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To: *[Activist Name]*

Subject: Week One in the books...here are your updates

From: Cincinnati Federation of Teachers/CFOP

Reply To: [ksingleton@cft-aft.org](mailto:ksingleton@cft-aft.org)

It seems that there is a day for celebrating anything and everything now-a-days, and today is no different. If you are hungry, today is your day..... it is [National Buttered Corn Day](#), [Cuban Sandwich Day](#) and [Sponge Cake Day](#)!

Now that we have you thinking about great food, let's get you thinking about the weeks ahead....Here are your updates..

**Accept Your 2019-20 Contract And Verify Your Salary!** All CFT members should have received an email from CPS describing how to access and accept your 2019-20 contract. The email provides an electronic link, and describes how to review and accept your new contract. While the email suggests that teachers who do not accept their contracts **before** August 23<sup>rd</sup> may not be paid, HR assures us that all teachers who are reporting to work will be paid, whether or not the electronic acceptance has occurred before August 23<sup>rd</sup>.

**CFT encourages all members to promptly review, copy and accept the contract. Also, confirm that the stated salary on your contract is correct. If you believe the salary stated is incorrect, go ahead and accept your contract, but also send an email to Paul McDole, HR Director, explaining why you believe your salary is not correct. Forward a copy of your email to one of the CFT Field Representatives and get in touch with us to share your concerns.**

If you cannot access and accept your new contract, contact Human Resources and/ or the IT Help Desk for assistance. Call the CFT office if Human Resources has not been able to resolve the problem.

**What is Your 2019-20 Salary?** Our salary schedule remains the same for 2019-20, at least through the November 2019 election. CFT can negotiate a cost of living raise to be effective on January 1, 2020, if the tax levy on the November 2019 ballot is approved. The current salary schedule appears at p. 88 of the CFT contract or on our [website](#). Members eligible for step increases based on years or service or additional degrees or

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academic credits will receive those increases from the start of this new school year. Keep in mind that your "step" on the salary schedule does not necessarily correspond to your years of service with CPS.

**Employees' Rights and Risks in Using Social Media** - This week, District staff received an email from Lauren Worley, the District's Chief Communications Officer concerning the use of social media and interactions with the press or public. Her email is helpful in describing district policy when it comes to maintaining *school* social media accounts, or handling questions from the press *about your job, school or the district*.

However, CFT/CFOP members still have **First Amendment rights**. We can comment via social media or to the press on *matters of public concern* unrelated to your job, your students, your supervisors or the district. Board policy does not prohibit you from commenting on your social media account about local or national politics, public policy or elected officials, even if they are candidates for our school board.

Of course, we encourage our members to use common sense in the use of social media platforms like Facebook or Twitter. Here are some do's and do not's that we recommend:

DO.....

- Comment on national state or local politics, or issues you care about, like the environment, public school funding, or educational policy.
- Encourage your friends or followers to vote for or against specific candidates or issues, including local tax levies.

Do Not....

- Use social media to criticize your principal, school administrators or fellow employees, or how your school/worksite or the district is managed.
- Comment on Facebook or to the press concerning your students or their parents.
- Post photos on social media of your students without parental permission, which should be obtained in writing.
- Post photos which involve conduct that could be embarrassing to you or the district if seen by your students, their parents or members of the public. Example: excessive drinking, nudity, sexual conduct, drug use or other illegal activity.

**2019 Annual Labor Day Picnic** - Monday September 2, 2019. Members contact the CFT/CFOP office 513-961-2272 or email: [agreen@cft-aft.org](mailto:agreen@cft-aft.org) for your tickets (*this has changed from the original email sent earlier in the week*). Each member can receive up to 2

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Adult and 2 Child admission tickets and 1 parking pass. Members will have to come to the CFT/CFOP Office to pick up tickets. Office hours this week are 8:30 a.m. to 4:30 pm Monday – Thursday and 8:30 – 4:00 on Friday. Click [here](#) for [flyer](#) and information.

