



UFT nuzledar

Speech Improvement

CHAPTER NEWSLETTER



Dear Ebony,

As an exciting year of growth and challenges comes to an end, we can head into summer celebrating some real accomplishments.

Our successful speech chapter webinar was the UFT's first-ever live streaming of a chapter meeting. We reduced the burden of paperwork with our new online reporting system. (I'm on the Central Paperwork Committee, so please contact me with any problems related to paperwork. See story below, for more information.)

Our Medicaid agreement combined with our SESIS agreement brought extra money, per session time and laptop computers to chapter members. Fewer school coverages were reported, and our roles as speech teachers and speech-language pathologists were seen in a new light.

As chapter leader, I listen to the issues and questions you bring to our monthly chapter meetings and discuss them with our chapter's Executive Board and UFT liaisons. Kathy Lewis, Brenda Caquias and Lisa Arian respond to your calls and emails, addressing your problems every day.

If we know that an issue applies citywide, we bring it to either Suzanne Sanchez, the DOE senior director of therapeutic services, or Helen Kaufman, the District 75 assistant superintendent. If we can't resolve it with them, we ask UFT Vice President Carmen Alvarez for her assistance at the chancellor's level.

Please continue to read our newsletters, complete surveys and, especially, come to our meetings: We want you to be involved! Your ideas, support and energy ensure your voices are heard throughout the city.

Summer hours become effective July 3. Regular office hours resume Tuesday, Sept. 5.

I wish you a wonderful fun and restful summer. See you in September!

Sincerely,

Mindy Karten Bornemann
Speech Chapter Leader

You asked for it and we delivered!

Over the last year, many of you requested that we use a webinar format, also called live-streaming, for chapter meetings. Family obligations and transportation challenges prevented some of you from attending in-person.

We asked UFT Assistant Secretary LeRoy Barr and Vice President Carmen Alvarez, to address this request, and they worked with staff to make it happen. While this project is still being piloted, I am happy to tell you that we were the first chapter in UFT history to take advantage of this technology.

On May 24, we live-streamed our chapter meeting. It was such a success that we used the format again on June 7. Lisa Arian, our Speech Chapter hotline representative and now webinar coordinator, fielded questions with Caroline Murphy, the chapter leader at P.S. 212, Queens, during the webinar.

During our June 7 meeting, Speech Chapter Liaison Jessica Krivac worked with Caroline to read the questions online, allowing the virtual audience to participate. Some of you also sent questions by email prior to the meeting which allowed us to infuse these queries into the agenda.

Because we provided so much information at the May 24 meeting, we even sent a link to a video recording of the meeting to all chapter members!

Please let us know what you think of our new format! Although we want all of you to attend our meetings in-person, we hope that we can use this technology for important topics to make sure you remain informed and engaged in union activities and negotiations on your behalf.

Report from the May 24 Speech Chapter meeting

Several Executive Board members reported on speech conferences and our Better Speech and Hearing Month celebration. Kathy Lewis, and Brenda Caquias — co-chairs of the Better Speech and Hearing Month event — discussed our celebration. Winning student posters were displayed in the lobby of the UFT's Manhattan headquarters, where thousands of visitors saw them. All students who participated in the contest received an acknowledgement of participation or certificate as well.

[Read the New York Teacher story on the Better Speech and Hearing Month Celebration](#)

[See photos from the Better Speech and Hearing Month Celebration](#)

Executive Board members Charlene Tuff and Lorina Allert reported on the NYSUT Health Care Council conferences and the workshops they attended. Caroline Murphy, the chapter leader at PS 212, Queens, and a liaison for the Speech Chapter, brought back several new ideas from the New York State Speech-Language-Hearing Association conference regarding new free assessment materials.

UFT Vice President Carmen Alvarez and UFT Special Representative Liz Truly helped field questions related to law and special education policy.

Goodbye Western Kentucky University

The Western Kentucky University Speech-Language Pathology distance learning program is ending after 13 wonderful years. During that time, we welcomed 300 Speech-Language Pathologists to our ranks. Unfortunately, the WKU program's funding source from the state expired, and the program has shut down.

Fifty WKU alumni attended the last graduation ceremony at UFT headquarters on June 12 to honor their professors and coaches.

We thank the following people and organizations for their leadership in providing this program: the UFT Teacher Center, UFT Vice President Carmen Alvarez, Special Representative Elizabeth Truly, the DOE Scholarship Program and WKU staff

Weingarten, who helped develop this program when she was the head of the UFT so that our members could continue to work while obtaining their master's degrees. The program was created in response to a shortage of speech teachers; few programs allowed speech teachers to work while pursuing their speech-language pathology credentials.

We also thank UFT Speech Coaches Ed Sweeney, Juanita Dunbar, Angel Tapia and Virginia Hill, for the support and training they provided citywide. And, of course, we thank UFT President Michael Mulgrew for his continued years of support of this program.

Paperwork Be Gone!

The UFT and the DOE negotiated a set of five paperwork standards in May 2015 intended to reduce unnecessary paperwork. These standards stipulate that, among other concerns, educators are not required to perform “redundant, duplicative, unnecessary or unreasonable amounts of record-keeping.”

The UFT has established an online reporting system that enables chapter leaders to report paperwork issues immediately. One significant source of unnecessary paperwork is double-entering the same information such as putting it into both Google Docs and SESIS. School chapter leaders who believe their members have been assigned unnecessary paperwork may report the allegation to the UFT.

