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From: Gould, Robert

Sent: Wednesday, November 05, 2008 9:18 PM

To: Jupp, Brad; Cunningham, Debra; Masteller, Kathleen; Wolfard, Dennis;  
Roman, Henry

Cc: kursetta@nea.org; Garcia, Lawrence

Subject: CPE rules clarification note

Hey all,

Henry, Lawrence, and I were talking and we just wanted to clarify the application of the CPE rule, we have had some questions from members:

Below you will find our interpretation of a conversation that I have had with both Brad and Henry.

Brad and Henry: Did I cover our conversation correctly?

Rule: CPE salary increases are discontinued for teachers with over 14 years of service credit. This rule does not go into effect until the 2009-2010 School Year.

Scenario #1- A ProComp teacher, on a formal evaluation year, despite the number of years service credit, is given a "satisfactory" CPE in May 2009.

Result: The teacher receives a salary increase in September 2009 as the rule had not taken effect when the teacher had the evaluation.

Scenario #2- A ProComp teacher with 15 years or more service credit is given a "satisfactory" CPE in May 2010.

Result: The teacher does not receive a salary increase in September 2010 as the rule had taken effect when the teacher had the evaluation.

Scenario #3- A ProComp teacher with 14 years, or less, of service credit is given a "satisfactory" in May 2010 (and thereafter)

Result: The teacher receives a salary increase in September 2010 as the teacher had less than 15 years of service credit when the teacher had the evaluation.

Rob Gould  
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