure.
14. Happy Retirement to Barbara Russo. You will truly be missed.
15. Congratulations and best wishes to our 5th grade graduates.
16. Best wishes to all for a safe, healthy and happy summer.

C. East School

1. Our annual family picnic at East was lots of fun for all, even if it was cold and rainy!
2. The 5th grade "Special Someone Dance" was a huge success.
3. Congratulations to the fifth grade chorus who performed for judges at NYSSMA at Hofstra University and received a gold! Way to go!
4. Thank you to the PTA for the wonderful Clay assembly – it was enjoyed by all.
5. Thanks to the PTA for the BOGO Book Fair on Wednesday and Thursday. Everyone loved dressing for a luau!
6. Congratulations to Perry Bodnar on his election to the School Board.
7. Kindergarten teachers and students rocked this year with the Kindergarten show! They even took the show on the road and performed at the JASA Senior Center! A nice community experience for all involved!
8. The band, orchestra and recorder band were great in the spring concert!
9. Congratulations to Elaine Braithewaite, Nancy Morton and Barbara Hirsch on their retirements.
10. We wish everyone a relaxing and enjoyable summer.

D. Lido School

1. Students had a successful Lido International Extravaganza and enjoyed presenting their work to families.
2. Awesome job to the Third Grade Recorders, Fourth/Fifth Grade Orchestra/Band, and Fourth/Fifth Grade Chorus for a beautiful Spring Concert appreciated by families and friends. They were brilliantly led by Andrew Frey, Noelle Policastro, and Christina Tomek.
3. Congrats to Scott Knyper and Stephanie Meyer for their students' artwork being displayed in the District Art Show.
4. Many thanks to Elleen Parks for organizing an enjoyable LBCTA End of Year Dinner at Bridgeview.
5. Congratulations to Perry Bodnar on his election to the Long Beach School Board.
6. Compliments to Tova Markowitz's Rabbits Afterschool Club members which tied for second place in the South Shore Battle of the Books competition.
7. We wish Carole Cohen a speedy recovery!
8. Kudos to Lido PTA for sponsoring the Summer Book Fair! Students, teachers, and parents

were excited to buy books before the summer and received free books for each one purchased.

9. Kudos to Andrew Frey on receiving his tenure and congratulations on his recent engagement.
10. Congratulations to Dorothy Lopez, Dana Monti, and Marilyn Pilo on their election as LBCTA Lido School Building Reps for the 2016-2017 school year. Much appreciation goes out to Cheryl Carroll for her years of service as a Lido School rep.
11. Congrats to Miguel Rodriguez on his recent engagement.
12. To meet the social emotional needs of our students in Pre K- 5th grade, we'd greatly benefit from having a *full time* psychologist and *full time* social worker at Lido. It's difficult to manage the demands of Pre K – 5th with additional responsibility of the Pre K students.
13. Thanks to members who donated sick days to the LBCTA-District Sick Bank. Please consider donating if you haven't done so yet.
14. Congratulations and best wishes to all the retirees, especially Carolyn Ciccone, Barbara Hirsch, Wayne Hoffman, Suzanne Richez, and AnnMarie Tuzzolino. Your dedication to Lido School will always be remembered.
15. Best wishes to all for a happy, healthy, and restful summer!

F. Pre-K

1. The children have all been working very hard for their year end showcase. Congrats to all.
2. Thank you to everyone for their help in making the shows a huge success.
3. Congrats to Perry Bodnar on his election to the Board of Education.
4. We wish everyone a relaxing and enjoyable summer.

G. HALB

1. Congratulations and best wishes to Kathryn Brown on being hired by Baldwin PSD. We are very proud of you.
2. Congratulations and good luck to all staff members on their new placements for next year.
3. Best wishes to all for a restful and fun summer.

F. Middle School

1. Congratulations to Elizabeth Altbacker, Doug Renoud, David Lobenstein, and Christina Reimi on the stellar student performances of band, chorus, and orchestra during our spring concert series.
2. Kudos to Alison Katulka, Laura Swan, and Scott Knyper on the wonderful display of student artwork during the District Art Show.
3. Kudos to the 7th grade advisors on a successful trip to New York City. The students had a wonderful day!
4. Kudos to Michelle Frank and Janna Arkow on their efforts towards Relay for Life.
5. Kudos to Liz Chimienti, Regina Dean, Michael Lundwall and Brian Pross on their successful Rocket Launch event.
6. Kudos to Kate Coners and Rob Weber and the members of Student Government on a successful Spirit Week.
7. Congratulations to Paul Romanelli on the birth of his son Phineas James.
8. Congratulations to Jessica Chmurzynski on the birth of her son Bodhi Fox.
9. Congratulations and well wishes to Rob Weber who recently joined the Nassau County Police Academy.

