



NEWSLINER

January 2016

Angel Green, Editor

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EVERY STUDENT SUCCEEDS ACT

Mistake — In December's edition, Amy Guzi Parkinson wrote two articles —AFT Teacher Leaders' Program and AFT Innovation Fund Grant Year 3— and I inadvertently omitted her name.

As you know, the Every Student Succeeds Act was signed into law by President Obama in December 2015. To keep the momentum going and update everyone of the changes, AFT held a telephone town hall—one of the most successful town halls they ever held—with over 165,000 members. Randi's New York Times column in December also talked about the tide turning in education, highlighting the passage of ESSA as an example.

CFT and OFT will be advocating with ODE and Ohio legislatures to ensure that the state implements the new law with the best interest of students and educators.

RIP, No Child Left Behind!

American Educator

The winter issue of American Educator, which was released in December, explores the history of counterproductive zero-tolerance school discipline policies and highlights more positive approaches to ensure that schools are safe and comfortable places to teach and learn. The issue is available online at aft.org or look for your hard copy that was mailed to your home. If you did not receive your copy, call the CFT office at 961-2272 and give Kelly your new address.

Save Your Check Stub

Your Union Dues are tax deductible. Save your last pay stub of the year (check date 1/1/16) for total union dues paid in 2015.

Gifted Endorsement for Free

Are you interested in getting your Gifted Endorsement? Are you in a qualifying low-income school? (All CPS schools qualify except Clark, Fairview, Hyde Park, Kilgour, SCPA, Sands, and Walnut Hills). You may be able to use the TEACH grant to take the necessary courses!

What is the TEACH grant? The TEACH grant allows teachers to access funds to pay for courses. If the teacher teaches for a qualifying school for five years, the money is forgiven. If the teacher does not teach for a qualifying school, the money reverts to a loan and must be repaid. To see if your building qualifies, please click [here](#).

Interested teachers need to contact Jackie Smith, Xavier University, at 513-745-3990 or smithj9@xavier.edu.

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UNION MEETING

The next CFT/CFOP Membership Meeting will be held on **February 10, 2016** at 5:30 p.m. at the Thom Moore Building (Laborer's Hall) located at 3457 Montgomery Rd. BR briefing is at 5 p.m.

Julie Sellers, CFT President

Dear Colleagues,

We are quickly moving into the second semester of this school year with many critical issues looming. We recently completed and delivered our Letter of Intent to Negotiate for the 3rd year of our contract. This reopener is only to address compensation for July 1, 2016. CFT has been busy analyzing all areas of the district's budget and beginning to draft our proposals. We will keep you updated as we move forward.

Most of your staffs had chapter meetings to address the US Supreme Court case *Friedrichs vs California Teachers Association*. This case will determine whether public employees should be allowed to avoid paying for the representation state law requires unions to provide them and overturn the US Supreme Court's 1977 *Aboud* decision, which is at issue in this case. This current case began its hearings with the Supreme Court on Monday, January 11th after both sides presented their Amicus Briefs to the courts in November/December 2015. Randi Weingarten, our AFT President, did an excellent job presenting AFT's case in support of the California Teachers Association, along with the American Association of University Professors. SEIU, ACPSOP, and NEA are also Respondents in this case.

The AFT and their local affiliates had a long history of balance under the First Amendment between members and Fair Share fee payers' rights. This could all be overturned this spring essentially making the United States a Right to Work nation. This case not only puts public-sector unions in danger, it risks opening a new chapter in the war over religion in public schools. The plaintiffs in *Friedrichs*, joining Rebecca Friedrichs, is nine individuals and one organization: Christian Educators Association International (CEAI), which bills itself as an alternative to secular teachers' unions, openly argues that the Constitution does not bar teachers from sharing their Christian faith in their classrooms. Representing CEAI and the other plaintiffs is the Center for Individual Rights, a pro-bono law firm whose donors are linked to the Koch brothers—the billionaires known for their opposition to labor.

Lastly, I would also like to remind everyone that the Board will be voting, probably within the month, about the new money levy that will be on the ballot in November of 2016. When this levy goes into effect, it will be the first new money in nine years. The passage of this levy is both critical and essential for the future of CPS. Without new money, the district could be facing a \$72 million deficit for next year. Cincinnati conservative talk radio has already been talking negatively about the levy and the amount of the millage. At this point, any millage amounts discussed are just rumors. The board has not yet voted on an amount. We will need everyone's help to pass this levy. We know all of the great things going on in the district, and each school should be promoting their schools in each community.

