



NEWSLINER

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January 14, 2014

Kelly Singleton, Editor

Calamity Make-Up Day Clarification for February 10, 2014

As most of you have heard, the district is requesting from the Board of Ed that the January 28th Inclement Weather Day be rescheduled and made-up on February 10. The state allows each district in the State of Ohio to use 5 days before they need to be made up. January 28, 2014 was the 6th day for the 2013-14 school year.

According to Contract:

All teachers are under contract to work 191-Days for the district. In turn, the district is responsible to report to the state how each day is posted in EMIS. These days are based on the Ohio Revised Code 3313.48; there are a minimum number of school days per year.

February 10th was a banked day for teachers to complete four 1.5 hours Learning Team (LT) sessions. Since teachers were paid for January 28 and students lost their 6th instructional day, that day will have to be made up before the end of the 2013-14 school year.

Therefore, I am sure that the district will code February 10th as an instructional day for students and will code the banked PD day for Learning Teams on January 28. This would mean that we are even with the state and will not have to take any days from Spring Break or extend the school year. To be clear, teachers are still under contract to complete learning teams to fulfill their 191-Day contract.

Q & A:

♦ Can students come on May 30th to make up the calamity day?

✓ We can but teachers would also need to report on Monday, June 2 to fulfill their 191-Day Contract. This would impact many teachers who have signed up to take summer courses, planned summer vacations, or begin summer school.

♦ Can we skip the rest of the Learning Teams?

✓ No, because the LT PD day is also a contractual work-

day. Actually, the 3 PD days that we have scheduled are consider student instructional days based on a special waiver from the state.

♦ Will Governor Kasich just forgive the extra calamity days, so we don't have to make them up?

✓ Gov. Kasich is requesting that Legislatures allow that to happen. The district has not applied for those days yet, so there is no guarantee that they will happen. The Board of Ed and the Union will also have to sign-off for that waiver. There is also no guarantee that the board will sign-off.

✓ If the "Blizzard" Bags are granted, teachers will have to post, collect, and grade their students' work to grant it as an instructional day.

In Solidarity,  
Julie

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UNION MEETING

The next regular CFT/ CFOP membership meeting will be held on February 12, 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.

Congratulations to:

Toresa Jenkins—Taft STEM Elementary

Rebecca Tully—Auxiliary Services

For achieving National Board Certification

Congratulations to:

Catherine Lasso-Gayol

For achieving Nationally Certified School Psychologist

## Negotiations Membership Action Plan by Tom Frank, CFT 2nd VP

Sisters and Brothers, as we enter into negotiations, we must be organized; inside the negotiation room and outside. President Sellers and the negotiation team have done an excellent job preparing our priorities, and now it is time for us to unveil our mobilization plan. Sister Joyce Johnson, Sister Theresa Allen, Sister Kelly Singleton and I were charged to form a "Contract Action Response Team" aka "CART" and put together a multi-part plan with simple steps to engage the members. Of course we cannot disseminate what happens in the negotiation room, but we can stand in solidarity with our negotiation team and all do our part to "Reclaim the Promise."

The first part of the plan is our "Pin It to Win It" button campaign. By now, you should have been given an "I am CFT/CFOP" button to wear on your lanyard, lapel, collar, etc. This button will identify that you are a proud CFT/CFOP member



and you support your bargaining teams.

The second part of the plan is to fill the negotiation room with snacks and light fare. While in DC, the CART met with AFT Organizer Bill Hardy, and he let us know that many other locals feed the entire negotiation team as a way of exhibiting support for their negotiators. In quoting an arbitrator, Hardy said, "The room was filled with baked goods, cookies, cakes, chips, soda, etc."

We want to convey to everyone at the bargaining table that membership supports them. The negotiation teams have a demanding schedule ahead of them. They are sacrificing every Saturday & Sunday now through the end of May to negotiate the best contract possible for us. Participating in a negotiation snack day will be a great way to highlight the creativity of the staff in your

worksite. We will be in touch with the Building Representatives to ask each school/worksite to take a Saturday and provide some sort of snacks for the negotiation teams. By doing this, we will be thanking the teams for their sacrifices while building a strong member relationship.

