



Cincinnati Federation of Teachers

# NEWSLINER

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Kelly Singleton, Editor

## A Message From the President

Dear Colleagues,

I hope everyone is getting into the groove of another busy school year. We all realize and appreciate how dedicated everyone is to the implementation of the Common Core State Standards and Student Learning Objectives. Please contact your CCSS coach if you have any questions or need help locating resources. They are there to provide assistance and support for your success.

Thanks to our many volunteers who made this year's

Labor Day event a great success! I would like to extend kudos to Robert Sturdevant, CFT's Chief Labor Delegate. He always takes his job of organizing and planning for the picnic very seriously. Special Thanks to Joyce Johnson and her brother who did an outstanding job as our grill masters. They spent hours cooking our food to perfection and Ed Jasper provided us with a grill large enough to cook 800 entrees. The new Secretary of Labor, Tom Perez was our special guest.

Again this year, CFT has been chosen to participate in the AFT Teacher Leaders Institute. There will be fifteen teachers chosen to be part of our cadre that will develop the knowledge and skills to influence policy locally, statewide and nationally. I hope that you will consider applying to be part of this program. Vonita Herald of Dater High School will be this year's facilitator.

In Solidarity,

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## SAVE THE DATE...Fall Celebration, Oct. 18



This year's CFT/CFOP annual Fall Celebration will take place at Holy Trinity—St. Nicholas Greek Orthodox Church on Winton Rd. Food, drinks and live music will be provided. Members are asked to bring their CFT/CFOP membership card, CPS Employee ID or CPS check stub to gain entry to the event. Be sure not to miss the CFT/CFOP social event of the year. Hope to see you there!

**What:** CFT/CFOP Annual Fall Celebration

**When:** Friday, October 18, 2013

**Where:** 7000 Winton Rd., 45224

**Time:** 4:00 pm—7:00 pm

**Other:** Free to Members and Fair Share Payers. Guests are \$20.00 at the door and must be accompanied by a CFT/CFOP member

## UNION MEETING

The next regular CFT/CFOP membership meeting will be held on **October 9 @ 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.

## Contract Corner by Don Luckie, CFT Field Representative

Welcome back! I hope you've had a great start to the school year! This edition of **Contract Corner** will focus on section 500 Class Size.

**Section 500, which begins on page 57 of the CBA,** provides an explanation of all stipulations concerning class size compliance and a chart which list the class size limits for each grade level. At this time of the year, we, at the CFT office, are primarily focused on part four, Enforcement Procedures.

**The Teacher Allocation Committee or TAC** is the enforcement body responsible

for ensuring that all classes are in compliance with the CBA. The committee is made up of 10 administrators and 10 CFT members who represent the various staffing groups, Special Ed., Elementary Ed., High School, etc. We are scheduled to meet on **Wednesday, September 18<sup>th</sup>**.

At that time, we will review every classroom in the district and make recommendations for compliance. As we prepare for the TAC meeting, we are asking that each Building Representative send in to the CFT office all classroom counts as soon as possible. **This**

**also includes whether or not you have a Para-Professional.**

The CFT Leadership understands that some of you are "grossly" out of compliance and we ask for your continued patience and support as we move through this process. It generally takes several weeks after TAC to get all of the needed personnel in place.



## Third Grade Reading Guarantee Update

As challenges arise in education, school districts must implement strategies and processes to address the challenge. The 3rd Grade Reading Guarantee is one of the most recent challenges for our Ohio school districts.

In 2012, Ohio was one of 14 states to pass legislation geared toward improving 3rd-grade literacy and have put in place a retention rule that holds back students who are not reading at grade level. It is important to note there are exceptions for students in specific circumstances. The Ohio Department of Education's *What it Means for You* [video](http://www.youtube.com/watch?v=v2GEJJAXWEE&feature=youtu.be) (<http://www.youtube.com/watch?v=v2GEJJAXWEE&feature=youtu.be>) provides a quick overview of the 3rd Grade Reading Guarantee, and can also serve as a great resource when communicating with parents about the initiative. You may want to show at a parent meeting.

