



NEWSLINER

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A Message From the President

Dear Colleagues,

I hope everyone is getting into the groove of another busy school year. In addition to working hard with the implementation of OTES, CCSS and Student Learning Objectives. These are all state legislative mandates - it is important that you remember how your state legislatures are impacting you in your classroom as your head to the polls to vote in November.

Thanks to our many volunteers

who made this year's Labor Day Picnic at Coney Island a great success! Kudos to Robert Sturdevant, CFT's Chief Labor Delegate, who always takes his job of organizing and planning for the picnic very seriously. Many special thanks to the cooks who spent hours cooking our food to perfection. This year Sharen Neuhardt, Ohio's next Lt. Governor, was our special guest.

Again this year, CFT has been chosen to participate in the AFT Teacher Leaders' Institute. Fifteen teachers will be 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. Amy Guzi Parkinson will be this year's facilitator.

In Solidarity,
Julie Sellers

CFT STAFF

Julie Sellers—President
961-2272 jsellers@cft-aft.org

Sandra Faulkner—CFOP Pres
475-6048
sfaulkner@cft-aft.org

Christie Bryant-Kuhns
Field Rep
475-6044 cbryant@cft-aft.org

Don Luckie—Field Rep
475-6046 dluckie@cft-aft.org

Kendra Phelps—Professional
Issues Representative
475-6042 kphelps@cft-aft.org

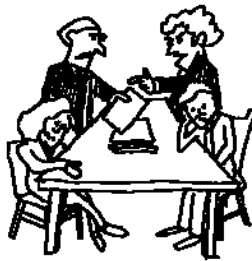
Julia Wiant—Treasurer
475-6049 jwiant@cft-aft.org

Ralph Jackson—Dir. of Org.
475-6047 rjackson@cft-aft.org

CFT Mainline—961-2272
cft@cft-aft.org

Contract Update—Section 700, Appendix A, Schedule G

The Board and Treasurer have not honored the negotiated increase for Schedule G of Appendix A. CFT has filed a grievance and has consulted with legal counsel. The language that was ratified in May 2014 is perfectly clear that "All CFT and Only CFT Salary Schedules" would be receiving the



cost of living increase. Schedule G includes: Extended Employment, In-Service Training, Summer School Rates, Special Assignments, and Daily Rate Substitute Teachers. All of these schedules have always been included in any negotiated

and ratified contract, unless otherwise exempted.

If this matter is not resolved prior to the Board Meeting on September 22, we will be requesting all teachers to come to the 7:00 pm meeting at the Ed Center's ILC and support one another with this issue. It has been six years since any of these services had an increase.

Attention Subscribers to AOL.com, Insightbb.com, Fuse.net & Cincinnati.rr.com,

You may NOT be receiving our emails....

If your personal email address is held by one of the providers above, you may be missing out on crucial information. We have recently learned that the providers above have blocked most of our email coming from cft.acpsop@cft-aft.org. Instead of "unsubscribe" from our email service, people have reported our emails as SPAM and triggered an all around block from these providers. Please contact your provider and "white list" our address or submit an alternate personal email address to us.

UNION MEETING

The next regular CFT/CFOP membership meeting will be held on **Oct 8, 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.

Contract Corner by Don Luckie, CFT Field Representative

The CFT staff would like to congratulate all of you for a very "smooth" opening week of school! Now, with Labor Day past, student enrollments are rapidly increasing and it is important that classroom counts are as accurate as possible. As in past years, we will be relying on the "actual" class counts that we receive from Teachers (PowerSchool has always proven to be unreliable). The CBA, Section 500 Class Size, outlines the enforcement process used to insure that all classrooms are in compliance.

The "Teacher Allocation Committee" also referred to as "TAC" will be meeting during the week of September 15th. At that time, we will review classroom counts for every classroom in the district and for

those classrooms which are out of compliance. We will make recommendations to the Administration to correct the situation. These recommendations will include adding Teachers, Para-Professionals, PAM Specialists, and Intervention Specialists.

In addition, Section 610 Special Teachers, (c) stipulates that, "The meeting among the principal, general education teacher(s), interventions specialist(s), PAM Specialist(s), case coordinator and students services manager will take place within the first ten school days. Resulting in-house arrangements will be in place prior to TAC week and if the in-house solution requires district support for the students, the building principal

and student service manager will co-sign a preliminary TAC request specifically related to student with special needs". THIS IS A MUST.

