

Cincinnati Federation of Teachers Contract Interpretation (Training, Experience, Individual Qualifications and Seniority).

The collective bargaining agreement refers to the use of “training experience and individual qualifications” and “seniority” with respect to teacher assignments (Section 220-5) and surplussing (Section 250-3-a). CFT interprets “training, experience and individual qualifications” and “seniority” as follows, in prioritizing the selection of teachers for assignments or surplussing.

Individual Qualifications

Qualifications refers to each teacher’s license or certificate. Preference goes to teachers with the proper license or certificate for the position in question, with the goal of filling the position with a *Highly Qualified Teacher* as that term is used in state law and regulations.

A teacher with the proper license or certificate to be considered highly qualified for the position in question who is also credentialed as a *Certified Lead Teacher* would be preferred to a teacher without Lead Teacher status.

Training

Training refers to any specialized, in depth training that is content or program specific, such as Montessori, VMI or NewTech training, which is required or preferred for the position to be filled. “Training” does *not* refer to a B.A., M.A., Ph.d. or other degree from an institution of higher education, since a degree(s) is a presumed requirement for the teaching license referred to under “Individual Qualifications”.

Experience


Experience refers to years teaching in the grade band (Example: pre-K-3, 4-6, 7-8, and 9-12) and/or subject area (Example: Social Studies, Music) of the position in question; or years teaching in an applicable program or specialty (Example: Montessori).

If such years of experience are equal, the preference goes to a teacher with longer experience in the relevant school.

Seniority

Seniority is defined at Section 260 of the contract.

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Cincinnati Federation of Teachers