



NEWSLINER

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Dec 10, 2014

Kelly Singleton, Editor

A Message From the President

Dear Colleagues,

I hope that everyone has a very enjoyable and well-deserved Holiday Season and a very happy and healthy New Year for 2015!

I would like to recognize the importance of Teamwork and Teacher Leadership as we move forward during this critical time. CFT continues to support teachers working together as teams to grow as professionals. With all of the changes that continue to be passed onto districts and teachers, this is more important than ever!

As a teacher, what can you do to help yourself professionally? I would say that the most

important thing you can do is to stay informed. There are many ways you can do this:

- Attend and support your Building Rep's monthly Chapter Meeting – Timely communication is key.
- Read your monthly Newsliner.
- Join CFT's Facebook Page.
- Read Updates on your school's CFT bulletin board.
- Call your Legislatures and School Board members when educational issues are being addressed – remember your voice counts. Strength comes in numbers!

- And of course, you are always encouraged to attend our monthly Membership Meetings. These dates are on the district calendar.

Remember, that knowledge is power, and it is always in your best interest to stay informed. Many times the Building Reps have the most recent information prior to building principals; this information is important to what happens in your building and classroom.

In Unity,
Julie Sellers

Solidarity
Helping others is like helping yourself.

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UNION MEETING

The next regular CFT/CFOP membership meeting will be held on **Jan. 14, 2015 @ 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

On May 28, 2014 the CFT and CPS ratified the "New" Collective Bargaining Agreement (CBA) which included the "New" Overload Determinations, we get paid Overload pay for "Each Quarter". That stipulation is included in Section 500 Class Size (3a-d).

The rate under the agreement was set at \$135.00 per student, seen one period/hour per day, per quarter with the compensation paid out quarterly. In the 2011 CBA the amount was set at \$33.75 per student, per, period/hour per day, per quarter and was paid out in June of each year.

At the end of the first quarter, as Teachers were preparing to make the decision of whether or not to accept a Para-Professional or Overload pay for each

quarter, CFT noticed that the form which was sent out by the District contained several errors including the "Amount Due" which was to be calculated at \$33.75 for each approved overload.

After much discussion, CFT determined that we were at "impasse" with the district over the amount to be compensated and filed a grievance October 28, 2014 to resolve the issue. The grievance was denied by CPS on November 7th at Level 1 of the grievance procedure and CFT immediately asked for a "Mediation" of the grievance, which has now been scheduled for January 6, 2015.

Until the Mediation has been heard, CPS has moved forward with pro-

cessing the "Overload Claims" which were received during the 1st Quarter at the rate of \$33.75, which you should receive payment with the December 19th paycheck. CPS has agreed that if the "Mediator" rules (for the CFT) that we should be receiving the pay at \$135.00 rate, which we strongly believe is what was negotiated, then you will receive "Retro Pay" to reflect that rate.

Thank you for your patience and understanding through this process.



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!

American Income Life—Additional Benefits for our Members



ALL members will once again be receiving a letter at home after the new year, from CFT/CFOP explaining additional benefits available. CFT/CFOP mem-

bers are eligible to receive a \$3000 Accidental Death and Dismemberment policy, a Health Services Discount Card and a Hang 10 Surfin' Guide (to internet safety) through American Income Life Insurance Company.

The Hang 10 Surfin' Guide is a parents guide to internet safety. This guide provides valuable information on how to educate and protect your children from the dangers of the internet.

The Health Services Discount Card provides household discounts up to 60% on:

- Prescriptions
- Vision Care/Products
- Hearing Care
- Chiropractic Care

Also enclosed in the letter will be a card for each member to fill out to receive the certificate of coverage (AD&D policy), to designate your beneficiary and to receive the Internet Guide & Discount Card. If a member chooses to participate in the no-cost benefit plans, they must fill out and return the card.

EVERY MEMBER who returns the card will be contacted by an American Income Life Insurance representative by telephone. They will ask to set up an appointment to come to you and deliver your certificate of coverage and witness your beneficiary designation. The AIL representative will NOT cold sell you anything. If they try, you are supposed to contact AIL at 1-800-495-1213.

One thing we have found out in the last 6 years we have affiliated with AIL, our members are not contacted instantly and often forget that they had sent in the card and call us asking if this is legitimate. It is indeed. AIL representatives are fellow union members (OPEIU Local 277).

