

Contract Corner by Don Luckie, CFT Field Representative



Section 400, Pupils, pp 51-54

Wow!! The end of the first quarter is upon us and with that, all of the issues surrounding grades begin. Section 400 Pupils, is a lengthy part of the CBA that addresses all aspects of the teacher/pupil relationship. For this addition, focus will be on part h(p.54), Grading and Promotion.

The CBA states "Teachers are responsible for the assignment of quarterly grades, the assignment of rubric scores and portfolio scores on promo-

tional grids and promotion or retention of decisions as well as placement decisions at non-promotional grades. Teachers and district administration shall communicate to students and their parents the performance standards students must meet, the meaning of district assignment scores and how grades and rubric scores are determined. Teachers are expected to have documentation for grades and rubric scores assigned." The CFT encourages all staff to review the "new" report card information to insure a smooth transition.

Lines 18-29 also states the "The

teacher's promotion/retention decision

(K-8) or report card grade may not be changed by the principal." The CFT has received reports that this may be an issue in some schools, especially when it comes to supporting students being "promoted" improperly.

With all the questions you'll be receiving (as soon as report cards come out), it would be to your advantage to know your rights now.

Know Your Pay Stub by Julia Wiant, CFT Treasurer

One line of your deductions on your pay stub should read CFT or ACPSOP. The following table will help you to decipher your dues deductions.

CFT Deductions			
Pay Stub Abbreviation:	Meaning:	Payroll Schedule:	Deduction Amount:
CFT FT A	Full Time Teacher/Member	26 Pays	\$27.60
CFT FT B	Full Time Teacher/Member	21 Pays	\$34.17
CFT FT FS A	Full Time Teacher/Fair Share	26 Pays	\$23.40
CFT FT FS B	Full Time Teacher/Fair Share	21 Pays	\$29.77
CFT PT A	*Part Time Teacher/Member	26 Pays	\$16.25
CFT PT B	*Part Time Teacher/Member	21 Pays	\$20.12
CFT PT FS A	*Part Time Teacher/Fair Share	26 Pays	\$13.78
CFT Sub DR	Daily Rate Substitute	\$2.00/day worked for Members	
CFT Sub FS	Fair Share Daily Substitute	\$1.70/day worked for Fair Share Subs	
ACPSOP Deductions			
ACPSOP FT 26	Full Time ACPSOP Member	26 Pays	\$20.28
ACPSOP FT 21	Full Time ACPSOP Member	21 Pays	\$26.37
ACPSOP PT 21	*Part Time ACPSOP Member	26 Pays	\$12.59
ACPSOP FT FS 26	Full Time ACPSOP Fair Share	26 Pays	\$17.20
ACPSOP FT FS 21	Full Time ACPSOP Fair Share	21 Pays	\$22.36
ACPSOP PT FS 26	*Part Time ACPSOP Fair Share	26 Pays	\$10.67
ACPSOP PT FS 21	*Part Time ACPSOP Fair Share	21 Pays	\$13.88

*Part time indicates less than .6 FTE

Please be advised that only full dues paying members get to vote on contracts, CFT/ACPSOP elections and receive extended AFT Membership Benefits. Visit www.aft.org or contact Ralph Jackson 475-6047, to inquire about AFT extended Membership benefits. Check your paystub to verify that you are a member, if it indicates "FS" anywhere on that line; you are not a FULL member. See your BR to become a full member.

LONG TERM SUBSTITUTES ALERT! – If you were a long term substitute last year or were hired after the first of the year, you will need to fill out a new membership card. If you are a new employee this year and have not filled out a membership card, the Board of Education has 60 days from the first day of employment to start deducting fair share dues. Don't lose your right to vote on this years compensation package. See your BR to join now!

Dependent Eligibility Audit

In late August 2008, all CPS personnel who subscribe to the CPS Humana health insurance and carry dependents on their plan, were sent a letter from the Treasurer's Office notifying them that they would be receiving a packet from Mercer Administration with details concerning the Dependent Eligibility Audit the district was conducting. On August 29, 2008, Mercer Administration sent the packet to 2,665 employees containing a letter explaining the Dependent Eligibility Audit, the Amnesty Program, Eligibility for Coverage, FAQ's and an Enrolled Dependents Form that required a response by September 26, 2008 in order to be included in the Amnesty Program.