Please provide your CFT Building Representative(s) with daily updates concerning your class size. Keep in mind that it's "butts in seats" that count!



Don't Buy School Supplies at Wal-Mart by Tom Frank, CFT 2nd VP

The leading indicator of school performance—poverty—affects nearly one-quarter of all children in the United States. This is unacceptable.

Yet, Wal-Mart—the nation's largest employer and the workplace of many parents—pays its workers absurdly little, and some need food stamps and donations to get by. A Canton, Ohio Wal-Mart, in fact, set up an annual Thanksgiving food drive asking workers to donate food for co-workers who couldn't afford Thanksgiving dinner. That's chutzpah. No one who works full time should have to struggle to put food on the table.



Parents and teachers know what it takes for children to be strong, happy, and successful, and that's nearly impossible to achieve for families caught in Wal-Mart's low-road business model.

Compounding this, the Walton family, which owns the majority share of Wal-Mart stock, spends millions of dollars on campaigns to divert public education dollars to private operators of charter schools, which have not proven by any stretch of the imagination to be the solution for better student performance.

My younger students love Dr. Seuss. In The Lorax they read: "Unless someone like you cares a whole awful lot, nothing is going to get better. It's not."

There is no question that we can and must do better for our neighbors and children. It starts with the support of the community.

This school year, please join me in taking a small step and showing our commitment to good jobs that provide for our families and our students. Don't buy your school supplies at Wal-Mart. Show our nation's largest employer that, to earn our business, it must value and respect workers.

Are You Considering Retirement?

There has been a change for giving notice of early retirement. Teachers now have 2 Options when considering the option to retire.

- OPTION 1 – A teacher who notifies Cincinnati Public Schools of his or her intent to retire at the end of the school year by SEPTEMBER 30 is exempt from evaluation and the creation of SLOs. The teacher will receive an incentive of five (5) additional days of sick leave conversion (1 for 1).
- OPTION 2 – A teacher who notifies Cincinnati Public Schools of his or her intent to retire at the end of the school year by DECEMBER 31 will receive an incentive of five (5) additional days of sick leave conversion (1 for 1). The teacher is not exempt from evaluation and the creation of SLOs. A teacher may rescind this decision.

Please contact STRS to verify that you have the correct amount of time and age before making any final decisions.

The contact number is 1-888-227-7877

CFT/CFOP T-Shirts

FOR
SALE



See your
Building Representative
for more information!

Lead Teacher Credentials/Continuing Contract Requests Due by 9/15!

Interested in getting lead teacher credentials or a continuing contract? **You must email your request by September 15th!**

To participate in one or both of the processes described below this school year, you must send an email to Judy Meiman meimanj@cps-k12.org stating the following: **"I am requesting to be placed on a credentialing evaluation for the 2014-2015 school year in order to obtain a continuing contract and/or lead teacher credentials."** Please copy James Beirne beirnej@cps-k12.org and Kendra Phelps kphelps@cft-aft.org on the email request as well. This email must be received by September 15th!

Lead Teacher Credentials

Description: Educators who obtain lead teacher credentials through Cincinnati Public Schools (CPS) are regarded as strong in their instruction and a leader in their field. In addition, the stipend that they earn for serving in a leadership position is twice as much as those that are non-credentialed. Applicants for district level positions (curriculum council chairs, peer evaluators, coaches, etc.) are prioritized when they have CPS lead teacher credentials.

Qualifications to apply: Professional or permanent license/ certificate, entering at

least their third year of teaching within CPS with a record of satisfactory performance.

Application Process: Undergo a *credentialing evaluation and obtain a rating (in teacher performance only) of Skilled or Accomplished (Teachers who hold National Board Certification are not required to undergo a credentialing evaluation.), complete a **portfolio that demonstrates leadership experience, effective teaching, and career goals, as well as participate in a face-to-face interview.

Continuing Contract

Description: A continuing contract is a teaching contract that is automatically renewed each year until employment ends with Cincinnati Public Schools through either a resignation, termination, or through a reduction-in-force (layoff) when no limited contract teachers are employed in the teacher's area of certification. Also, educators who obtain a continuing contract have the right to arbitrate (have an outside independent hearing to appeal) termination decisions.

Qualifications to apply: Professional or permanent license/ certificate, entering

at least their third year of teaching within CPS (second year for teachers who held a continuing contract in another Ohio district).

