

# Red River United

Caddo Federation  
of Teachers &  
Support Personnel



Bossier Federation  
of Teachers &  
School Employees

**Two Great School Districts! One Super Organization!**

Newsletter Volume 3: Issue 1, August/September 2012

**Welcome Back to School. We have literally weathered the storm.**



## ***Red River United***



The Texas Street Bridge was built in 1934. The Red River LA 2 Bridge was built in 1955. The Jimmie Davis Bridge was built in 1968.

The Red River no longer divides us.



In 2011, another bridge was built to unite Caddo and Bossier Parishes – Red River United. The Caddo Federation of Teachers & Support Personnel and the Bossier Federation of Teachers & School Employees have come together under an umbrella organization with a new title– “Red River United, Local 4995.” [Why wait, join now.](#)

The two groups worked on the idea for a while, and they say it makes sense to join together. President of the Caddo Federation of Teachers and Support Personnel Jackie Lansdale said, “Although we serve two different locations on the map, our goals are the same.”

The two federations chartered their new group at the Louisiana Federation of Teachers Convention on November 21, 2011.

Red River United is about voice, dignity, and respect.  
Red River United gives you strength in numbers. You are not alone.  
Red River United is your advocate; so that you can focus on the students you serve.  
Red River United fights for fairness and due process to ensure that the policies, procedures, and laws are followed and changed if necessary.  
Red River United is about better pay, better working conditions, and better benefits.



Jackie Lansdale  
President

Questions, comments, concerns, and/or ideas? Email us at [redriverunited\[@\]redriverunited.org](mailto:redriverunited[@]redriverunited.org).

Click here to see [Five Things Unions Have Done for All Americans](#). The following chart is just a small example of what Red River United continues to do.



<i><b>What We've Won in Caddo</b></i>	<i><b>What's Good for the Goose...</b></i>
<u>Representation rights at all levels in grievance policy</u>	Caddo's policy is almost identical to Bossier's
The option of a twice monthly pay schedule	Yes, this is a W.I.P. - work in progress.
A written policy on duty-free lunch	Yes, this is a W.I.P. - work in progress. (included in defining the school day)
A policy on faculty meetings.	Yes, this is a W.I.P. - work in progress. (included in defining the school day)
A salary schedule for bus drivers and bus attendants	
A salary schedule unique to athletic staff	
A segment of the professional development day is to be set aside for records/grades.	
All employees, certified and classified, have been assigned email addresses.	
Fought and won to restore a number of jobs lost in Caddo's Reduction in Force.	
Local funding for National Teacher Certification	
Teacher Transfer Forms are now being posted on the CPSB website. You DO NOT have to have your principal's signature. All principals will be notified of the transfer request by the CPSB Personnel Office.	
Teachers' aides pay schedule with differential pay for academic degrees	

***Let's take a look at the policies, salaries, and insurance provided by the school districts.***

### ***Policies***

In both districts, we are working on policies to address evaluations for classified employees, defining catastrophic leave, and defining the school day.



Defining catastrophic leave includes updating the policy to correctly reflect Louisiana Act 788 of 2012 and its effect on additional days for maternity leave when sick leave is exhausted.

"Catastrophic" means disastrous - causing great distress. "Distress" means great pain, anxiety, or sorrow; acute physical or mental suffering; affliction; trouble.

## ***Red River United's Proposed School Board Policy re: School Schedules***

**School Start Times.** Beginning with the 2012/13 school year, K-8 school site based teachers will report to the school fifteen (15) minutes prior to the start of the instructional day, and shall remain for fifteen (15) minutes beyond the instructional day. Beginning with the 2012/13 school year, all teachers have a 450 minute work day that follows one of the following formats:

Elementary Schools/K-8 Schools: 7:45 A.M. – Reporting Time; 8:00 A.M. through 3:00 P.M. – Instructional Day.

Middle Schools: 7:15 A.M. - Reporting Time; 7:30 A.M. through 2:30 P.M. – Instructional Day.

High Schools: 8:15 A.M. – Reporting Time; 8:30 A.M. through 3:30 P.M. – Instructional Day.

**Lunch Periods/Planning Periods/Travel Time.** Each teacher is to have a duty free, uninterrupted lunch period of a minimum of twenty (20) minutes. Each teacher shall have a duty-free, uninterrupted planning period the equivalent of one class period, based upon the school site's bell schedule. Teachers assigned to more than one school shall not be required to travel during their lunch period nor during their planning period.

