



NEWSLINER

Visit our website at www.cft-aft.org

April 11, 2014

Kelly Singleton, Editor

A Message From the President

Dear Colleagues,

I hope everyone had a very relaxing Spring Break! As you know, CPS began negotiations with CFT on February 16, 2014. Our goal is to be completed with the final contract language by the first week of May 2014, so we can complete our voting process to ratify our next contract.

We began scheduling CFT Chapter Meetings prior to Spring Break; so if your school has not had a negotiation update meeting, please ask your Building Rep to call the CFT office to schedule your meeting. We want everyone informed with what is happening in negotiations. This meeting is very important for everyone to attend!

These are some of the topics that will impact your job:

1. Compensation Package/ Benefits
2. Classroom Overloads
3. Career-In Teaching
4. A Fair and Accurate Teacher Evaluation System including Appeal Process
5. Teacher Transfer Process
6. Appropriate Special Ed. Staffing
7. Staff's Residency Status for their Children
8. Future of A2E/A2S with Appropriate Services and Transitions
9. Length of Day/Year
10. Teacher Recruitment and Retention
11. School Leadership/Teacher Voice

It is imperative that everyone becomes involved and stays updated by your BR. To date, I am not satisfied with the district. We are professionals and should be treated accordingly. Stay Abreast - we may need to take further actions!

I hope to see everyone at the "Clap-in" on Saturday, April 12 from 8:30-9:00 a.m. at the Ed Center.

In Solidarity,
Julie



Did you know? Salary Comparisons of CPS with the 17 other Hamilton County Districts

Master's Degree	Starting Salary	Year 3	Year 5	Year 13	Year 15	Year 22	Year 30
CPS's Rank with Area Districts	6 th out of 17	9 th out of 17	6 th out of 17	10 th out of 17	15 th out of 17	15 th out of 17	12 th out of 17
Bachelor's Degree	Starting Salary	Year 3	Year 5	Year 13	Year 15	Year 22	Year 30
CPS's Rank with Area Districts	4 th out of 17	6 th out of 17	3 rd out of 17	10 th out of 17	13 th out of 17	11 th out of 17	6 th out of 17

As CFT continues to monitor the district's budget we have done an analysis of the public school districts in Hamilton County. This sample of salaries confirms exactly what every employee in the district has felt with their own pockets. Our salaries have remained stagnate as the cost of living in Ohio has increased by 24%.

What I have noticed is that CPS does not value Experience or Training for their employees. Our career earnings are also in the bottom half for Hamilton County – CPS is ranked 12th out of 17 with a masters.

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UNION MEETING

The next regular CFT/CFOP membership meeting will be held on **April 16, 2014 @ 5:30 p.m.** at the Thom Moore Building (Laborer's Hall) located at: 3457 Montgomery Rd.
BR briefing is held at 5:00 before the membership meeting.

Criminal Background Check Updates Required

State law requires holders of permanent certificates and permanent non-tax certificates to complete an updated Federal Bureau of Investigation (FBI) background check every five years. An updated Ohio Bureau of Criminal Investigation (BCI) background check is also required if the certificate holder has lived outside Ohio within the past five years.

The current school year is the five-year anniversary of the implementation of this requirement, which means that these certificate holders need to update their criminal background checks with the Ohio Department of Education if they have not already done so.

The department requests that these background checks be completed through WebCheck, which allows fingerprints to be sent immediately to BCI for fastest processing. WebCheck sites are posted on the Attorney General's website. When completing this process, educators need to ensure that the WebCheck operator selects the option for results to be sent to the Ohio Department of Education. A permanent or permanent non-tax certificate may be inactivated if the certificate holder does not com-

ply with these criminal background check requirements. Persons with inactivated educator certificates are not permitted to work in Ohio schools.

Contact the Office of Educator Licensure at educator.licensure@education.ohio.gov or at (614) 466-3693 or toll-free at (877) 644-6338, if you have questions.



See more at: <http://oh.aft.org/professional-issues/criminal-background-check-updates-required-permanent-non-tax-certificate-holders#sthash.i8mBiTxd.dpuf>

Benefits of Belonging.....Scholarships!