Unity and Best for 2016,

Julie Sellers



Cincinnati Education Justice Coalition (CEJC)

CEJC Joins National “Walk-In Day”

Many public school districts across the country are fighting off privatization; some are under “Academic Distress Commission” control; some are under “CEO” control, while others have been completely taken over and have no democratically elected school boards. This “take-over” trend was exposed in a report we shared back in October (“Out of Control: The Systematic Disenfranchisement of African American and Latino Communities Through School Takeovers”).

Here in Cincinnati, we are fortunate in many ways. We have what many other communities across the nation are fighting for: a sustainable community learning center policy for our public schools. The success of this model has been proven, in spite of the fact that more than half of Cincinnati Public School students live below the poverty line. We have the highest performing urban district in the state, and the Community Learning Center model is given credit for our turnaround, just in the last week: <http://www.mydaytondailynews.com/news/news/dayton-schools-score-dramatically-lower-than-other/npnKg/>, and <http://www.morningjournal.com/general-news/20151218/academic-distress-commission-tours-cincinnati-school>.

Cincinnati is seen as a national leader in the Community Learning Center movement because we have CLC’s as a matter of policy in our district. We are seeing success, and we are proud of our schools.

One of our main challenges is that despite our success there are still many privatizers and profiteers who continue to beat the “failing school” drum. All we hear from them is “Your schools are failing; your teachers are failing; your kids are failing.” We know many of the measures they use to call our children “failures” are not even based on our kids’ test scores. For example, 97% of our kids pass the Third Grade Reading Guarantee, yet we will not receive an “A” on the state report card. Why? The grade is not based on our kids’ scores, but on some formula that includes whether paperwork was turned in to the state.

The entire state scorecard is a set-up, and it’s worse for classrooms with a higher percentage of children of color, children living in poverty, and children with IEPs. It’s a set-up, and we reject a system of scoring that sets our children up as failures.

The CEJC is affiliated with the Alliance to Reclaim Our Schools—a national movement to Reclaim the Promise of Public Education. Given we are an urban school district with the CLC model in place, we lend our voices to the national movement for sustainable public schools and participate wherever possible. We help fight for the schools all our children deserve and reject the market-based model of education that labels, sorts, punishes and pushes out students, which can eventually lead to privately-managed public schools.

On February 17th, we will join public education advocates across the country in organizing a “Walk-In.” Many other public schools, from Los Angeles to Chicago to New Jersey, are fighting for their very survival, and their “Walk-In” will be about keeping their schools open and public. In Cincinnati, we want to show our support of our schools by standing with our parents, students, and teacher community by showing we believe in them and that they are not failures.

A corporate-backed initiative called the “Accelerator Fund” has brought their take-over agenda to Cincinnati. They have been spreading the “failing school” narrative right here in our back yard, saying 12% of our students are “quality” and calling our kids “seats” to make their criticism more palatable. We reject their analysis and any other effort to undermine the success of our public schools.

The Cincinnati Walk-In will be a morning of positive support for our schools. Messaging can include “My child is a success,” “I Love My Public School,” “Our Kids are More than Test Scores,” and all other messages that we reject the “failure” narrative.

The CEJC will be calling on all our affiliates to join us for this national day of action, as we “Walk-In” for our schools. More details to come. THANK YOU!

Michelle Dillingham, CEJC Coordinator

Hawkins Award Nomination are Due

PREPARE TO NOMINATE A COLLEAGUE FOR THIS PRESTIGIOUS AWARD!

Western & Southern Financial Group annually honors a Cincinnati Public Schools' educator with the Dr. Lawrence C. Hawkins Educator of the Year Award. The winner receives a \$10,000 personal award! The Hawkins Award aims to reward excellence among CPS' educators by honoring one individual who has elevated the educational process to an exceptional level through personal commitment, dedicated focus, and outstanding results.

We had some very deserving teachers receive this honor in the past and want to encourage all CFT members to consider nominating a colleague this year!

The application period typically opens mid-February and last for one month. **If a team or staff of teachers are interested in nominating an individual, it is more impactful for each person to complete their own nomination form based on the experiences they have shared with the person.** The nominating colleague will be asked to cite the candidate's specific achievements in each of the four areas listed under "Criteria" below. The response in each area will be limited to 500 words. **We encourage you to start preparing your nomination responses now, so that you are ready when the application period begins!**

Eligibility for Award

1. Current Cincinnati Public School District faculty members with:
2. At least five years of experience as an educator
3. Previous award winners are not eligible for repeat consideration
4. Three or more recent years of educational experience in Cincinnati Public School District

Criteria

- Educator instills in children a love for learning and a desire to achieve.
- Educator has demonstrated a positive impact on student achievement levels.
- Educator serves as a role model who encourages other educators to achieve excellence.
- Educator serves as a change agent who advances the quality of education.

