

Cincinnati Federation of Teachers

Cincinnati Federation of Office Professionals



Local 1520 | AFT | OFT | AFL-CIO

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Dear CFT Member,

In these difficult and uncertain times, I am committed to keeping you informed about developments that affect our members, even when those developments are infuriating.

On Friday, the District informed us of its plans to make significant program changes. These changes will impact numerous teaching areas and worksites. Program changes include the elimination of all double-bell High School Math and Microsoft Office classes; the elimination of all Math Specialist positions, the elimination of HS Reading Specialists, Instructional Coaches, and District-Wide Mentors; and the closing of A2E/A2S.

The District did not consult with CFT in planning for these program changes, and CFT is taking action to derail them. All told, the District plans to cut 120 teaching positions. We will demand that the District justify such draconian cuts.

Most of the current teachers whose positions were cut will be reassigned to vacant positions. However, it is with anger and deep regret that I inform you that the Board of Education voted on Monday to implement a Reduction-in-Force ("RIF") that will affect 14 teachers, all of whom teach (7-12) Math. With the exception of two rehired retirees and one part-time teacher, all other the RIF'd teachers were hired in 2019. We are writing the affected teachers separately to inform them of their rights under Section 270 of the Collective Bargaining Agreement.

Should vacancies become available at any time in the next 24 months, the Collective Bargaining Agreement requires the District to offer re-employment to the RIF'd teachers with the same classification before anyone else. We anticipate that vacancies will become available as a result of retirements and leaves of absence, so some RIF'd teachers may be re-hired before long. In addition, the contract gives the RIF'd teachers priority in filling long-term substitute positions for which they are qualified. Nevertheless, this is the last news a new teacher wants to get.

We are a Union of Professionals. A loss to one is a loss to all. We remain committed to fight for each and every one of you, to support the RIF'd teachers and secure their re-employment, to urge the District to be transparent about the budget, to force it to honor the contract, and to keep you informed about Board actions that affect our members.

We strongly recommend that all teachers on a Professional License without a Continuing Contract email Paul McDole, HR Director, at mcdolep@cps-k12.org and request a credentialing evaluation to protect your career from possibly future RIFs. If you have questions about the RIFs or the District's program changes, please feel free to reach out to me or CFT staff.

In Solidarity,

Julie Sellers, President