

Teacher Transfer Process 2015

All teachers can apply - not just surplus!

Objective of the Message: This is an early notice of schedule and interview panel requirements for the new "Transfer Round" for teachers.

Core Message: The new teacher "Transfer Round" process will begin February 2, 2015 and complete on March 13, 2015.

Human Resources will send out specific procedures and the interview panel form in early January.

Teacher teams should make sure that their interview panels are established and submitted to ILT. Panels include four teachers, plus administrator.

Please see the transfer round schedule below:

- Week of Feb 2** - First Posting of vacancies
- Week of Feb 9** - Interviews and selections

Week of Feb 16 - Second re-post of vacancies

Week of Feb 23 - Interviews and selections

Week of March 2 - Third re-post of vacancies

Week of March 9 - Interviews, selections and completion of transfer rounds

Procedure: As agreed in the new CFT contract, all decisions to hire are final by the school interview panel if the process for selection is followed correctly. Excerpts from contract are below. When vacancies occur, teachers in the department and/or team shall elect no more than four teachers in the unit - one of whom shall be the lead teacher in the unit, if any, to serve with the principal or designee as an interview panel. In schools, the team and the principal or designee shall constitute the interview panel, with the addition of a teacher in the same subject area as the vacancy who shall be appointed by the ILT. Interview Panels: Each team and/or department shall submit to Human Resources the names of teachers

servicing on the Interview Panels by February 1. [Building Representatives should bring the list of their building interview teams to the February Membership Meeting.](#)

Applicant Pool: The Interview Panel shall review the complete list of applicants for the posted position. Once the Interview Panel reviews the entire list, recommendations for scheduling interviews shall be made. Selection of a candidate requires the agreement between the principal and a majority of the teachers of the selection panel, and this is final.

CFT Interview 101—If you plan on participating in the upcoming transfer rounds which begin on Feb. 2 or if you are interested in serving on an interview committee within your building or department—come to this seminar and learn helpful tips to land your desired position and select the right staff.

WHEN: January 21, 2015

WHERE: CFT/CFOP Office

TIME: 4:30 pm — 6:30 pm

RSVP: Call 513-961-2272 or email:

cft@cft-aft.org subject line: Interview 101

State Board of Education Members Announce Pro-Public Education Agenda for Upcoming Year

COLUMBUS – State Board of Education Members Pat Bruns, Michael Collins, Stephanie Dodd, Bob Hagan, Ann Jacobs, Mary Rose Oakar, and Roslyn Painter-Goffi announced their agenda and areas of focus for the upcoming year. The group committed to improving public education in the state of Ohio through less reliance on testing and stronger charter school accountability, as well as advocating for a fairer system of school funding. The members of the pro-public education group support Pat Bruns for State Board of Education President and Michael Collins for Vice President.

"Our state needs to be a pro-active public education leader and provide the resources necessary to give all students the opportunity to thrive and succeed," Bruns said. "Our teachers, administrators and staff are bright, dedicated, and enthusiastic professionals focused on growing the young minds of Ohio," Bruns also criticized the state's current use of high stakes tests. "The overuse of high stakes

tests in our state stifles creativity in our classrooms and puts undue pressure on teachers and staff to teach to a test rather than to treat students as individuals, giving them the tools they will need to reach their potential," Bruns said.

Collins also wants to protect taxpayer investments in charter schools. "Students, parents, and taxpayers expect charter schools to provide a quality education and a return on the investment of tax dollars. Anytime those expectations are not met we all lose, and those operators who continue to fail Ohio ought to be held accountable and taken out of the system," Collins said.

Members also want the State Board of Education to take a more active role in advocating for a fairer system of funding Ohio's public schools. "For too long, the State Board of Education has been silent on what we believe is still an unconstitutional system of school fund-

ing," Stephanie Dodd said. "We need to find our voice again." Dodd added, "Our state constitution recognizes the importance of a 'thorough and efficient system' of public schools throughout Ohio, and Ohio's constitution also establishes the State Board of Education. We need to exercise our responsibility to be advocates for all of Ohio's 1.6 million school-children."

The pro-public education group wants an inclusive approach to the decisions made by the State Board of Education and to encourage an open dialogue to different viewpoints. Members encourage fellow board members to join this call to support public education in the state of Ohio.

Thank You Pat Bruns for representing Hamilton Co.!

March for Educational Justice by Robert Sturdevant, Chief Labor Delegate



"And even though we face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream."
Dr. Martin Luther King Jr.