Full membership in CFT/CFOP provides our members and their children with access to various scholarships.

CFT/CFOP Scholarship—this scholarship application is available to all members' children who are high school seniors and also to CFOP clerical personnel who are furthering their education leading to a BA/BS degree. Visit the CFT/CFOP website at www.cft-aft.org for scholarship guidelines and application. The application deadline **April 9, 2014** (check with the CFT office to see if an extension has been issued).

[The Ohio Federation of Teachers Tom Mooney Memorial Scholarship.](#)

The Tom Mooney Memorial Scholarship Fund was established in December 2006 to honor late OFT President Tom Mooney's legacy in public education and union work and to help others pursue his passions for social justice and political action. Visit <http://oh.aft.org/member-benefits/tom-mooney-memorial-scholarship> for more information. The application deadline is **April 30, 2014**.

[American Federation of Teachers Robert G. Porter Scholars Program](#)

As part of the Robert G. Porter Scholars Program, AFT offers \$8,000 scholarships to four high-achieving high school seniors who are the dependents of AFT members and 10 grants of (\$1,000 each) are available to AFT members from all divisions that seek to implement ideas for their union about the role union members can play in collectively reclaiming the promise. Learn more by visiting <http://www.aft.org/benefits/scholarships/>

Tara Warren Featured on Share My Lesson Website

March 19, 2014

"When the Cincinnati Federation of Teachers introduced me to Share My Lesson earlier this school year, I had no idea how it would transform my appreciation for educators globally.

From my first log in, I realized that this site was different. I did not know what to expect but I what I do know is that I opened a door to a place that I have not seen before in education. I was astonished by the multitude of resources that were already uploaded, especially knowing that this was a fairly new site. I could search for lessons, videos, and even resources for me to use to enhance my knowledge as an educator.

After spending five years as a math teacher, I am currently an Instructional Coach for the Cincinnati Public School District. So as you can imagine, I was ecstatic to

find Share My Lesson. It gave me an avenue to extend great resources to teachers that I work with daily. SML also provided me a place to get some personal professional development on topics and content that I needed a little more information on to effectively share with teachers.

Since my first log in, I have been able to share and use [SML](#) on a weekly basis. The teachers that I work with search for Common Core aligned lessons and resources and have found that as time passes, the resources are becoming more rich and plentiful! What an awesome place to find nuggets of wonderful resources!"



Tara Warren is a Common Core Instructional Coach in the Cincinnati Public School District, where she coaches K –

6 Math teachers. Prior to coaching, taught Tara taught math for 5 years. She believes that you can learn something from everyone and looks at every experience as a learning experience.



Article courtesy of: <http://classroomvoices.org/>



AFT INNOVATION FUND

Teachers in the five AFT Innovation Fund Grant Schools have been working hard, focusing their lesson planning and instructional practice to implement the major shifts in Common Core State Standards (CCSS) through usage of The Instructional Practice Guide (IPG), a tool designed by Student Achievement Partners (achievethecore.org). All teachers at the 5 Focus Schools, Cheviot, Covedale, Dater Montessori, Midway and Saylor Park, received specific training on usage of the IPGs based on chosen Core Actions in ELA and Math. Common Core Coaches Theresa Allen and Linda Johnson have also provided support and resources to assist teachers in their quest to make the transition to full implementation of Common Core Standards.

In January and February, teachers were offered additional training through Professional Development courses in ELA (on Text Complexity and Text-Dependent Questions) and in Math, (using Math Solutions) with developing questioning

strategies and facilitating student discourse to increase rigor, and develop critical thinking and problem solving skills. (Mathematical Practice 3: Construct viable arguments and critique reasoning of others and Mathematical Practice 6: Attend to precision.) During the PD sessions, teachers received help registering and becoming more familiar navigating websites with a plethora of Common Core resources such as Edmodo, ReadWorks and ShareMyLesson. In addition, teachers learned how to navigate achievethecore.org, a site where teachers are shown how to access iTunesU courses on Common Core, available for self-study. Participants also received packets with a variety of CCSS materials and digital resources.

