



News & Updates
October 30, 2017



Annual Professional Performance Review

There has been some confusion about the protocols for the Annual Professional Performance Review (APPR) since the school year started. Let's try to clear up a few of them!

As in the past tenured teachers will have one "unannounced" informal observation and a second "formal" evaluation which include pre- observation and post -observation conferences.

Non-tenured teachers will have three observations - two "announced" formal observations which include "pre" and "post" observation conferences and one unannounced informal observation.

For tenured teachers, unannounced observations still include a "ten-day notification window." This was reaffirmed by the union in conversation with district administrators in the past two weeks.

The "student growth component" will no longer be measured by "Student Learning Objectives." Rather, there will be a district wide score for most teachers in the district.

Student Growth/Student Performance Changes

- i. **ALL K-8 Teachers, including CAMPEL Teachers:** scores will be based on aggregated *districtwide* performance score from results on the Regents English, Algebra 1, US History and 4th Grade Science Exams
- ii. **High School Teachers whose course do not end in a Regents:** scores will be based on aggregated *districtwide* performance score from results on the Regents English, Algebra 1, US History and 4th Grade Science Exams
- iii. **High School Teachers whose courses end in a Regents exam** will have a "teacher specific score" score based on growth exhibited on that Regents as measured from historical data acquired from a comparable pre-assessment as a baseline for target setting.

Contract Negotiations

The FUSE Contract Committee met for the first time last week. After welcomes and introductions, the committee began its work by reviewing the Taylor Law and its requirements for "good faith negotiations" for public employees' unions. The committee also discussed

practical considerations for future meetings, the importance of confidentiality and collegiality going forward and set dates for future meetings.

The members of the committee are **Michael Chwick**, NRHS, (Chairperson), **Sandy Annunziata**, NRHS, **William Coleman**, IEYMS, **Vic Cristiano**, Grove Avenue, **Martin Daly**, IEYMS, **Lauren Lanigan**, NRHS, **Ann Marie Manganiello**, Trinity School, **Cheryl Smith**, ALMS, **Tania Syriague**, Columbus School, and **Paul Williams**, Davis School.

NYSUT Annual SRP Conference

The 2017 SRP Conference was held in Albany October 20 and 21st at the Desmond Hotel. **New Rochelle FUSE was represented by Bill Coleman, Vice President for SRPs, who also serves on NYSUT statewide SRP Advisory Committee.** (*pictured below*)

By all measures, the annual event was a huge success. Over 250 SRPs members from 65 locals across the state attended the conference, and approximately 80 members were attending the gathering for the first time.

Participating members' locals donated 400 books to be given to the Albany City School District. Members' home locals also contributed 45 baskets which, along with 35 baskets from the SRP advisory committee, were raffled off to raise money for the NYSUT Disaster Relief Fund. Over \$2,500 was raised to support efforts to help members suffering in Puerto Rico, Texas and Florida in the aftermath of severe hurricanes.

All of the NYSUT officers attended and participated in Conference events. In his opening address to attendees, NYSUT President Andy Pallotta urged the members to work hard to defeat the proposed Constitution Convention.

"We have the Constitutional Convention referendum coming up in just a few weeks," said Pallotta, who stressed the importance of voting "No" to preserve things such as free public education and the forever-wild Adirondacks, among other issues that could be considered at a convention. "You have to remember to flip the ballot over," Pallotta cautioned, since the referendum questions will be on the back of the ballot; the Constitutional Convention question is Proposition 1.

There was also a more in-depth presentation on the Constitutional Convention to the members by Peter Savage from NYSUT's legislative department.

In addition to discussion about the Constitutional Convention, there were more than two dozen workshops available at the conference. Including several first-time offerings, such as "First Aid for Pupil Transportation Staff," "Civic Engagement," and "Our World, Our Students," where participants explored best practices in educating students from diverse cultures.



One of the weekend's highlights was when New Rochelle FUSE was among several locals recognized their outstanding contributions to VOTE-COPE, the union's voluntary political action fund.

Next year's SRP Conference is set for Oct 12-14, 2018. If any SRP is interested in attending next year's conference and would like more information about it, please contact Bill Coleman. It would be great if we could have 3 or 4 members from New Rochelle FUSE at the 2018 Conference.

VOTE No on the Constitutional Convention

**We are Not Alone
In Our Opposition to a Constitutional Convention.**



With one week to go before Election Day, I thought it might be worthwhile to take a look at the coalition of organizations, broad and diverse in both its geography and ideology that stand in opposition to Proposition 1: A Constitutional Convention in New York State. The coalition, [New Yorkers Against Corruption \(NYAC\)](#), is an unprecedented alliance of progressive activists, conservatives, environmentalists and labor organizations. It is likely the first time in state history that these groups have galvanized their grassroots advocates for the same cause. This fact is emblematic of how disastrous the referendum's passage would be to New York.

“On some issues, we may agree to disagree, but on the question of a constitutional convention in New York state, we are united: it's a boondoggle.”