### **Meetings/Events/Conferences on School Days.**

**Faculty Meetings.** Faculty meeting schedules for the year shall be identified during the first week of school. These meetings shall be one (1) hour faculty meetings per week, before or after the school day.

**Misc. Meetings.** All other meetings, inclusive of parent-teacher conferences and/or staff development initiatives, shall be voluntary and developed with general staff consensus in coordination with the school site administration. For department level or grade level meetings, the same format shall be followed with the department heads guiding the consensus related to time, place, format, content, etc.

**Events beyond the Normal School Day.** Teachers, as part of their regular assignment, shall not be required to attend more than one out-of-school open house or other out-of-school event per semester. All other out-of-school events shall be voluntary.

## ***Salaries***

See pages 4 and 5 for the Bossier Parish School Board's and Caddo Parish School Board's Teacher Salary Schedules.



BOSSIER PARISH SCHOOL BOARD  
P.O. BOX 2000  
BENTON, LOUISIANA 71006  
SALARY SCHEDULE EFFECTIVE 2012-13 SCHOOL YEAR  
TEACHERS  
INCLUDES BACK-TO-SCHOOL AND 13TH CHECKS

REVISED 06/2



Pay Step	Exp.	Bachelor's Degree Position: 0010	Master's Degree Position: 0020	Master's Plus 30 Position: 0030	Specialist Degree Position: 0040	Ph.D or Ed.D. Degree Position: 0050
1	0	\$40,141	\$40,988	\$41,753	\$42,518	\$43,283
2	1	\$41,201	\$42,074	\$42,861	\$43,650	\$44,437
3	2	\$41,201	\$42,074	\$42,861	\$43,650	\$44,437
4	3	\$42,294	\$43,193	\$44,005	\$44,815	\$45,627
5	4	\$42,294	\$43,193	\$44,005	\$44,815	\$45,627
6	5	\$43,420	\$44,345	\$45,180	\$46,017	\$46,852
7	6	\$43,420	\$44,345	\$45,180	\$46,017	\$46,852
8	7	\$44,579	\$45,532	\$46,393	\$47,254	\$48,114
9	8	\$44,579	\$45,532	\$46,393	\$47,254	\$48,114
10	9	\$45,774	\$46,841	\$47,728	\$48,616	\$49,505
11	10	\$45,774	\$46,841	\$47,728	\$48,616	\$49,505
12	11	\$45,774	\$46,841	\$47,728	\$48,616	\$49,505
13	12	\$47,003	\$48,295	\$49,213	\$50,132	\$51,051
14	13	\$47,003	\$48,295	\$49,213	\$50,132	\$51,051
15	14	\$47,003	\$48,295	\$49,213	\$50,132	\$51,051
16	15	\$48,270	\$49,600	\$50,546	\$51,492	\$52,439
17	16	\$48,270	\$49,600	\$50,546	\$51,492	\$52,439
18	17	\$48,270	\$49,600	\$50,546	\$51,492	\$52,439
19	18	\$49,575	\$50,944	\$51,918	\$52,893	\$53,868
20	19	\$49,575	\$50,944	\$51,918	\$52,893	\$53,868
21	20	\$49,575	\$50,944	\$51,918	\$52,893	\$53,868
22	21	\$50,919	\$52,329	\$53,332	\$54,336	\$55,341
23	22	\$50,919	\$52,329	\$53,332	\$54,336	\$55,341
24	23	\$50,919	\$52,329	\$53,332	\$54,336	\$55,341
25	24	\$52,303	\$53,756	\$54,789	\$55,823	\$56,857
26	25	\$52,303	\$53,756	\$54,789	\$55,823	\$56,857
27	26	\$52,303	\$53,756	\$54,789	\$55,823	\$56,857
28	27	\$53,729	\$55,223	\$56,288	\$57,354	\$58,420
29	28	\$55,197	\$56,736	\$57,834	\$58,931	\$60,029