This fall, Ohio districts must meet the following based on the requirements posted on the [Ohio Department of Education's website](http://education.ohio.gov/Topics/Early-Learning/Third-Grade-Reading-Guarantee): (<http://education.ohio.gov/Topics/Early-Learning/Third-Grade-Reading-Guarantee>)

- All students will be tested by September 30, 2013.
- Notices will be sent home to the parent or guardian of the child "not on track."
- Reading Improvement Monitoring Plan (RIMP) will be developed for all students who are not on track, including students with disabilities.
- As part of the RIMP, students will be re-grouped based on needed skill sets. Students not on track will receive an additional 30 minutes of intervention beyond the core reading program.

## Share My Lesson.....Sign Up Today!

The kids are back. The standards are new. The learners' needs are diverse and demanding, and the return to the routines of the school day will be a challenge for everyone.

To successfully meet the pressures of the impending school year, sign up for [Share My Lesson](http://www.sharemylesson.com/). (<http://www.sharemylesson.com/>) **Your BR has cards you can fill out.**



More than 300,000 of your colleagues nationwide are sharing their best lesson plans and classroom resources, giving you new ideas and saving you countless hours of preparation. More than 265,000 free instructional resources are there for you to download and adapt to your unique situation. Share My Lesson's Common Core Information Center offers 7,000-plus resources that have been vetted for quality and carefully aligned with the standards. See the model lessons to

better understand the standards and get ideas for your own teaching. Interact with thousands of professionals through the website's communities and blogs, helping all of us to be our best at what we do.

Developed by AFT in partnership with TES Connect, Share My Lesson is a gift to the teaching profession. It's your union actively supporting your professional success. And best of all, the Share My Lesson site will always be free.

## "Right to Work" is Wrong for Ohio

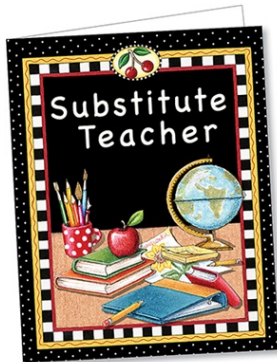
Two members of the Ohio House introduced separate pieces of legislation attacking workers' rights to join a union. The so-called right to work laws in other states has forced wages down, left more workers without health insurance, and increased poverty. These anti-worker laws decrease education spending by \$3,300 per student. Ohioans and our communities can't take this assault. Right to work is misleading, unfair, and unsafe. Don't trust it.

## Points of Importance for the Substitute Teacher by Scott LeCates

"So who are you today?" This is a common "welcoming" statement heard by the substitute teachers who serve as vital members of the CPS learning community.

The substitute teacher and the host school of service should engage in a respectful relationship to ensure that students are served in the best way possible.

As your Substitute Teacher Area Coordinator, I'd like to review some key points of substitute teaching, as the interim service of "subbing" begins this school year. First of all, it is important for all



substitutes to sign a green card designating official membership in the CFT. Membership must be renewed each year. Membership enables voting rights in our union, allows the substitute to participate in contract ratification, and provides many membership benefits. Substitutes can acquire a green card from the CFT Building Representative in any school building. Send the signed card via the CPS pony mail, or sign at the CFT Office located at 2055 Reading Road #120, 45202.

Subs should read the CFT contract provisions applicable to subs in order to know their status and role per the con-

tract. The CBA is posted on the CFT and CPS websites, and can also be acquired at the CFT office. Any problems or concerns related to substitute service can be directed to me by way of the CFT office.

Remember that subs are serving as guests utilizing public school property. Personal correspondence on CPS computers is neither professional nor condoned by CPS administration. Subs are expected to be engaged in classroom management and teaching duties during the assigned time of service, but are not required to perform duties outside of the applicable contractual guidelines. Subs should always remember that they are the classroom teacher in charge during the time of service, present and responsible.

## Public Employees & Technology

**REMEMBER: Public Employees do not have privacy when using any school technology.**

Schools can be held liable for failing to detect "indecent" material. Therefore, teachers are not guaranteed privacy when using any school technology.

Federal Rules of Civil Procedures require all public entities to archive electronic documents for legal proceedings. If they are unable to produce the documents, juries are permitted to assume that they

contain incriminating evidence, which makes it prudent for schools to archive ALL e-mails.

Employers are not required by law to disclose to their employees that they are being electronically monitored. The only places where employees can expect to be free from surveillance are in bathrooms and locker rooms.