The following is just a partial list of the Groups and Organizations who have joined **New Yorkers Against Corruption** in our grassroots effort to vote NO on a Constitutional Convention:

Adirondack Council	New York State Professional	Working Families Party
NYS Conservative Party	Fire Fighters	NYSUT
Council of Churches	New York State Rifle and	AFSCME NY
CSEA	Pistol Association	UFT
Citizen Action New York	Planned Parenthood Empire	RWDSU
Environmental Advocates of	States Acts	AFSCME DC37
New York	NY Right to Life Committee	NYS Public Employees
Equality New York	New York Republican State	Federation (PEF)
New York State AFL-CIO	Committee	1199SEIU
New York State Alliance for	Strong Economy for All	New York Farm Bureau
Retired Americans	Coalition	AFM Local 802

Albany County Central Federation of Labor
Alliance of South Asian American Labor
Alliance of South Asian American Labor - Staten Island Chapter
Bronx GOP
Buffalo Central Labor Council
Buffalo Branch NAACP
Capital District Area Labor Federation
Cattaraugus Allegany Central Labor Council
CBTU NY Chapter
CBTU Region 1
CBTU Rochester Chapter
Central New York Area Labor Federation
Central NY Central Labor Council of Oneida & Herkimer Counties
Chemung County Democratic Party
Chemung Schulerly Central Labor Council
Citizens for a Better Southern Tier
City of Corning Democratic Party
Coalition for Economic Justice
Community Voices Heard
CWA District One
CWA Local 1122
CWA Local 1108
CWW Rochester
Dunkirk Central Labor Council
Dutchess County Central Labor Council
Eastern New York Pride @ Work
Elmira City Democratic Party
Equality Long Island

Ethical Humanist Society of Long Island
Food & Water Watch
Greater Southern Tier BOCES Support Staff Association
Greater Syracuse Council on Occupational Safety & Health
Horseheads Teachers' Association
Hudson Catskill Central Labor Council
Hudson Valley Area Labor Federation
Humanists of Long Island
IBEW - Local Union 10
IBEW Local 139
Indivisible Patriots of Long Island
Interfaith Assembly on Homelessness and Housing
Jamestown Central Labor Council
Jefferson Lewis & St. Lawrence Counties Central Trades & Labor Council
Kate Mullany CLUW
Labor Religion Coalition
Labor Religion Coalition of the Finger Lakes
LGBT Network
LITAC Long Island
Transgender
Local 338 RWDSU/UFCW
Long Island Federation of Labor
Long Island Gay and Lesbian Youth (LIGALY)
ATU Local 1065
Long Island Jobs with Justice
Long Island LGBT Community Center
Long Island Progressive Coalition
Long Island Transgender Advocacy Coalition
Make the Road New York

Metro New York A. Philip Randolph Institute
Micah Institute at New York Theological Seminary
Move Forward Long Island
New York City Central Labor Council
New York Committee on Occupational Health and Safety
New York Communities for Change
New York Professional Nurses Union (NYPNU)
New York Progressive Action Network of the Southern Finger Lakes
Niagara Orleans Central Labor Council
North Country Peace Group
Northeast Central Labor Council
NYC & Vicinity District Council of Carpenters
NYC Labor Council for Latin American Advancement
NYS PEF Retirees
NYSUT Local #11-226
Port Authority PBA
Pride at Work - NYC/LI
Pride at Work - Rochester/Finger Lakes
Professional Staff Congress
Progressive East End Reformers
Queens LGBT Community Center (QCenter)
Rochester & Genesee Valley Area Labor Federation
Rochester & Vicinity Labor Council
Rochester Metro Justice
Rochester Next Up
Rockland County Central Labor Council
SEIU 32 BJ

Services and Advocacy for
GLBT Elders-Long Island
(SAGE-LI)
Staten Island Republican
Party
Steuben Livingston Central
Labor Council
Suffolk Child Care Council
Teamsters Joint Council 16
Teamsters Local 814
Tioga County Republican
Party
Tri-County Central Labor
Council
TWU Local 100
TWU NY/NJ State Conference
UAW Local 2110
UAW Region 9A New York
Area CAP Council
UFCW Local 1500
United Steelworkers District
4
Upper Hudson Central Labor
Council
WESPAC
Westchester Putnam Central
Labor Body
Western New York Area
Labor Federation
Writers Guild of America,
East
Yonkers PBA
Citizens Campaign for the
Environment
United University
Professions
Police Conference of New
York Inc
New York Progressive Action
Network, Lower Hudson
Valley
Uniformed Firefighters
Association
ALIGN: The Alliance for
Greater New York
New York Immigration
Coalition

Greater New York Labor
Religion Coalition
Rural and Migrant Ministry
Worker Justice Center of NY,
Inc.
SEIU Local 200
Labor Council for Latin
American Advancement
Emerging Leaders 100
New York Chapter of Asian
Pacific American Labor
Alliance
National Institute for
Reproductive Health Action
Fund
Sierra Club Atlantic Chapter
NYSCOPBA
The School Administrators
Association of New York
State (SAANYS)
Capital District Labor
Council for Latin American
Advancement
Transport Workers Union of
America, AFL-CIO
Dutchess County Progressive
Action Alliance
Nassau County PBA