## CADDO PARISH SCHOOL BOARD TEACHER SALARY SCHEDULE



Effective: June 2010

EXPERIENCE	BA DEGREE	MA DEGREE	MA+30 DEGREE	SPECIALIST DEGREE	DOCTORATE DEGREE
0	40,414	41,459	41,724	42,812	44,156
1	40,929	41,975	42,240	43,322	44,670
2	41,446	42,489	42,753	43,841	45,184
3	41,959	43,003	43,267	44,355	45,936
4	41,974	43,015	43,281	44,370	46,230
5	42,186	43,490	43,875	44,955	46,719
6	42,504	44,041	44,572	45,677	47,308
7	43,010	44,835	45,495	46,601	48,098
8	43,512	45,626	46,416	47,519	48,887
9	44,305	46,413	47,336	48,444	49,676
10	45,096	47,205	48,258	49,361	50,472
11	45,994	47,992	49,183	50,282	51,257
12	46,912	48,949	50,104	51,204	52,044
13	47,623	49,933	51,106	52,232	53,081
14	47,934	50,157	51,333	52,458	53,306
15	47,934	50,157	51,333	52,458	53,306
16	48,987	51,271	52,482	53,637	54,502
17	48,987	51,271	52,482	53,637	54,502
18	49,311	51,610	52,829	53,992	54,864
19	50,067	52,409	53,655	54,841	55,724
20-21	50,388	52,747	54,002	55,195	56,083
22-23	51,660	54,085	55,384	56,608	57,520
24	52,149	54,601	55,914	57,150	58,071
25	52,952	55,453	56,791	58,050	58,766
26-27	53,269	55,784	57,131	58,398	59,337
28-29	53,586	56,117	57,472	58,746	59,690
30	53,902	56,452	57,813	59,096	60,046



*2 §418. Salaries; teachers and other school employees*

*A.(1) The governing authority of each local public elementary and secondary school, the state special schools, and the schools and programs administered through the special school district shall establish salary schedules by which to determine the salaries to be paid to teachers and all other school employees. The salaries as provided therein shall be considered as full compensation for all work required and performed within each employee's prescribed scope of duties and responsibilities.*

*(2) Such salary schedules shall be established and published not later than January 1, 2013, and shall become effective for all employees not later than the beginning of the 2013-2014 school year.*

The law specifically states criteria for certified employees. The law goes on to say,

*C.(1) The amount of the annual salary paid to a teacher or other school employee in any school year shall not be reduced below the amount of such salary paid during the previous school year, nor shall the amount of the annual salary paid to such school personnel be reduced at any time during an academic year.*

So, generally, while your gross income will not decrease, you could very well find your salary effectively “frozen.”

### Insurance

The cost of insurance in both parishes has continued to rise. While this is not surprising, increasing the cost of insurance without a payroll increase is essentially a pay cut. It is in the best interest of employers to provide better pay, better working conditions, and better benefits to their employees. (Oh wait, that’s what we fight for; [why wait, join now.](#))

In Caddo Parish, “active school board members are eligible to participate in the Caddo Parish School Board employee insurance plans. Their benefits and premiums are identical to other active CPSB employees. CPSB members are also subject to the eligibility requirements of each insurance plan.”

In Bossier Parish, “the Bossier Parish School Board shall contract with a health care provider for health, hospitalization, and life insurance benefits for its eligible employees, retirees, and/or their spouses and children. The Board may pay any portion of an employee's premium it so designates. Employees and retirees shall be responsible for any portion of the employee’s health care premium not paid by the Board.”

AFT MEMBERS  
**pay less for wireless.**

**GET MORE FROM MEMBERSHIP**

**+ AT&T Wireless Discount**  
Discount of 15 percent on wireless plans with AT&T, the only unionized wireless company.

**+ for more information about this and other savings:**  
**aft.org/members**

**AFT +** is your advocate. For information on all **AFT +** programs, call 800-238-1133, ext. 8643, or e-mail [aftplus@aft.org](mailto:aftplus@aft.org). The AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800-238-1133, ext. 4493; send an e-mail to [disclosureinfo@aft.org](mailto:disclosureinfo@aft.org); or visit [www.aft.org/benefits/disclosure](http://www.aft.org/benefits/disclosure).



**AFT +**  
Member Benefits

**Red River United**

**Membership Application and Payroll Deduction Authorization**

I hereby authorize the Caddo Parish or Bossier Parish School Board to deduct dues for Red River United from my paychecks. Dues are continuous and set by the membership in accordance with the Constitution. I understand that I may cancel this authorization at any time by written notification to the Caddo Parish or Bossier Parish School Board payroll department and Red River United.

Please check the appropriate box: **Bossier** ☐ Teacher ☐ Support Personnel **Caddo** ☐ Teacher ☐ Support Personnel

Full SSN or Current Employee # \_\_\_\_\_ First Name \_\_\_\_\_ M.I. \_\_\_\_\_ Last Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
Home Phone \_\_\_\_\_

Preferred Email Address \_\_\_\_\_ Cell Phone \_\_\_\_\_  
☐ Yes, it's okay to email me. ☐ Yes, it's okay to text me. (data rates apply)

School/Worksite \_\_\_\_\_ Position \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

RECRUITER: \_\_\_\_\_

## AFT + Member Benefits

With access to a wealth of opportunities and resources, the AFT has something for you.