10. Congratulations to Laura Swan on her achievement of organizing the Fin2Tip event for the Guinness Book of World Records longest line of surfboards. Long Beach now holds the record!
11. Thank you to Elleen Parks and the Social Committee on a very lovely end of the year party.
12. LBMS received the “Whip Cancer” challenge from East School. We have been raising money for The Pediatric Cancer Foundation and have been creating a “Whip Nae Nae” video. The video will be posted sometime next week.
13. Congratulations to Perry Bodnar on his election to the school board.
14. Congratulations to Elizabeth Altbacker on her re-election to the Babylon BOE.
15. Congratulations to Joanne McLoughlin, Melinda McLaughlin and Wayne Hoffman on their retirements.
16. We wish everyone a happy and healthy summer!

G. High School

1. Condolences to Michael Dotzler on the loss of his mother.
2. Condolences to Janet Lotito on the loss of her brother.
3. Congratulations to Perry Bodnar on his recent election to the Long Beach Board of Education.
4. Congratulations to Eric Heck on the birth of his son.
5. Congratulations to Kaitlyn Linker on her recent marriage.
6. Welcome back to Justin Marks.
7. Thank you to the PTA for a wonderful staff appreciation luncheon.
8. Thank you to the CTA Social Committee on a wonderful end of the year celebration honoring the district retirees.
9. Congratulations to the Art Department and all of the students involved in the district art show.
10. Congratulations to David Prince and the math club on unofficially setting the Guinness Book of World Records for “the longest human pi chain.”
11. Kudos to those teachers who participated in the recent ‘Hope through Hoops’ student-faculty basketball game to raise money for Epidermolysis Bullosa.
12. We are waiting to hear from the district regarding the results of air quality testing in the building.
13. There is still great concern for the safety of students, staff and residents under the current traffic pattern. We believe that more than enough time has been provided for the issue to be studied at the site based committee.
14. Several science classrooms (Rooms 301, 335, 337) have been experiencing ceiling leaks. The leaks have been an ongoing issue and continue to leak in areas over student lab stations and classroom desks. We are hopeful that the roof of the building will be addressed.
15. Please consider donating a sick day to the LBCTA Sick Day Bank. Forms are in the main office.
16. The issue of the lack of cleanliness in our building is still a health concern. We are aware that there has been a reduction in the number of custodians, but the rooms still need to be swept, wiped and mopped daily, and they are not.
17. Congratulations to the class of 2016. Best of luck in the future.
18. Congratulations to all of our HS Retirees. Thank you for your years of hard work and dedication. You will all be missed.
19. Best wishes on a happy and healthy summer.

At 5:45pm, a motion was made by Jonathan Bloom to adjourn the meeting. It was seconded by Stacey Rice.

In Attendance:

West: Maryann Colucci, Cheryleann Fontenot

Lindell: Heather Puckhaber, Jane Quinton, Migdalia Schneider, Susan Simons

East: Jennifer Maggio, Jeanne Richards, Stephanie Meyer

Lido: Dorothy Lopez, Marilyn Pilo

Pre-K: Elizabeth Fichtelman

HALB: Gari Ann Harris

LBMS: Alison Katulka, Camila Gamboa, Jennifer Garrett, Stacey Rice

LBHS: Jonathan Bloom, Anthony Balsamo, Elena Frishman, Erik Heck , Greg Milone

Retiree: Frank Volpe

Officers: Keith Harvey, Karen Bloom, Beth Prostick, Amy Powers, Jim Fiola, Elleen Parks, Patricia Van Loon

Respectfully submitted by Patricia Van Loon, Recording Secretary.