Other parts of the plan include "Blue Thursdays", wearing blue to show solidarity. We will have instant phone banks and send petitions to the board. In addition, "Negotiation Updates" will be sent every other week once negotiations have started, so please make sure we have a valid personal email address on file for you (please do not submit CPS email addresses). You can send an email to [cft@cft-aft.org](mailto:cft@cft-aft.org) with your name and school/work location or call Kelly at 513-961-2272. The updates we send will focus on negotiations and will highlight what different things the schools/worksites are doing to support the negotiation teams. More to come in the next weeks, so please be ready! Remember step one.....**PIN IT to WIN IT!**

## 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](http://www.cft-aft.org) for scholarship guidelines and application. The application deadline for the CFT/CFOP scholarship is April 9, 2014.

### [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/>

## Friendly Reminder about Social Media by Julie Sellers, CFT President

I think social media is a good tool. It allows you to reconnect with old friends, meet new people, network, et cetera. People use it for several different reasons. I use social media and understand that technology is here to stay, and it is advancing every day! With that being said, I would like to remind my colleagues of the danger of putting your personal business and feelings about CPS on social media. As you know, teachers are scrutinized in the media; and when you make a negative comment about CPS, the reader does not have the full perspective. Putting

your disappointments about the district on social media does not promote solidarity, and it gives the public a horrible picture of CPS. As your union president, I am always thinking about the best ways I can serve you in every capacity. If you have questions or concerns about procedures, please call our office. We have a team who is ready to assist you!



I will conclude with this quote from Brian Solis on how social media can galvanize each of us when used properly. "Social media spark a revelation that we, the people, have a voice, and through the democratization of content and ideas we can once again unite around common passions, inspire movements, and ignite change."

## Windows XP Computer Refresh Project Coming Soon from CPS's ITM

CFT would like to thank Jeff Chrystal, CPS Director of Technology Support, for providing the update below. As with any change, there are still questions and concerns that need to be addressed. Kendra Phelps, CFT Professional Issues Representative, is working with some technology coordinators to outline these points and present them to CPS Administration. If you are interested in being a part of this conversation or have any questions/concerns, please email Kendra Phelps at [kphelps@cft-aft.org](mailto:kphelps@cft-aft.org).

Due to Microsoft discontinuing support in April for the Windows XP operating system, ITM will be refreshing old computers currently running Windows XP that cannot be economically upgraded to run the Windows 7 operating system. CPS will have to pay for extended support for any computers running Windows XP after April 8, 2014, so it is in the district's best interest to replace as many of these systems as possible before then.

Principals and Technology Coordinators for schools involved in this project will meet with Jeff Chrystal, ITM's Director of Technology Support, and their Field Operations Administrator (Beth Anderson, Tiffany Halbert and Dennis Smith) to discuss specifics and time lines.

Here's what will happen during the refresh:

Teacher computers running Windows XP will be replaced with desktop computers. Most of these are the computers that were installed in the original IMS project several years ago.

Student computers running Windows XP that cannot be upgraded to run Windows 7 will be refreshed with laptop computers and mobile network carts. These will be the same carts ITM has been using, so these will contain a

network switch for use in high-stakes testing and also will contain a wireless access point to provide increased support when using the laptops on the wireless network.

To best support blended learning, student laptop computers will be used in classrooms and computer labs. Each K-2 classroom will receive two laptops; grades 3-6 will receive four laptops. High schools will be given one fully loaded mobile cart (32 laptops) for every four load-bearing teachers. Security cables and locks will be provided with all laptops going into classrooms.

Each lab being refreshed will receive a mobile network cart with 32 laptop computers. AutoCAD labs are the exception and will receive desktops.

ITM will be providing online training for teachers on the proper care and handling of laptop computers. More information about this will be forthcoming.



## TELL Cincinnati

**Goal:** To assess, analyze and improve teaching conditions in Cincinnati Public Schools, the district in partnership with Cincinnati Federation of Teachers will work with the Ohio Department of Education and the New Teacher Center to: administer a customized version of the Teaching Empowering Learning and Learning (TELL) Ohio Survey in CPS, consider results within and across schools using data dashboards and other tools, identify district, school and teacher leaders for direct support in developing and administering school improvement plans.