If you think that you are given paperwork from a speech supervisor or principal that violates any of the [five paperwork standards](#), report it to the chapter leader or Mindy Karten Bornemann, your chapter leader, as soon as possible

Observations and Ratings

At the end of each school year, your principal will rate you. That rating will reflect a decision made jointly with your speech supervisor. Unless you have received unsatisfactory observation reports or letters for your file, you should expect to receive a satisfactory rating for the year. If you have been

leader to discuss possible remedies. If you get an "unsatisfactory" rating for the year, it will be delivered to you 10 days before the end of the school year. At that point, your options depend on your status. Therefore, you should immediately contact a U-rating advocate at your nearest UFT borough office. Make sure to check the [borough offices' summer hours](#) beforehand.

For more information on this topic, check the “[Know Your Rights as a Speech Teacher](#)” section under the “You Should Know” section on our chapter website.

Medicaid Update — Differentials

Many of you have expressed concerns about failing to receive your Medicaid differential and we've heard you loud and clear. The UFT Speech Chapter has filed a union-initiated grievance on your behalf. We have also included issues related to members who've had difficulty entering their information in the New York City Automated Personnel System, along with those who could not update their New York State speech license in the system. Another part of the grievance includes all speech-language pathologists who did not receive their reimbursement for their license renewal after Nov. 1, 2016.

Update on Medicaid differential issues

As a result of our UFT survey and the pressure brought to bear on the DOE this spring, 75 more members will receive their Medicaid differentials in the June 31 and July 15 paychecks. However, the DOE has not processed everyone yet. We also told the DOE to contact any member who had errors in NYCAPS Employee Self-Service or in regard to other problems sent to us.

Part of our agreement with the DOE states that all those who enter the three pieces of information into NYCAPS will get the differential backdated to the month after the information is in the system correctly. We will continue to advocate on all of our members' behalf.

We are keeping a record of all people who have had problems with the differential and/or license renewal. If you have a concern and have not previously contacted us, either directly or through the survey, please email us at calvarez@uft.org.

Speech-language pathologists who have not entered information into NYCAPS

All speech-language pathologists who did not obtain an NPI number, Medicaid provider identification number and/or did not enter their information into the NYCAPS Employee Self-Service — remember that, as part of the Medicaid agreement, all holders of the speech-language pathology certification must obtain the necessary identification numbers, enter their information into the system and complete referrals.

The DOE shared a list of those of you that have not done so and will be contact you in the future if you have not completed this information.

If you have been unable to complete this information due to a technical glitch or another issue, be sure to inform your speech supervisor of the issue in writing and email medicaidops@schools.nyc.gov. You can also let us know what has prevented you from doing this so we can continue to let the DOE know of issues related to the process.

Per session and Medicaid

Many of you have contacted us about issues with payroll inquiries. We have done our best to assist and we believe that for many of you, the system is running more smoothly.

Continue using your per session time to catch up on your encounter attendance by the deadline today, June 23, and make sure is given to your payroll secretary for payment this semester. You should have submitted your encounter attendance to your payroll secretary for this semester by today, June 23. If you hand in your time sheet on June 28, you will be paid in the fall.

It is important that you use the per session time because we negotiated for it on your behalf to ensure you can complete these tasks and get paid. Some of you with larger caseloads have been sent a letter that permits additional hours. Make sure you follow all of the rules for per session paperwork and time cards when staying in your school building.

Our chapter has voiced our concern that the deadline date should be pushed back but we were told that the DOE needed to get the information before payroll closes. We have also raised concerns that the additional time did not come until May 18 and that members did not have enough time to

Wednesday, June 28 with the knowledge that payroll for the year will be closed and payment will be in the fall.

If you are able, the Monday holiday, Eid al-Fitr, may provide an opportunity for you to catch up on your Encounter Attendance at home.

So, to recap:

- If you submit per session time cards to your payroll secretary by June 23, you will be paid this summer;
- If you submit per session time cards between June 23 and June 28, your payroll will be processed in September.
- Make sure you follow all of the rules when you document your per session activities. This includes using time cards when you are working per session in your school building.

The Open Market Transfer System

Around 4,000 UFT members switch schools every year through the Open Market Transfer System.

Speech teachers may register online to access job openings in their current license area. During the open market transfer period — April 15 to Aug. 7 — you do not need a release from your principal to change schools.

You may apply to schools without openings and your application will be kept in the event that an opening occurs. We recommend that you follow up on all electronic applications with a hard copy that you mail, email or deliver to the school.

The transfer plan opened this year with few vacancies but UFT Special Representative Amy Arundell said that the Open Market Transfer System will include more vacancies very soon. You may also contact any speech supervisor to see if they know about September openings.

Retention rights and excessing rights

Speech teachers have seniority and excessing rights in their schools. Members cannot be moved from a school unless a compelling reason exists for the excessing situation. If more than one speech teacher works in a school, the senior teacher in license has the right to remain. This is in

violated to help you file a grievance.

No one may be moved from a high school superintendency or community school district unless a student population decreases. We have seniority rights at either an elementary/middle school program or a high school program. Members should not be split between a high school and an elementary school unless you are in a K-8 or K-12 school.

Some speech supervisors may have recently violated our district seniority rights by making members cross districts. We have advised members to discuss this with us and file a grievance. The DOE's decision to create Field Support Centers and other networks did not change our rights.

Please call your UFT borough office if you feel your rights are being violated. If a school is closing, please call the borough office to find out about the specific rights you have in those circumstances.

OUR CHAPTER | OUR UNION



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