Nomination Process

Any current member of Cincinnati Public Schools faculty or central office can nominate a fellow educator. Self-nominations are not accepted. The nomination should cite the candidate's specific achievements in each area of the criteria referenced above.

- The nomination is certified by the candidate's supervisor and is submitted through the nomination process at a date to be determined.
- A committee composed of CPS representatives will review the nominations and select the top candidates for review by the Selection Committee. The Selection Committee will determine the final recipient of the award.

The Dr. Lawrence C. Hawkins Educator of the Year Award will be presented at a reception attended by the finalists and their supervisors.

Contract Corner— Don Luckie, CFT Field Rep.

Section 250 Teacher Transfer Procedures

As we prepare for this year “Transfer Round,” there are several dates that are extremely important to remember. The first is the CFT “Job Share Workshop” which will be held on Thursday, January 21, 2016 from 4:30 to 5:30 p.m. Please come and meet others who are interested in this great alternative. Proposals must be approved by school administrators prior to the beginning of the Transfer Round.

We are presently working with HR to confirm the exact date that the Transfer Round will be posted, and we have tentatively selected the week of February 8, 2016. Keep in mind that the process changed last year to include two additional Addendums throughout the six-week process. Prior to the posting, Interview Teams for all identified vacancies must be formed and names submitted to Human Resources by February 1, 2016. A form has been developed for this purpose and is available at all school sites.

New Hires will be included in the process for all remaining positions as of March 31, 2016. In addition, the Interview Panels shall create a list of interview questions and a scoring rubric shall be created for each question. Those scores will be tallied and submitted for each applicant interviewed. More information will be coming in the next days and weeks; and as always, you can contact Field Rep. Karen Imbus or myself at the CFT Office (961-2272) with any additional questions or concerns.

Share My Lesson 2.0

In the three years since Share My Lesson was first launched, the site has gained a following of *nearly 1 million members, nearly 300 reputable partners and more than 312,000 uploaded resources* - more than any other free lesson sharing site in existence.

In 2016, AFT's mission is to do even more because teachers need to support each other more than ever. In turn, we needed Share My Lesson to be more nimble and easier to use. Be on the lookout for the new and improved Share My Lesson site.

CFT is planning to host another local Share My Lesson event this spring. Last year's event was loads of fun for everyone who participated!



KEEP
CALM
AND
LEARN YOUR
LESSONS WELL

National Science Foundation

ATTENTION EXPERIENCED 7-12 SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS TEACHERS

Introducing the National Science Foundation (NSF) funded ECBTE program collaborative partnership between CPS, CFT, Cincinnati State, and UC's School of Education and Colleges of Arts & Sciences and Engineering.

What are ECBTE program's missions and goals?

The mission of the Expert Clinically-Based Teacher Educators' (ECBTE) program is to retain, enhance, and capitalize on the expertise of well-established secondary STEM teachers expanding their career trajectories to become expert clinical educators who are able to lead in advanced instructional techniques for CPS 7-12 students, prepare and support new mentors for pre- and new STEM teachers, and provide expertise instruction to the UC secondary education program. The specific goals include:

1. To retain and provide continuous professional development to experienced, expert secondary STEM teachers in CPS
2. To enhance the preparation and support available to pre-, novice, and mid-career secondary STEM teachers in CPS
3. To provide access to high quality STEM instruction for all secondary students in CPS

To meet these goals two cohorts, a 2016 and a 2017 cohort, of ECBTEs will be selected through a competitive application process to serve for five years as an ECBTE.

Who is the ECBTE program for?

1. STEM licensed teachers who are actively teaching in a STEM subject
2. STEM teachers teaching in grades 7 through 12 (all qualified licenses are acceptable)
3. STEM teachers who already hold a masters degree
4. STEM teachers with a minimum of 8 years teaching experience
5. US citizens, nationals or permanent resident aliens

What does ECBTE offer selected teachers?

- \$10,000 annual stipend for 5 years (total \$50,000)
- Tuition scholarships for advanced coursework and PD aligned to CPS' My Tomorrow goals
- Opportunities to prepare and serve as adjunct faculty at UC and/or Cincinnati State
- Opportunities to work with UC faculty to develop Urban STEM curriculum
- Travel funds to support professional activities

What does ECBTE require of selected teachers?