### Why Assess Teaching Conditions:

Teaching conditions are essential to maximize the effectiveness of educators and give every teacher the best opportunity to succeed with students. Research has consistently demonstrated that the presence of positive conditions—particularly use of time, managing student conduct and effective professional development—are significantly connected to improved student achievement. Teaching conditions such as school leadership are one of the strongest influences on where teachers choose to work.

**Why TELL:** The TELL Survey is an externally validated assessment of whether research-based conditions are present within and across schools. More than one million educators have taken the TELL Survey across 15 statewide initiatives and work in select urban districts over the past six years. NTC has worked closely with districts such as Hillsborough, FL (Tampa), Pittsburgh, Fairfax, VA and Nashville to assess teaching conditions and to support improvement planning using the results. While, more than 21,000 educators across the state took the TELL Ohio Survey in 2013.

**What Will Happen:** From February 24 through March 21, CPS in partnership with Cincinnati Federation of Teachers will survey all school based licensed educators. The anonymous survey can be taken from any internet-connected device during that time.

- Educators will be asked to share their perceptions about whether conditions that can catalyze teacher

effectiveness and student success are in place in their school by taking the TELL CPS Survey. The anonymous survey takes approximately 20-30 minutes.

- Passcode protected results for all schools with sufficient response (50 percent or more) to the TELL Survey will be provided to the entire faculty for educators to examine and use in developing school improvement strategies.
- Direct support—virtual and face-to-face—utilizing professional development curriculum, tools and resource libraries developed by the state as part of the TELL Ohio initiative (i.e. see [www.teachingconditions.org](http://www.teachingconditions.org)) will be delivered in CPS to ensure that survey results lead to improved conditions for educators within the district.

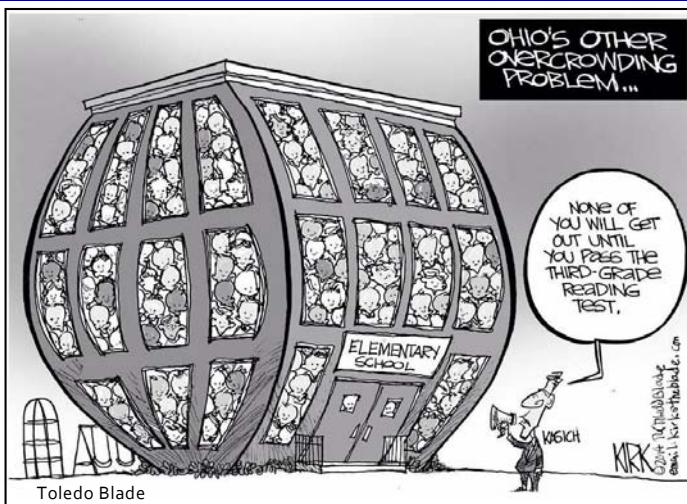


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## Classifieds & More!



### Tom Mooney Memorial Scholarship Fund Raffle Basket

It is time for the Tom Mooney Memorial Scholarship Basket. Every year at the Ohio Federation of Teachers convention, each local puts together a basket to raffle off. The proceeds from the basket raffle benefit the Tom Mooney Memorial Scholarship Fund. Anyone who would like to contribute to the scholarship basket in memory of our past president should send it to the CFT /CFOP office by February 17, 2014 . If you plan on attending union meeting on February 12, 2014 we will also be collecting money for the basket at that time. Please plan to give something.

**Let's show that Local 1520 remembers our past president.**

Thank You ! Joyce M. Johnson, Committee Member.

**FOR SALE**— Xavier University Credit Vouchers

Valued at \$535 each. Sale Price: \$400 each.  
Contact Beth at 240-1252 or  
[bestwentz@gmail.com](mailto:bestwentz@gmail.com)



**REMEMBER TO SAVE YOUR FINAL  
PAYSTUB....**

**YOUR UNION DUES ARE TAX DEDUCTIBLE!**

# GYMBOREE

Dear Cincinnati Teachers,

Gymboree Play & Music of Greater Cincinnati is looking to sell it franchise rights. This is a unique business opportunity that offers many rewards, personally and professionally. If you would like to learn more details about owning Gymboree please feel free to call Brian Kerstine at 513-885-8335 or email [bkgymbo@hotmail.com](mailto:bkgymbo@hotmail.com).