The Amnesty period has ended, and Mercer Administration reported to the

Benefits Committee that out of the 2,665 packets sent out, 2,265 people responded and 400 people did not. The preliminary results showed that 234 dependents have been removed from the plan thus far.

The next stage of the Audit has begun. The Treasurer reported to the Benefits Committee that just under 50% of the employees subscribing to dependent plans will be selected to be audited further.

The initial plan for the audit (subject to change) is that Mercer Administration will be sending out notification in early January 2009 to the 400 non-respondent employees and also randomly selecting 600 additional employ-



ees who carry dependents on their health plan, to submit proof of eligibility of dependent coverage, in the form of birth certificates, marriage licenses, divorce decrees, school schedules, adoption certificates, court orders, guardianship papers etc. These selected employees will have until

February, 20, 2009 to comply with the requirements of the audit.

Failure to provide proof of dependent status/verification will result in the employee being subject to appropriate actions, including removal of the ineligible dependents from coverage, repayment of cost incurred on behalf of the ineligible dependent, and in appropriate cases, disciplinary action may be taken up to and including termination of employment.

Summary of Health Plan Changes Effective 1-1-09

Item	2008	Change effective 1-1-09
POS (Co-Choice) Plan Changes		
Deductible – Single Coverage (In/Out Network)	\$100/\$300	\$150/\$350
Deductible – Family Coverage (In/Out Network)	\$200/\$300	\$250/\$650
Rx (except AFSCME) Copay Level 2 (Out Network only)	\$30 + 30%	\$35 + 30%
Rx (except AFSCME) Copay Level 3 (In/Out Network)	\$50/\$50 + 30%	\$55/\$60 + 30%
In-network PCP Office Calls (including PCP visits, endocrinologist visits, vision/hearing visits, chiropractic visits, physical/speech/occupational therapy visits)	\$20	\$25
In-network Specialist Office calls (excluding the PCP office calls listed above)	\$40	\$45
Emergency Room	\$75	\$100
Bariatric Surgery and related services	Covered	Not Covered
HMO (New Health) Plan Changes		
Out of Pocket Limit – Single Coverage	\$1,000	\$1,500
Out of Pocket Limit – Family	\$2,000	\$3,000
Rx (except AFSCME) Copay Level 2 Drugs	\$20	\$25
Rx (except AFSCME) Copay Level 3 Drugs	\$40	\$45
PCP Office Calls (including PCP visits, endocrinologist visits, vision/hearing visits, chiropractic visits, physical/speech/occupational therapy visits)	\$20	\$25
Specialist Office calls (excluding the PCP office calls listed above)	\$40	\$45
Emergency Room	\$75	\$100
Bariatric Surgery and related services	Covered	Not Covered

January 1, 2009 Pharmacy Changes at Humana



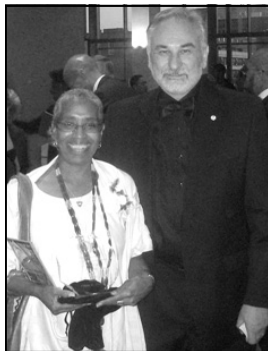
Beginning January 1, 2009, some prescription drugs on Humana's RX3 program will be changing. Some drugs will be changing from tier 2 to tier 3 for various

reasons, two specific drugs will now be included on Humana's quantity limits list and several prescription drugs will now require prior authorization from Humana before filling. The top 50 prescriptions filled in CPS

have not been affected. To view the complete lists, either log on to www.humana.com or www.cft-aft.org and click on the *quick links* section on the lower right column.

Congratulations Dr. Moyo!!

Dr. Kimya Moyo, a math specialist at Aiken College and Career high school received the NAACP Innovative Educator Award at the 2008 Freedom Fund Dinner Friday October 5th. The award is in recognition and appreciation of service to public education. The CFT would like to send a big "YOU GO GIRL" to one of true professionals in our ranks!! We appreciate you too!!



***Know a member who
received special
recognition or
accomplished something
spectacular? Let us know
and we will feature them in
the Newsliner! Email us at:
cft@cft-aft.org,
subject line:
Special Recognition***

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