**TBT Meetings** - As a priority or focus school, the state requires that teacher-based teams (TBT) have a common planning time weekly to work through the state improvement process.

The intent is for the teams to use a data-driven process to implement strategies that positively impact teaching and learning. It is not the intent of the state that the focus be on a "meeting" or that this be a time for principals and the state support coaches to dictate what teacher teams must do. On the contrary, their role as well as that of the ILT/BLT is to support the work of the teacher teams with resources and feedback.

If no additional time (outside of what is contractually required for teacher planning CBA p. 29 lines 5 and 40) is provided in the schedule for this work, the teachers determine when and how they will collaborate and implement instructional strategies that meet the needs of their students.

If teachers have questions or concerns about the Ohio Improvement Process, they can contact Kendra Phelps at [kphelps@cft-aft.org](mailto:kphelps@cft-aft.org).

If your contractual planning time (minimum of 255 minutes per week for elementary and minimum of planning time for high schools is one bell per day or 225 minutes per week, whichever is greater) has been encumbered by the administration and your efforts to resolve the violation has proven unsuccessful, contact one of the CFT Field Representatives Don Mooney [dmooney@cft-aft.org](mailto:dmooney@cft-aft.org) or Karen Imbus [kimbus@cft-aft.org](mailto:kimbus@cft-aft.org).

**Earn Free CEU's, Attend Organizing Training** - This training is designed for the community hosted by the Cincinnati Educational Justice Coalition, Cincinnati NAACP Education Committee, Cincinnati Federation of Teachers, Laborers Local 265, and Cincinnati AFL-CIO Labor Council!

Join national and local experts covering such topics as: Organizing Basics, How to have "organizing conversations", Strategies vs. Tactics, Communications for Building Power, Student Organizing, and More! While the policy focus will cover public education issues,

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this training will share skills and information that can be used *wherever* you are working to build power for change!

*If you are CPS teacher, you will receive CEU's for your participation.*

This training is free but registration required at this link so we can order the proper amount of food: REGISTRATION LINK: <https://forms.gle/4wYrLR2Piu4jTYAV9>.

Please go to this link to **SHARE** and **INVITE** your friends on Facebook: <https://www.facebook.com/events/549680282233150/>

Teachers, Community Members, Parents, and Students are all welcome to attend, so please pass the word along?

Free light breakfast and lunch included. For more information [click here](#).

**SAVE THE DATE: Annual CFT/CFOP COPE Luncheon** – Saturday, September 21, 2019, 11:30 a.m. to 1:30 p.m.. Location to be announced. Featured speakers include State Representative Brigid Kelly. See our [flyer](#) for more information.

**STEM Conference 2019** – Thursday, September 19, 2019. Register today. There are raffle items galore! Win Zoo or Newport Aquarium tickets or an Amazon gift card or some mini robots for your coding class, or a solar kit or a field trip to the Cincinnati Observatory, or Civic Garden Center or Museum Center or how about a Math Night sponsored by Mathnasium. There are lots of items to give away! For more information click one of these links. [NKU](#) or [UC](#)

**Additional Important Dates to Remember:**

- **CFT Membership Meeting** – Wednesday, September 11, 2019 @ 5:00 p.m. in Mayerson Banquet Room
- **CFOP Membership Meeting** – Thursday, September 19, 2019 @ 5:00 at the CFT/CFOP Office located at 2055 Reading Rd, Ste. 120, 45202
- **Annual Fall Celebration** – Friday, October 11, 2019; 4:00 – 7:00 pm
- **5<sup>th</sup> Annual CFT/CFOP Trunk or Treat** – Saturday, October 26; Noon – 2 p.m.

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Wow, that is a lot of information, but it is **ALL** super important! If your colleagues are NOT receiving our emails, please encourage them to send an email to [cft@cft-aft.org](mailto:cft@cft-aft.org) from their non-work email address and we will put them on our mailing list!

Now, go eat some corn, a Cuban sandwich or some sponge cake....you have earned it!

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