

To: *[Activist Name]*

Subject: National Wear Red Day for Women's Heart Health...Weekly Updates Inside

From: Cincinnati Federation of Teachers/CFOP

Reply To: ksingleton@cft-aft.org

Cardiovascular disease is the number one killer of women. One in three women dies of heart disease. In 2003, the American Heart Association and the National Heart, Lung and Blood Institute decided to focus on raising awareness of this fact. So, the Go Red For Women campaign was born. The color red was chosen because it is a color that stands out and it also is the color that represents the heart.

Here are your updates for this week...

Transfer Rounds Begin Soon - BE ON THE LOOKOUT for an email next week from Julia Indalecio, CPS's Staffing and Recruiting Manager, announcing the Transfer Round Schedule. The schedule moves quickly, so polish your resume and brush up on your interview skills if you're considering a move to another CPS school.

Here are some things to remember:

- 1) Principals are expected to confer with departments regarding assignments for the following year, including when assignment changes become necessary or vacancies occur. Please make sure departments are involved in recommending staffing structures.
- 2) You "own" your assignment. Teachers may request assignment changes, but principals cannot require a teacher to change his or her assignment unless the teacher's position is lost due to decreased enrollment or change in school organization. "Surplussing" can occur in those rare instances when the school budget requires a reduction in teachers at a particular grade level. Teachers who are surplussed from their current positions should be given the opportunity to fill a vacancy in house or bump a less senior teacher if they are qualified for the position they want to request.
- 3) Section 250 of the Collective Bargaining Agreement addresses the transfer selection process and who should serve on the interview panels who review and select applicants. When vacancies must be filled, teachers in the department or team shall elect an interview panel of no more than 4 teachers from the department or team, one of whom shall be the team leader. The principal or the principal's designee also serve on the interview panel. Please make sure your school's interview panels are constituted properly.

4) "Teacher requests for transfer will be honored if positions are available and the teacher is qualified for a particular vacancy." (Contract, p. 41, lines 22-23.) In general, a teacher is qualified if properly licensed for a position. If you serve on an interview team, PLEASE select an applicant and afford a colleague the opportunity to grow professionally. Qualified internal applicants must be given a position before the process is opened to non-CPS teachers.

5) If you believe your contractual rights have been violated, promptly contact your BR or your CFT Field Rep.

CFT Bargaining Survey #3 for Intervention Specialists – We have sent out the text for the latest bargaining survey. This survey is specifically targeted to Intervention Specialists. We would like as many ISs to respond as possible, so if you know someone who has not received the text, please forward the link to them. Here is the link: <https://tinyurl.com/rlfopge>

CFT Membership Meeting – The next CFT Membership meeting will be held on Wednesday, February 12, 2020 at 5:00 pm at LaunchEd (Mayerson) Banquet Room. All members welcome.

CFOP Members Save-the-Date - *Building on the Best #CFOP2020*
CFOP Office Professionals In-Service.

- **WHEN:** Tuesday, March 3, 2020 or Thursday, March 4, 2020
- **TIME:** 8:30 a.m. - 4:00 p.m.

Per the CFOP CBA "attendance is required unless overriding circumstances exist". (One day per employee)

Negotiations Mini-Surveys - Thank you everyone who participated in this week's mini-survey! Do you know someone who missed it? Have them contact the CFT/CFOP office with your cell phone number today! 513-961-2272 or email ksingleton@cft-aft.org

In the first 14 years of the Go Red for Women campaign, the American Heart Association found evidence that over half of women increased their exercise routines,

lost weight and changed their diets. In that 14 years, with those improvements 300 fewer women were dying of heart disease and stroke each day. <https://www.checkiday.com/ecc14be1580f4d59d98fc036a280f779/national-wear-red-day>

Keep Healthy folks....

And as always... If your colleagues are NOT receiving our emails, please encourage them to send an email to cft@cft-aft.org from their non-work email address and we will put them on our mailing list!

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