- Working together, we improve the quality of the services we provide to make our institutions better and stronger.
- By standing with our 1.5 million members, we make our voices heard on the national, state and local levels.
- We don't simply work *in* a community, we work *with* our community to better our neighborhoods and achieve social justice for all.

As an AFT member and through involvement in your local union, you have an advantage. You have the power to bargain; the power to negotiate; and the power to change things, win improvements, and achieve goals that matter to you and to the people you serve.

Your advantage also comes with the purchasing power of 1.5 million members. Together, we can access a wide array of high-quality programs and services. This is just a sampling of AFT + member benefits.

[AFT + ENDORSED INSURANCE](#)  
[HEALTH](#)  
[LEGAL AND FINANCIAL SERVICES](#)  
[TRAVEL AND ENTERTAINMENT](#)  
[SHOPPING](#)  
[SCHOLARSHIPS](#)  
[LOAN FORGIVENESS](#)

For information about AFT + programs, please contact AFT + at 800/238-1133, ext. 8643, or e-mail [aftplus@aft.org](mailto:aftplus@aft.org).

The AFT Benefit Trust has an expense reimbursement/endorsement arrangement with the providers of many of the products promoted. For information about contractual expense reimbursement and/or endorsement arrangements with providers of endorsed programs, please call AFT financial services at 800/238-1133, ext. 4493, or send an e-mail to [disclosure-info@aft.org](mailto:disclosure-info@aft.org), or read [our disclosure](#).

Questions, comments, concerns, and/or ideas? Email us at [redriverunitedl@redriverunited.org](mailto:redriverunitedl@redriverunited.org).

## How I Spent My Summer Vacation ...

...Vacation, hmmm, we were working for you. We visited Summer School and Summer Remediation sites to bring you a treat. Before instruction began, during lunch, or directly after instruction ended, you saw us at your worksite sometime in June. We truly appreciate all you do for our boys and girls. We sincerely thank you!

### Teacher Tip

"You know those free paint chip samples you get at the hardware store? I used them in a vocabulary lesson to teach antonym/ synonym, multiple meanings, and shades of meaning. One example would be to put cold on one end of a strip and hot on the other end. With a partner, students brainstorm words that fit in between.

This was also helpful in writing. To replace overused words e.g. I and said...students can use the strips to write synonyms of those words, making their writing more 'colorful'." - Calley A. Schneider, Central Park Elementary, Bossier Parish Schools (Note: Ms. Schneider formerly taught at Claiborne Elementary in Caddo Parish.)

Submit a **Teacher Tip** by filling out this [form](#). You can also contact the Red River United office at 318-424-4579 or email [redriverunited@redriverunited.org](mailto:redriverunited@redriverunited.org). If we use your Teacher Tip online, we will pay you \$25.

### Mark Your Calendars

So, what are you doing on the 2nd Saturday of the month? Red River United will be busy with its New Teacher Academy and All Member Meeting. (Following the New Teacher Academy, well, starting at 1 p.m., because we need to eat lunch, we will have an All Member Meeting. The membership meeting will last one (1) hour.) We look forward to seeing you on October 13th, November 10th, and December 8th. [CLICK HERE TO SEE OUR EVENTS CALENDAR.](#)

## Red River United

Caddo Federation  
of Teachers &  
Support Personnel



Bossier Federation  
of Teachers &  
School Employees

1726 Line Avenue  
Shreveport, LA 71101  
Phone: (318) 424-4579  
Fax: (318) 424-4503

Email:

[redriverunited\[@\]redriverunited.org](mailto:redriverunited[@]redriverunited.org)  
[www.redriverunited.org](http://www.redriverunited.org)



Like Us On  
facebook



FOLLOW US ON  
twitter

Join Red River United Today. Use this online application (encrypted e-signature for your safety) and you are automatically a member!

Red River United offers professional development classes. Our "Red River After Hours" and "New Teacher Academy" are a great source of information.

American Federation of Teachers offers amazing discounts.

Share my lesson is a NEW tool available on the American Federation of Teachers web-site.

Questions, comments, concerns, and/or ideas? Email us at [redriverunited\[@\]redriverunited.org](mailto:redriverunited[@]redriverunited.org).