



NEWSLINER

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November 21, 2014

Kelly Singleton, Editor

A Message From the President

Dear Colleagues,

Thank you, thank you, thank you for a job well done getting the school levy – Issue 1 – passed this election cycle. This year's 71% margin of approval was the highest ever! WE made a difference by coming together for our students. The passage of this levy is a sign of confidence by the taxpayers in the Cincinnati Public Schools' district. School levies are an investment in communities and students because strong schools can create strong communities.

I would also like to congratulate Christie Bryant, one of CFT's Field Reps, for her successful campaign win for State House Representative for District 32. She will be a strong voice for working families.

Other positives across the state in this year's election results were wins by five pro-public education candidates for the state Board of Education endorsed by OFT. Roslyn Painter-Goff, an OFT member and retired local president from Berea, took that seat away from her incumbent opponent. Retired teacher Pat Bruns won the election to the seat previously held by the conservative past board president, Deb Terhar, who did not seek re-election. State Rep. Bob Hagan was, also, newly elected to the board and incumbents; Ron Rudduck and AJ Wagner were re-elected. It is important to have pro-public

education members on the Ohio School Board.

On another note, the outcome of other elections across the state may create other challenges for educators in public education. AFT, OFT and CFT have already started analyzing what challenges we may be facing in the future.

We will be identifying strategies and opportunities to support education policies in this state that will support the families we serve and the communities in which we live and work. CFT will keep you up-to-date as things roll out.

In Unity,

Julie



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Schedule G Arbitration Update

Scheduled for November 14, 2014



As you are aware, our negotiation team negotiated a 4% raise for all CFT pay schedules. We have since been notified that despite the clear language in the new contract that the 4% raise was not applied to all CFT salary schedules. The administration has refused to give the 4% raise or retro pay to schedule G employees. Schedule G employees includes daily, weekly, hourly and extended pay members.

The Arbitrator will have about six-eight weeks for his determination to be reached.

Stay tuned for this outcome.

UNION MEETING

The next CFT/CFOP membership meeting will be an EMERGENCY membership meeting on Wednesday, December 10, 2014 to ratify the Health Care Agreement. The meeting will begin promptly at 5:00 p.m. 3457 Montgomery Rd. A reception for Building Representatives will follow the meeting.

Health Care Open Enrollment and Ratification Votes



Open enrollment time is here again for health care. The open enrollment period is November 3, 2014 through December 19, 2014.

As you know, CFT and CFOP ratified new collective bargaining agreements in May, 2014. The ratification included a reopener for health care in November, 2014. Well, November is here and the Benefits Committee has made a recommendation to each bargaining unit on two proposed changes to the health care agreement.

First and foremost, there are no changes to either the HMO or POS plan and there are no changes to the Dental plan.

The proposed changes include converting the employee contributions to a tiered income structure. The current cumbersome formula is almost an individual formula for each employee and is very expensive for the district to administer. It is also hard for you to verify that the correct

deductions are coming out of your paycheck. With the proposed tier structure, the district loses approximately \$100,000/year monetarily, but recovers in administration costs. The employee also will have a chart to verify exactly how much the "medical pretax" line should read on their paycheck.

The existing formula is 20% of the COBRA costs for the health plan (which is figured by actuaries and based on total health care costs over a three year period and changes yearly). Then depending on the health plan the employee selects, converts to a percentage of base salary. If the employee chooses to enroll in the HMO, there is also a buy up fee added to the final cost.

The new/proposed formula is based on 17% of the current COBRA rate and base salary bands. The salary bands are as follows: Tier 1 = \$0 - \$42,499, Tier 2 = \$42,500 - \$64,999 and Tier 3 = \$65,000 & up. The complete detailed schedule was presented to each membership at the November 2014 membership meeting for first reading. Each building representative and meeting attendee was given a copy of the full schedule with the complete breakdown of per check deductions to be presented at a chapter meeting.

The second proposed change to the health plan is encompassed in the eligibility language. The eligibility language will now include language pertaining to

same sex spouses. The proposed additional language reads: "The parties agree for the purposes of defining eligibility under CPS's healthcare benefits plans, the term "spouse" shall include both opposite-sex and same-sex spouses as determined under applicable state law at the time and location that the marriage was entered into." In other words, if same-sex partners are married in a state that recognizes same-sex marriages, and can produce a valid marriage license from that state, they will now be eligible to participate in the CPS Health Care plans. The current eligibility requirements apply to all married couples.

This proposal was recommended to all unions by their representatives on the Benefits Committee. It must be ratified/accepted by each unit to be put in place in time for the new benefit changes to be in affect by January 1, 2015. **CFT and CFOP will each present the second reading and conduct a ratification vote at an emergency meeting held on December 10, 2015.** CFT's meeting will be held at the Thom Moore Laborer's hall, 3457 Montgomery Rd. @ 5:00 pm and CFOP will be conducting their meeting at the CFT/CFOP Office, 2055 Reading Rd., Suite 120, @ 5:00 pm. ***Please plan to attend these meetings for this ever important ratification vote.***

CPS—Our District—There's an App for That!