Peer-to-peer classroom visits are now underway in the Focus Schools, with teachers having the opportunity to visit one another using the Instructional Practice Guide to observe evidence of successful Common Core instruction. Teachers' reflections on peer visits have been positive. We are very encouraged, based on the immediate feedback we've received from teachers in the Focus Schools where multiple teacher

visits have occurred, that turning over the usage of IPGs to teachers and choosing one Core Action focus in ELA and Math has been a valuable and worthwhile experience. One teacher wrote, "IPGs are a great aid to understanding Common Core implementation. It's great to have the coaches to dialog with during this transition period." Teachers have also reflected that this opportunity has helped them not only "guide their lesson planning", but also helped them "increase their focus on the changes/shifts that CCSS require in instructional practice." In turn, IPG usage has helped teachers guide students' transition to becoming more active participants in their own learning. Kudos to all involved and many thanks to each Leadership Team and staff for their willingness to participate in the AFT Innovation Fund Grant Project in order to achieve success with implementing Common Core State Standards!



2014 AFT Convention Call
American Federation of Teachers Convention
July 10, 11, 12, 13 - 2014
Los Angeles Convention Center
Los Angeles, CA

DELEGATES TO THE 2014 AFT CONVENTION WILL BE ELECTED AT THE April 16th CFT/CFOP MEMBERSHIP MEETING, 5:30 p.m., Laborer's Hall, 3457 Montgomery Road. At least one elected delegates shall be a CFOP Member. (The CFT President & CFT 1st Vice President are automatic delegates.) Any CFT/CFOP member in good standing who wishes to have her/his name placed on the AFT Convention Ballot must send in their name, IN WRITING, to Julia Wiant, c/o CFT office, no later than 4:00 p.m., TUESDAY, APRIL 15th. Send via the pony or e mail: jwiant@cft-aft.org (No phone calls.)

of delegates to be elected & delegate expenses will be presented in March to CFT's Executive Council and to the March Membership, after CFT's Budget Committee meets.

**DON'T JUST STAND BY
AND WATCH, GET
INVOLVED!!**

UNION MEETING IN SESSION

R. FLORES
LABOR CARTOONS

Cincinnati Federation of Teachers
Cincinnati Federation of Office Professionals
2055 Reading Rd., Suite 120
Cincinnati, Ohio 45202
513-961-2272
Local 1520, AFT-OFT / AFL-CIO

Return Service Requested

Non-Profit Organization
US Postage
PAID
Cincinnati, Ohio
Permit No. 1834

Classifieds & More!

Ohio's Voter Bill of Rights

State Representative Alicia Reece, Chair of Ohioans For A Voters Bill of Rights released the following statement in response to Mike DeWine's decision:

"Today marks a victory for Ohio voters as we made a major step forward with the certification of the Ohio Voter Bill of Rights by the Ohio Attorney General. This puts us one step closer in getting this historic initiative on the ballot so that voters in Ohio will have a say in protecting their voting rights."

Representative Alicia Reece, of Cincinnati, is President of the Ohio Legislative Black Caucus and Chair of Ohioans For A Voters Bill of Rights.

CFT will be working to help collect signatures to get language on the November Ballot to protect Ohio's Voting Rights.

VACATION FOR SALE: Need a summer getaway? For those who like to travel, I will be selling three of my vacation weeks for this upcoming summer. Travel includes a 1-2 Bdrm, one week fully equipped condo stay in places like Hawaii, Nevis, Bahamas, Florida, the Carolinas (Hilton Head/Myrtle Beach), California, etc. Cost: Option A: \$375/wk (final cost) or Option B: \$500/wk (additional fees). Email dlhteacher78@yahoo.com if you are interested with contact info and I will call you back.



Shed those winter blues and sign up for the CFT School Masters Golf League. Play begins April 15 at Avon Fields on Reading Road and continues for eight consecutive Tuesdays. Tee times start at 3:30, and golfers of all ability levels are welcome. League has existed over 50 years to provide fun and exercise in a beautiful setting.

Openings are limited so join today by contacting Joe Wilmers at wilmers@fuse.net or 513-379-4790.



Cincinnati
Federation of
Teachers

50th Anniversary
We are 50 years STRONG!