Electronic Monitoring may include: video surveillance, telephone monitor-

ing, e-mail and voice mail monitoring, computer keystroke tracking, Internet website monitoring, location tracking in badges, and satellite tracking of company vehicles.



All emails that are sent or received on the CPS Network are considered public documents. This includes any personal emails read via a personal account on a CPS computer.

## Digital Citizenship and Cyber Safety

What is digital citizenship? Teaching users the rules of good citizenship online; this usually includes email etiquette, protecting private information, staying safe online, and how to deal with bullying, whether you're a target or a bystander. A CPS Blackboard course has been created to give teachers and schools access to

lessons for all grade levels for Digital Citizenship. Within this Blackboard course you will find links to age appropriate digital citizenship and cyber safety lessons and videos, parent workshop resources, and professional development.

You will also find information about EasyTech Online Safety training for students, which is a free resource from eTech Ohio that provides students with the skills to be safe, ethical digital citizens as they communicate online. Go to: <http://tinyurl.com/qfstpaj> to learn more.

## AFL-CIO School Grants Commemorate March on Washington

The AFL-CIO on Sept. 8 awarded \$5,000 Adopt-a-School grants to 21 public schools across the country to support curriculum on the vital connection between workers' rights and civil rights. AFT members work at 19 of those schools.

The grants and scholarships were awarded to commemorate the 50th anniversary of the March on Washington for Jobs and Freedom.

"Education is the pathway to opportunity. An excellent public education for all children is an economic necessity, an anchor of democracy, a moral imperative and a fundamental civil right, without which none of our other rights can be fully realized," says AFT President Randi Weingarten. "These grants and scholarships will help today's students understand the civil rights and workers' rights struggles of

the past so that they can be part of the next generation to help reclaim the promise of public education and part of a society where there is no discrimination based on race, sex, ethnicity, or sexual orientation."

CFT was the recipient of one of the Adopt-a-School Grants.

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*

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PAID  
Cincinnati, Ohio  
Permit No. 1834

## Classifieds & More!

OCIRA Fall Conference: Celebrating Outstanding Reading Educators, Saturday October 12, 2013 at UC Blue Ash, 9555 Plainfield Road. Guest speakers include Sharon Draper, Shelley Pearsall, Barry Lane, Jane Feber and Laurie Elish-Piper. There will be various breakout sessions and college credit available through Ashland College. Registration begins at 7:00 am, Welcome at 8:00 am and Closing at 3:15. Door prizes will also be given. Register at [www.eventbrite.com/event/6931120167/eorg](http://www.eventbrite.com/event/6931120167/eorg).



## PARCC Releases New Sample Items

The Partnership for Assessment of Readiness for College and Careers (PARCC), a 19-state consortium working together to create next generation assessments, released additional sample items for both [English language arts/literacy](#) and [mathematics](#). The sample items show how PARCC is developing tasks to measure the critical content and skills found in the Common Core State Standards (CCSS).

The release of paper-based items is the first of two that PARCC will be providing throughout the remainder of the calendar year. PARCC will provide a complementary set of paper-based items in October so that there will be sample items in each grade level. In November, all sample items will be re-released on the technology platform that students will use for the spring field test, providing an early opportunity for students and educators to engage with the tools and functionalities on the assessment.

The primary purpose of sharing sample items is to provide information and to support educators as they continue the transition to the CCSS and the PARCC assessments. The sample items presented on the PARCC website demonstrate that core shifts at the heart of the CCSS are also integrated into the design of PARCC's assessments. For more information about PARCC, visit [www.parconline.org](http://www.parconline.org).



Take a walk down the Champs-Elysees, or do you prefer the La Rambla? See for yourself while you visit Paris and Barcelona, while stopping in Nimes along the way leaving Cincinnati July 16, 2013 for 9 days. The all-inclusive cost includes airfare from CVG for \$4463 and includes a \$100 deduction if you put down your \$495 deposit before November 1, 2013. This deposit also insures the price. Additional sightseeing ad-ons are available in addition to the itinerary. There will be college credit available through Ashland College at a reasonable rate. If you are interested, send an email to [huntercathy@hotmail.com](mailto:huntercathy@hotmail.com) for materials and registration.