APPR

3012 d

APPR 3012-d

- Composite Score
 - 50% Student Performance
 - State Assessment/Student Learning Objectives
 - 50% Observations
 - Lead Evaluator =80%
 - Independent Evaluator 20%

(NO MORE DOMAIN 4)

APPR 3012-d

- Student Performance 50%
 - SLO back-up for ELA/Math
 - SLO must show one year of growth
 - SLO target setting with administrator
 - SLO must be state approved (LB is approved)

In compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents the district assures that:

- *the growth score provided by NYSED will be used, where required*
- *during the 2016-17 through 2018-19 school years, the results of the NYS Grades 3-8 ELA/Math assessments and State-provided growth scores will continue to be used to calculate an original score and rating for **advisory purposes only***
- ***the alternate SLO during the 2016-17 through 2018-19 school years, then indicate the applicable courses***
- *starting in the 2019-20 school year, back-up SLOs will be set by the superintendent or another trained administrator for all 4-8 ELA and Math teachers in the event that a State-provided growth score cannot be generated for that teacher*
- *for the 2019-20 school year and thereafter, for any grade/subject that requires a back-up SLO, but for which there are not enough students, not enough scores, or data issues that prevent a teacher-specific SLO from being created, the Superintendent or another trained administrator shall develop a school-wide back-up SLO using available State/Regents assessments.*

Conversion table for the Assignment of Points for the Student Growth portion of the APPR

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	89-96%	82%	85-89%	80-84%	75%	67-74%	60%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

*This was non-negotiable & was provided by NYSED

Student Growth Measures Category (50%)

Table 3. Student Performance Score Ranges

	Overall Student Performance Category Score and Rating	
	Minimum	Maximum
H	18	20
E	15	17
D	13	14
I	0	12

*This was non-negotiable & was provided by NYSED

APPR 3012-d

- **Observations 50%**

- Danielson
- Lead evaluator = 80% (Principal or designee)
- Independent evaluator 20% (Director or Central)
- No artifacts
- By September 15th of the school year, all teachers will be provided a Long Beach School District Annual Professional Performance Summary that identifies the evaluators and all of the components which will be used to arrive at a composite score at the conclusion of the school year

Table 2. Observation Chart

	Non-Tenured	Tenured
Total # Informal/Short Observations	2	1
Total # Formal/Long Observations	2	1

* No teacher shall be observed more than once on the same day

*Each observation will be completed using the selected practice rubric, producing an overall score between 1 (ineffective) and 4 (highly effective).

*The overall weighted observation score will then be converted to a HEDI rating using the ranges negotiated. (Table 1)

*Once all observations are completed the different types of observations will be combined using the proper weighting.

Measures of Teacher Effectiveness Observation Category (50%)

Table 1. Observation Score Ranges

	Overall Observation Category Score and Rating	
	Minimum	Maximum
H	3.6	4.0
E	2.5	3.59
D	1.5	2.49
I	0	1.49

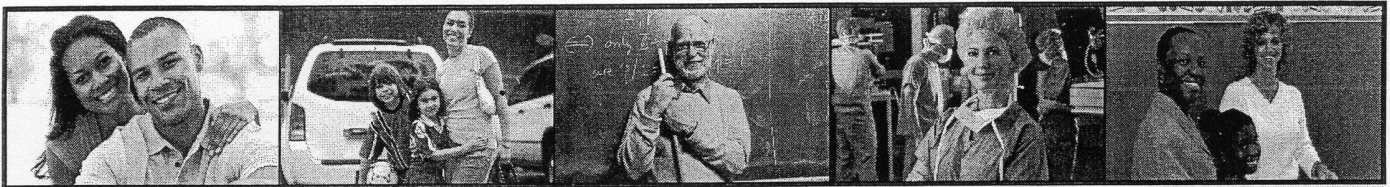
*The Long Beach School District and the LBCTA have agreed to use these ranges.

Composite Score Categories

		Teacher Observation Category			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance Category	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

*The district is not using the optional supplemental student growth measure at this time.

*A written Composite Growth Score Report - Annual Professional Performance Summary will be fully completed to include the score for observations, student performance, and final rating and received by the Teacher no later than September 1st.



Save with NYSUT Member Benefits

The NYSUT membership is made up of a variety of diverse professionals -- joining together in support of those who depend on them. We salute these men and women for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And we are proud to offer you -- the hard-working NYSUT member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

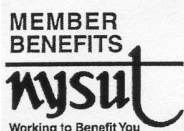
Look to Member Benefits for crucial insurance programs such as auto, homeowners, life, disability, or long-term care insurance. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to NYSUT members & their families:

- Homeowners Insurance
- Auto Insurance
- Legal Service Plan
- Financial Counseling Program
- Life Insurance
- Vision Plan
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.



To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