As part of our ongoing commitment to communicating with our students, parents, staff, and community, CPS has developed their very own mobile app. The app is designed to provide easy access to school and district information, including school closing alerts, news, Powerschool, daily menus, important contacts, social media and more. This is just the beginning. Based on your feedback, we will continue to enhance the app to meet future needs.

Download the app now to your smartphone using these links or search for our app by name – Cincinnati Public Schools – in the Apple App Store and Google Play for Android:



<https://itunes.apple.com/us/app/cincinnati-public-schools/id911140561?mt=8>



<https://play.google.com/store/apps/details?id=com.relianceco.cma.cincinnati&hl=en>

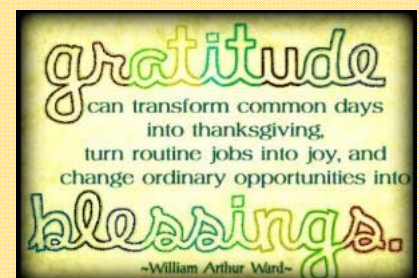
Please download the app and be sure to tell your coworkers to do the same!

Building Representative

Appreciation Night

Immediately following the EMERGENCY membership meeting on Wednesday, December 10, 2014

Food & Drinks Provided



New Formula to Calculate Final Summative Evaluation Ratings

The formula to calculate the summative rating for teachers in the OTES system has been changed. Unlike the previous matrix, the new process provides a final summative rating that is a balance of teacher performance and student growth. Follow the link that will provide you with an explanation for the change, and the details of how the ratings will be calculated.

The third page of the document describes a system using an alternative component like student/parent surveys. CPS is not using an alternative component. OFT is going to monitor the ratings when they are fully enacted with the final evaluations for the 2014-2015 school year.

http://education.ohio.gov/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/OTES_600-point-formula_09-17-14.pdf.aspx



State Board Proposes to Revise the "5 of 8" Rule Making It Easier to Eliminate Essential ESP Positions Locally

The State Board of Education is in the process of reviewing and revising the K-12 Operating Standards. On Monday and Tuesday, November 10-11, the State Board of Education heard testimony from the public on what is called the "5 of 8" rule. This is the rule that **currently** states:

"OAC Rule 3301-35-05 (A)(3): A minimum of five full-time equivalent educational service personnel shall be employed district-wide for each one thousand students in the regular student population. Educational service personnel shall be assigned to at least five of the eight following areas: counselor, library media specialist, school nurse, visiting teacher, social worker and elementary art, music and physical education. Educational service personnel assigned to elementary art, music and physical education shall hold the special teaching certificate or multi-age license in the subject to which they are assigned."

The new proposed rule says:

"Educational service personnel are credentialed staff with the knowledge, skills and expertise to support the educational, instructional, health, mental health and college/career readiness needs of students."

Additionally, in the Purpose and Definition section of the proposed new standards, ESPs are defined as:

"Educational service personnel" includes, but are not limited to individuals employed by a school district in one or more of the following positions: nurse, librarian or media specialist, guidance counselor, physical education, fine arts, social worker, title 1 coordinator, ESL specialist, school resource officer, director of athletics, EMIS - data coordinator, technology coordinator, transportation supervisor, interpreter, audiologist, adapted PE, exceptional children program director, ECP pre-school director, reading specialist, school food service director, school nutritionist, or facilities administration.'



and social workers. Creating a list (not limited to) 22 different ESPs dilutes the importance of the original positions giving equal status to many other positions, some of which have no direct impact on the classroom.

At the State Board meeting board members in support of the language indicated that this new wording increases flexibility and local control. However, it is our contention that we have the responsibility to educate the whole child. This new language makes it all too easy for local districts to eliminate essentials that we owe to all children regardless of their financial status or zip code.

OFT initially expressed concerns about this new direction during the Operating Standards Committee as they dealt with this rule. We will continue to work to find a solution to this very important issue. At next month's state board meeting, these proposed standards will come before the full board for discussion. During this time leading up to the meeting, we will be working with board members and other organizations that share our concerns to seek a better way to update the standards.

What it means to be a FULL CFT/CFOP Member

Being a full dues member puts each person in a position to serve in leadership roles with CFT/CFOP and at our State and National levels.

- It provides \$1,000,000 in liability insurance and other member benefits such as discounts on travel & entertainment, shopping and legal & financial services. Visit www.aft.org for more info.
- Allows access to scholarship programs at our local, state and national levels for members and members' children.
- Loan Forgiveness programs.
- **Most importantly**, it shows your commitment to be a full member of a union that works to ensure teachers & office personnel are treated as professionals and have fair working conditions!

See your Building Representative today to sign up!

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

Return Service Requested

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Classifieds and More!

Share My Lesson—Sign up today!

The [Share My Lesson](#) team is delighted to debut their expanded collection of [early childhood education resources](#)! These instructional materials will help preschool teachers, parents, daycare providers and school support staff **address the instructional needs of toddler to pre-K learners**.

You'll find activities that cover math, science, literacy and more. Content partners include:

- [Sesame Street](#)
- [HITN Early Learning Collaborative](#)
- [Colorin Colorado](#)
- [Storyline Online](#)
- [WonderGrove Learn](#)
- [Professor Garfield Foundation](#)

[Explore their collection](#) and share this information with colleagues and anyone else who is looking for free resources that provide fun and academically sound opportunities to learn!



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