As we approach the Martin Luther King holiday, I hope everyone in the Cincinnati City Schools will consider taking some time to participate in the annual march in downtown Cincinnati on Monday, January 19th. We all enjoy the time off, but this annual event is worthy of our participation. This year's observance is the 40th Annual Commemorative Civil Rights' march and has been dedicated as a march for educational justice. The Cincinnati Educational Justice Coalition (CEJC) is

one of this year's primary participants. The CEJC is a coalition of parents, community, faith and labor organization, and engaged citizens. The coalition is committed to ensuring that every child in the Cincinnati area has access to a public school system that provides an equitable and quality education in a positive learning environment. Members of the coalition stress that that community voices should be at the center of education policy. Community engagement has been a hallmark of the CFT under the leadership of President Sellers, and the event provides CFT members the excellent opportunity to come together with other concerned Cincinnati groups and citizens in a show of support for this broad-based coalition. Being visible in the community is an excellent way to strengthen our ties with the public at large and build credibility for union. The event starts at

10:30 a.m. and begins at the Freedom Center. There will be an interfaith prayer service at Fountain Square at 11 a.m. From there, the march continues to Music Hall for a program that will include speeches, music, and more commemorative presentations. I hope all of our members will consider this opportunity to honor the legacy of Dr. King and decide to join the other members of our community who are interested in preserving a strong system of public education for our future. Dr. King said, "Use me God. Show me how to take who I am, who I want to be, and what I can do, and use it for a purpose greater than myself." In that spirit, I hope to see you at this year's march.



Advanced Placement Teacher Scholarship Opportunities

High School AP Teacher Scholarships

Through three scholarship programs, the College Board offers qualifying teachers at schools without funding for professional development the opportunity to attend a weeklong AP Summer Institute (APSI) for free.

Topics covered at AP Summer Institutes include:

- AP course goals, objectives, content, resources, equipment, and bibliographies
- Syllabi, lesson plans, and assignments
- Development and grading of AP Exams
- Teaching strategies and best practices
- Ways to refresh and improve existing AP courses

All scholarship applications for summer 2015 APSIs are due by Feb. 15, 2015. Teachers may apply for multiple scholarships, but can only be awarded one.

AP Redesign Scholarships

AP Redesign scholarships are awarded to teachers with no other sources of funding who are planning to attend an AP Sum-

mer Institute for one of the following recently redesigned subjects: [AP Art History](https://advancesinap.collegeboard.org/arts-and-world-languages/art-history) (https://advancesinap.collegeboard.org/arts-and-world-languages/art-history), [AP European History](https://advancesinap.collegeboard.org/english-history-and-social-science/european-history) (https://advancesinap.collegeboard.org/english-history-and-social-science/european-history), or [AP Physics 1 or AP Physics 2](https://advancesinap.collegeboard.org/stem/physics) (https://advancesinap.collegeboard.org/stem/physics).

Scholarship criteria

Teachers must:

- Be planning to teach AP Art History, AP European History, AP Physics 1, or AP Physics 2 in the 2015-16 academic year
- Teach in districts with a median income of below \$87,500 and/or in schools at which 50 percent of students qualify for free and reduced-price lunch

Application requirements

- [2015 AP Redesign Scholarship Application](https://apsummerintitute.wufoo.com/forms/2015-ap-redesign-scholarship-application-form/) (https://apsummerintitute.wufoo.com/forms/2015-ap-redesign-scholarship-application-form/)

AP Fellows Program

AP Fellows is an annual competitive grant program that provides AP Summer Institute scholarships for high school teachers at schools serving minority or low-income students who have been traditionally underrepresented in AP courses. The \$1,000 scholarships cover the cost of APSI tuition; any remaining funds may be applied to travel and expenses.

Scholarship criteria

Teachers must:

- Be planning to teach an AP course in the 2015-16 academic year
- Teach in schools at which at least 50 percent of the student population consists of underrepresented minorities (African-American, Hispanic/Latino, and/or American Indian students), and/or at least 50 percent of the student population qualifies for free or reduced-price lunch
- Not have received a College Board APSI scholarship for the same subject within the last three years

<http://professionals.collegeboard.com/>

Cincinnati Federation of Teachers
Cincinnati Federation of Office Professionals
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Shirley Easley, M.Ed. is a third grade ELA teacher at Rothenberg Preparatory Academy. This CD is for anyone who knows anything about urban education.



CFT Interview 101

If you plan on participating in the upcoming transfer rounds which begin February 2nd or if you are interested in serving on an interview committee within your building or department - come to this seminar and learn helpful tips to land your desired position and select the right staff.

Wednesday January 21st from 4:30pm-6:30pm
CFT Office
2055 Reading Road, Suite 120
Cincinnati, Ohio 45202
RSVP by calling 513.961.2272 or email
cft@cft-aft.org

UNION starts with "U"

Y = Your Involvement

O = Organized Effort

U = Unified Goals

Join Today!