

changes in the law, so that it is difficult to know exactly where all of this will wind up.

Starting July 1, 2015 there are a number of major changes to the tenure process. The probationary period is extended from three to four years and is more tightly connected to the APPR in that a probationary teacher must have three Effective or better ratings over the four year period, with a mandate that the fourth year may not be anything less than Effective. All teachers may be brought up on charges if they receive two Ineffective ratings in a row. Three in a row, and they must be brought up on charges with the burden on them to prove they are Effective.

From out of left field comes a requirement that teachers re-register with the State Education department every five years and notify State Ed of any name and/or address change within thirty days.

Professional Certificate holders will have to have one hundred hours of staff development (currently 175) to maintain their certificates. **Permanent Certificate holders have no staff development requirement.**

The ability of unions to negotiate aspects of the new required APPR plans is severely curtailed, with negotiations constrained to whether to include peer observers, aspects of the observation process itself and whether to use a state approved assessment as supplemental to the regular 3-8 state assessments.

The APPR process itself will now be composed of two parts, student scores on the state assessments in grade 3-8 (state approved SLOs for all other teachers) and classroom observation by a district evaluator and one from another school in one's district or someplace else. How much the test scores and observations count is not known as of this date. If the rating on the state assessment is Ineffective, a teacher cannot be rated any higher than Developing. If the rating on the observation component is Ineffective, a teacher cannot be rated Effective or Highly Effective.

While there are other more arcane facets to the new law, this summary gives members a basic understanding of what Governor Cuomo and a majority of the members of the legislature have done to us. The PCT will keep members up to date on what emerges by way of regulation from the Regents.

HEALTH BUY-BACK STATUS

Unfortunately nothing new has happened since our last report on our health insurance buy-back law suit.

Our victory at the New York State Supreme Court in Albany having been appealed to the Appellate Division, we await the decision of this court. There is unfortunately nothing our attorneys can do to speed the process along.

Members involved in the outcome of this law suit need to remember that regardless of the outcome in the Appellate Division, both the PCT and the State of New York will have the right to appeal to the Court of Appeals should they get an unfavorable decision.

Members are reminded that when we win, and we still believe we will, the money owed is being held in escrow and will be paid retroactive to the time the payments were stopped.

LIFE INSURANCE BENEFIT UPDATED

Effective September 1, 2015, the life insurance benefit of every PCT member will be considerably improved. Currently, members receive \$10,000 of group life insurance from the PCT and an additional \$40,000 from the PFT Welfare Fund. The Trustees of the Fund voted this improvement in light of the fact that the value of the current insurance program has been eroded by inflation.

Beginning September 1, 2015, the PCT insurance will go to \$20,000 and the Welfare Fund coverage will go to \$80,000, giving all of our members \$100,000 of life insurance at no cost. There will also be an opportunity to add additional coverage at very competitive rates. Watch for the flyer in the fall.

PEER MENTORS 2015-16

With the advent of APPR, we changed our mentoring program from one to orientate newcomers working on initial certificates to a more comprehensive program offering assistance to teachers who are placed on Teacher Improvement Plans (TIPS) and those who for whatever reason need a little assistance managing any instructional problem.

In selecting the Peer Mentors for the coming school year, the Officers of the PCT sought to match known circumstances with the members who volunteered to serve. Additionally, all things being equal, the practice begun last year of trying to give as many people as possible the opportunity to serve was observed.

The Peer Mentors for the 2015-16 school year are as follows:

Kindergarten Center	Fran Ferrucci
Pasadena	Diana Marks
Stratford Road	Teri Powell
Old Bethpage	Jaclyn Morrison
Parkway	Karen Bordin
Mattlin Middle School	Jodie Menchel
POB Middle School	Bill Pilock
Kennedy High	Debra Kirkup

PCT SUMMER OFFICE HOURS

During the months of July and August the PCT/Welfare Fund Office is open between the hours of **9:00 A.M. and 4:30 P.M., Monday through Thursday.**