EVALUATION OF ACCOMPLISHED TEACHERS

Teachers whose final summative rating (including Teacher Performance and Student Growth Measures) was "Accomplished" last year will not undergo a full evaluation this year. As a result of CPS Board Policy 3220, they must still have one observation and one conference. Educators in Teacher Incentive Fund (TIF) schools must have two observations in order to be eligible for any incentives that are earned during this last year of the grant. All observations for teachers who were rated "Accomplished" in 2013-2014 are informal and will not be used to determine a rating at the end of the year. These teachers are also required to complete Student Growth Measures (SGM). The SGM for these teachers will be calculated and entered into eTPES. However, they will not be used to determine a final summative rating for the 2014-2015 school year. If the SGM of an Accomplished teacher show "below expected" student growth then they would still fall under the state guidelines to be placed on an Improvement Plan the following year.

PERFORMANCE REVIEW EVALUATION (PRE) STIPENDS

Teachers who successfully completed PRE from the 2011-2012 school year up until last year should have gone through the Board of Education minutes on December 8, 2014 and receive pay on December 19, 2014. Participation in PRE multiple years can earn a compounded stipend. However, successful completion in one single year earns an \$800 stipend each year until you reach your next salary increase. Please note that PRE stipends discontinue when you obtain a salary in-

crement. Also, PRE is no longer a component of our evaluation system. Individuals, who do not receive an expected stipend, should email Paul McDole of CPS Human Resources and copy Kendra Phelps at kphelps@cft-aft.org.

LEAD TEACHER APPLICATION UPDATES

Teachers may submit their application for lead teacher credentials December 1, 2014 through January 5, 2015 and again March 2, 2015 through April 6, 2015. On Staffnet, under "Career in Teaching" all directions and application information can be found. There will be support sessions focused on completing the application held at the CFT Office on the following dates: December 18, 2014, February 13, 2015, and March 24, 2015. Participants may attend an early session (3:00-4:30p.m.) or late session (4:30-6:00p.m.) each day. Please denote which session and date you are attending when you RSVP to Kendra Phelps at kphelps@cft-aft.org or 513-475-6042.

GUIDANCE ON QUARTERLY FORMATIVE ASSESSMENTS

The Ohio Department of Education (ODE) ESEA Flexibility waiver requires CPS schools to formatively assess students in grades 3-8 Math and ELA at least quarterly and use that data to inform instruction. These assessments are not required to be common district wide, but should be coordinated at the building level. The CPS Curriculum Department has provided various resources to assist teachers to meet this

requirement; however, teacher teams may choose to use whichever assessment questions meet their particular student needs. Teachers are responsible for documenting the formative assessment they use each quarter. ODE has stated that the agendas and minutes from teacher-based team meetings, which reference the data and teacher discussion, are acceptable documentation. The CPS Curriculum Department has provided more detailed information to each building principal. This same information was also distributed to each CFT Building Representative.

MATH TEXTBOOK SELECTION PROCESS

The process has begun to select instructional resources for mathematics. A selection committee has been developed that will review materials and make a proposal to the Board of Education. The potential materials are housed in the library at Aiken High School as well as in several schools around the district. Please contact the math curriculum leader (Content Innovation Specialist or Department Chair) in your building for more information.



Special recognition of the Anniversary of the International Year of the Child. Many thanks to Lillian Carter and the children of North Avondale Montessori.

Mrs. Lillian Carter, Art Teacher for CPS led a special assembly honoring the Year of the Child in conjunction with the Board of Ed's unanimous passage of a resolution committed to expanding and improving our Community Learning Center model for Cincinnati Public Schools! We delivered the City of Cincinnati Proclamation also honoring our district's success despite being 2nd in the nation for child poverty. Her students made a beautiful mural! Pastor Ennis F Tait delivered a great address to the children in attendance. He spoke of our commitment to them by supporting the CLC model, enabling us to bring the community together to ensure all children have opportunity!

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Local 1520, AFT-OFT / AFL-CIO

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Classifieds and More!

CEEMS Summer Institute

The January 16th deadline for CEEMS Summer Institute is fast approaching! Math and science teachers working with grades 7-12 are eligible to apply. Those selected to the program have the opportunity to earn 20 graduate credit hours and up to \$12,000 in stipend funds. Check out the attached application and flyer or the CEEMS website in the link below:

http://ceas.uc.edu/special_programs/ceems/CEEMS_Home.html

Please email julie.steimle@uc.edu with questions.



**TREAT
EMPLOYEES
LIKE THEY
MAKE A
DIFFERENCE
AND THEY
WILL.**



Jim Goodnight



**“LIKE” us on Facebook.....Help us reach a new
milestone of followers!**

**Search for Cincinnati Federation of Teachers—Official
See what and who is happening in your Union quickly!**