- A five-year professional growth plan to enhance your own expertise in grant core and elective areas
- A five-year service commitment to the program and the Cincinnati Public School District
- Willingness and ability to serve as a STEM education leader for the district
- A commitment to work collaboratively to lead PD sessions and seminars for new teachers and mentors
- Participation in quarterly ECBTE cohort meetings

For more information attend an Informational Meeting at:

1. **Hughes – Tuesday Jan. 26; 4:30-5:30 room 2101**
2. **Shroder – Wednesday Jan. 27; 4:30-5:30 room 1010**
3. **Dater – Thursday Jan. 28; 4:30 – 5:30 room 1640**

Contact people:

UC - Helen Meyer -mail: Helen.meyer@uc.edu

CFT - Kendra Phelps e-mail: kphelps@cft-aft.org

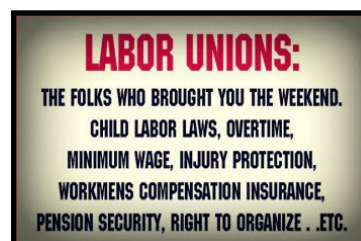
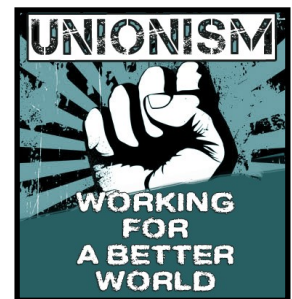
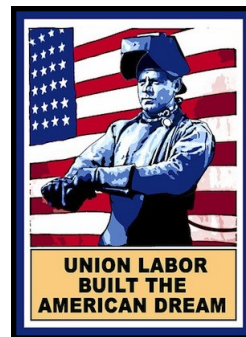
CPS - Michelle Hughes or Anna Hutchinson e-mails: Hughemi@cpsboe.k12.oh.us or hutch-ia@cpsboe.k12.oh.us

Cincinnati State – Tim Mott e-mail: timothy.mott@cincinnatiastate.edu



Did You Know That Labor Unions Made the Following 36 things Possible?

- ✧ Weekends Without Work
- ✧ All Breaks at Work, including your lunch breaks
- ✧ Paid Vacation
- ✧ Family & Medical Leave Act (FMLA)
- ✧ Sick Leave
- ✧ Social Security
- ✧ Minimum Wage
- ✧ Civil Rights Act/Title VII — prohibits employer discrimination
- ✧ 8-hour Work Day
- ✧ Overtime pay
- ✧ Child Labor Laws
- ✧ Occupational Safety & Health Act (OSHA)
- ✧ 40-hour Work Week
- ✧ Workers' Compensation (workers' comp)
- ✧ Unemployment Insurance
- ✧ Pensions
- ✧ Workplace Safety Standards and Regulations
- ✧ Employer Health Care Insurance
- ✧ Collective Bargaining Rights for Employees
- ✧ Wrongful Termination Laws
- ✧ Age Discrimination in Employment Act of 1967 (ADEA)
- ✧ Whistleblower Protection Laws
- ✧ Employee Polygraph Protection Act (EPPA) (prohibits employers from using a lie detector test on an employee)
- ✧ Veterans' Employment and Training Services (VETS)
- ✧ Compensation Increases and Evaluations
- ✧ Sexual Harassment Laws
- ✧ Americans with Disabilities Act (ADA)
- ✧ Holiday Pay
- ✧ Employer Dental, Life, and Vision Insurance
- ✧ Privacy Rights
- ✧ Pregnancy and Parental Leave
- ✧ Military Leave
- ✧ The Right to Strike
- ✧ Public Education for Children
- ✧ Equal Pay Acts of 1963 & 2011 (requires employers pay men and women equally for the same amount of work)
- ✧ Laws Ending Sweatshops in the U.S.



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Labor at Large—Robert Sturdevant, Chief Labor Delegate



I hope everyone had a happy holiday season, and that your second semester is off to a great start! In the months to come, the United States Supreme court will rule on a case that will have a substantive impact on public education in America. The court is scheduled to rule on *Friedrichs versus the CTU* this spring. The case revolves around the issue of fair share union fees, and the right of public sector unions to require employees to pay a portion of their union fees that is used to represent all employees in contract negotiations. A group of California teachers believe that by their very nature, public sector unions are politically motivated in almost all of their actions. They believe fair share fees limit the first amendment rights of individual teachers. If the court rules in favor of these teachers, the way that unions operate in the public sector will fundamentally change. In the months to come, it is incumbent upon our members to take some time to educate themselves to understand the challenges that our union will face.

Union members can count on the CFT to respond to the changing political landscape and work for our members' best interest. This case represents another in a long line of attacks on the family of labor. As a history teacher, I am reminded of the age-old example of the Chinese character for danger. Ironically, it is the same character for opportunity. There will be a lot written in the upcoming months about the possible impact of this case, that being said CFT members can be assured that CFT leadership will continue to keep our union one of the strongest in South Western Ohio. I hope to see many of you out on the campaign trail in the months to come, until then keep up the good work and keep fighting the good fight.