

Severance Incentive Back on the Table? No, not yet.

By Sue Taylor,
President

CPS Administration posted a Request for Proposals (RFP) for severance incentive plans. Two vendors, Educators Preferred Corporation (EPC) and PACE, have submitted proposals. CFT is in the process of trying to obtain copies of these two proposed severance plans.

Please note that a severance plan is very different from a “buy-out.” A buy-out is when an employer purchases years of experience for the employee from the state retirement system, thus enabling the employee to become eligible to retire. The media has incorrectly reported that CPS is considering a buy-out. CPS is not considering a buy-out, but is in the discussion phase of developing a severance incentive plan.

A severance plan is the offer of a sum of money from the employer to the employee in exchange for the employee’s resignation or retirement. In last year’s Tentative Agreement, the severance plan for CFT would have provided **up to \$60,000** that would be disbursed to the employee monthly for a period of five years, if the employee was eligible for retirement, or over eight years if the employee resigned without retirement eligibility. For employees who are willing to resign, but who are not eligible for retirement, the severance amount only was to be provided but the employee would not have been eligible for monthly retirement checks nor their sick leave conversion payment. Employees who were eligible for retirement would have had to agree to include sick leave conversion amount into the monthly payments, along with the severance amounts. You will recall that the Board of Education voted against that severance plan and the Fact-Finder’s Report denied this severance.

The administration has held two informal discussions with leaders of each employee union in CPS. **No new severance package has yet been developed for consideration.** This may happen soon, but it also may not happen. At this point, no request has been made to CFT or ACPSOP to re-open negotiations or amend our contract for a severance incentive. When, and if, a request is made to do so on this topic, CFT and ACPSOP will need to convene each Executive Council to make a recommendation to our membership to re-open and to appoint a bargaining team. The next step would have to be to make this recommendation for action at a Membership Meeting. If the CPS Administration has the authority of the Board Members to negotiate and makes a formal request, CFT and ACPSOP then could act and, pending approval of the membership, move forward with to negotiate a severance plan.

Once we are asked to re-open, we will know that CPS has the authority to negotiate and eventually offer a particular severance package.

There is a lot of discussion, as well as rumors, around the district on this topic. Once we have a formal request, we will schedule special EC and Membership Meetings so that we can officially act in the best interests of our members by negotiating. When a request is made by CPS, we will immediately inform our Executive Councils and Building Reps, and recommend the next steps.

Your Action is Urgently Requested

Both the US and Ohio levels of government are diverting huge sums of money away from our traditional public schools to charter schools. 71% of Ohio charter schools are classified as Academic Emergency or Watch by ODE. 25% of all charter schools could not be rated because they failed to report sufficient data, despite state law. Parents of charter school students are not informed about charter school performance as ODE does not issue a summary of charter school performance or a comparison to public school achievement. State report cards are not mailed home to parents. No charter school has been closed by the State Board of Education or other sponsors because of poor academic performance.

School districts are losing millions of dollars to charters, but the cost of educating the remaining public school students does not decrease proportionately. Cincinnati Public Schools alone lost \$33.4 million in 2003-2004. We will lose more than this when the numbers are calculated for this current school year.

As a result of the diversion of dollars to charters, school boards are forced to seek additional levies sooner than expected or cut instructional programs and extracurricular and other activities.

For profit companies or “educational management organizations” **will collect more than \$181 million** of the \$344 million Ohio is spending on charter schools. All this while charter school operators are becoming less and less accountable to voters and taxpayers. Nothing in the recent change in state law prevents the sponsor from being a related party to a charter school operator. A for-profit company can establish a foundation and then grant charters to itself. No approval by any public official is required. State law now allows sponsors to renew charters for an indefinite period, eliminating the five-year checkpoint for renewal based on results.

Undoubtedly, CPS and its employees are being held to standards that our charter school counterparts

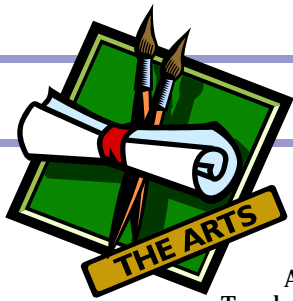
are not!

What can you do? It is simple to make your voice heard about this educational malpractice and diversion of funds from our schools. Please show your support for a two-year moratorium on the establishment of any new “community” or charter schools and for a cap on charter schools. Encourage legislators to impose a penalty for the failure of charters to report data.

You can do all this by accessing the Ohio Federation of Teachers website.

1. Go to: www.oft-aft.org
2. Click on the State House Link
3. Select the two Charter School Moratorium Letters and click “Send this message.”





Contemporary Art Center Classes Available

The Free Contemporary

Arts Center Teacher Program

explores contemporary art as a learning tool and gives teachers useful ideas and resources to bring back to their classrooms. CEUs are available and teachers may earn one graduate credit hour for the completion of three or more sessions. RSVP is required. Call or email Emily Mello, Assistant Curator of Education 513-345-8420 or [educa-tion@cacmail.org](mailto:education@cacmail.org) to register.

Each session includes a slide presentation introducing the art historical theme, a tour of the current exhibition with curatorial staff, ideas for implementing object-based learning, connections to curriculum standards, hands on projects, and a teacher packet with images and lesson plans.

Sign in for each session is 4:00 and each program time is 4:30-7:00.

December 2, 2004 - The Art of Many

Artist Joseph Beuys said, "The idea of

multiples is the distribution of ideas." Typically less expensive and smaller in scale than unique works of art, artists have made works that exist in multiple copies- artist books, toys, album covers, postcards, furniture and more. Tour the exhibition *Multiple Strategies* and learn how students can make multiples to share ideas with their classmates.

January 6, 2004 - What Makes a Leader? *The Black President: The art and Legacy of Fela Kuti* shows a variety of artistic responses to the pan-African hero, political activist and pioneering afro-beat musician. Learn how the study of one charismatic figure can provoke a lens for a lively investigation of music, culture, complexities of character, forms of government, protest, and visual art. Learn how students can find inspiration through a critical study of their heroes.

February 24, 2004 - An Unusual Museum

The Sara M. and Patricia A. Vance Education Center, The UnMuseum®, is an innovative concept in museum education for children in which, "Don't touch the art!" does not apply. Occupying the entire 6th floor of the Contem-

porary Arts Center, The UnMuseum® is a gallery of participatory art-art that sings, art you can crawl in and on, and art that moves when you move. Learn how to tie the UnMuseum to any subject area curriculum.

April 21, 2004 - Funny Sculpture

Tour the exhibition *Erwin Wurm: The End of a Minute* and see how this artist humorously challenges traditional notions of sculpture, drawing, painting and performance. Learn how students can turn themselves into part of a one-minute sculpture.

CALLING ALL WOMEN BOWLERS!!

Women Bowlers needed for fill the league !!

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Call Donna Baumgartner 351-8680

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