Application Process: Undergo a *credentialing evaluation and obtain a rating (in teacher performance only) of Skilled or Accomplished

*A credentialing evaluation is representative of our former comprehensive evaluation. This evaluation process would take the place of the two observations and two walkthroughs that are done by your administrator. It involves four observations by a teacher evaluator. After each observation, you would be required to submit a reflection and three connected lesson plans (including the one that was observed). A credentialing evaluation would be the basis for the teacher performance rating only. Teachers would still complete their Professional Growth Plan and Student Growth Measures with their building administrator.

**The requirements for the portfolio are described on Staffnet under Departments, Career in Teaching, and Lead-Master teacher application materials. In order to make this a transparent process, a scoring guide is also included. The same application could be used for obtaining an Ohio Depart-

C.O.P.E Means CLOUT!

What is C.O.P.E?

C.O.P.E is CFT's Committee on Political Education. A political action committee established in accordance with state election laws. The C.O.P.E Fund consists of voluntary contributions from CFT members to be used for political campaigns of pro-education, pro-labor candidates. They are also used to contribute issue campaigns, such as school levies.

Why Should Members Contribute to C.O.P.E?

Legislative battles now going on in Columbus and Washington will determine whether or not many of us have jobs or any rights on the job. Charter schools are always a hot topic of legislation as is restriction of collective bargaining rights.

State Board of Education members vote on teacher certification requirements, minimum standards for schools and special education rules. We also have a big stake in local elections. City Council has the power to waive or divert school prop-

erty taxes to subsidize development projects. County Commissioners determine what services are available to our students and their families. Judges rule on cases brought against teachers and on students accused of assaulting our members. When we're forced to sue, they also decide whether or not to enforce our contract.

Most important, our immediate employers, the Cincinnati Board of Education, are elected officials. We must raise C.O.P.E funds to support candidates who support us and be taken seriously by elected officials.

Are CFT Membership Dues Used for Political Contributions?

NO!! Dues are not used for campaign contributions except for school levy campaigns with membership approval. In fact, union dues cannot go to political candidates under Ohio law. That is why it's so important to build up the C.O.P.E fund.

Are C.O.P.E Funds Important in School Levy Campaigns?

YES!! About 60% of CPS operating funds are generated by local property tax levies, which must be approved by voters. CFT used both C.O.P.E funds and general funds in levy campaigns.

How are C.O.P.E Funds Collected?

C.O.P.E funds are collected voluntarily through payroll deduction. Fundraisers for specific candidates can help, but payroll deduction is the only way to maintain an adequate C.O.P.E fund.

Can Substitutes and CFOP Members Contribute to C.O.P.E?

YES!! Payroll deduction is available for CFOP members and substitute teachers. Complete the same C.O.P.E CARD as contract teachers do.

Con't on back page

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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Permit No. 1834

ATTENTION ALL TEACHERS CONSIDERING RETIREMENT!

CFT along with our VOYA (formerly ING) partners will be hosting a presentation regarding the changes in the new CFT Collective Bargaining Agreement (CBA) surrounding early retirement notification. VOYA will explain how your sick leave conversion payments will be received, and what your options are once it is paid out to you.

WHEN: Tuesday, September 16, 2014
WHERE: North Avondale Montessori School Cafeteria
615 Clinton Springs Ave., 45229
TIMES: Session 1 - 4:00 p.m. to 5:00 p.m.
Session 2 - 5:30 p.m. to 6:30 p.m.
RSVP: CFT Office 513-961-2272 or cft@cft-aft.org

**The first deadline for early retirement notification is
September 30, 2014.**

**Whether you have made the final decision to retire or not, please
attend so you can be informed about all the changes.**



C.O.P.E con't

Who Can Spend C.O.P.E Funds?

The CFT/CFOP membership votes to approve the donation of COPE funds. Political endorsements and contributions are recommended by CFT's Political Action Committee to the CFT Executive Council and then are submitted to the CFT membership for approval.

How Does CFT Select Candidates to Endorse?

CFT's Political Action Committee screens candidates using questionnaires, interviews, and voting records. Our criteria: the candidates' records on issues that directly affect our salaries; job and working conditions, and the future of public education. Political party is NOT a criterion. Incumbents who have good voting records receive first consideration.

What is the Suggested Contribution to C.O.P.E?

Three dollars (\$3.00) per check for 26 checks and receive a CFT Sweatshirt!

Ask your BR for a COPE deduction card today!