

School Mergers, Consolidations, Closures



The Board of Education voted at its December 13, 2004 meeting to

merge, consolidate and close several schools, effective 2005-2006 academic year. This action was taken due to declining student enrollment and the need to reduce district expenditures. Superintendent Frailey had announced a year ago that he would bring such recommendations to the Board. CFT/ACPSOP did not agree with the recommendations and regrets that schools have been impacted this way.

The following Board of Education actions were taken:

Merger

Eastwood with Woodford

Consolidations

McKinley with Linwood

Bramble with Parker

Kirby Road with Chase

Closings

Hyde Park

Losantiville

The following are new clauses in Section 250 of the Collective Bargaining Agreement ratified last spring:

Merger

(1.) If an entire program or

school is merged with an existing program or school of the same type, all teachers in both sites shall be considered as one staff and any necessary reductions in staff shall be done in accordance with this section.

(2.) When new positions are added in a program within a building or school, such positions shall be treated as vacancies, which shall be filled in accordance with this section.

(3.) Any teacher who is declared surplus shall be entitled to exercise the right to displace a junior teacher within the building in accordance with provisions [relating to surplus in Section 220, Paragraph 3.a]

Consolidation

(1.) When two or more existing schools are consolidated, all teachers from the sites shall be considered as one staff and any reductions in staff shall be done in accordance with this section. Prior to staffing reductions, teachers from all affected sites shall be given the opportunity to indicate whether or not they want to be considered for a position in the consolidated school. Teachers indicating they do not wish to be considered shall be surplussed without rights to return under Section 250.3.c.

(2.) Teachers indicating they wish to be considered but are surplussed shall have return rights under Section 250.3.c. Additionally, any teacher indicating a preference to remain that is surplussed, shall have rights set forth in Section 250.3.a.2.

(3.) When two or more existing

schools are consolidated, the administration must consult with the federation prior to making determination regarding the strategy for delivering instruction.

(4.) Training shall be made available to all teachers not trained in the strategy for delivering instruction after the consolidation in accordance with the district's overall professional development process. The training shall be held within the teacher work-day or the administration shall provide compensation in accordance with the CBA.

(5.) Surplussing and staffing for consolidated schools will occur in conformity with district-wide staffing schedule, to be accomplished by the principal or the administration's designee in the absence of a principal.

Surplussing occurs in schools that are closed.

ACPSOP staffing in merged, consolidated and closed schools shall be made in accordance with Civil Service law.

CFT and ACPSOP Field Reps will work closely with bargaining unit members in the affected schools. We realize that there are many unanswered questions relating to logistics, use of space, staffing and instructional decisions.



In Memoriam

Kelly Brigger

CFT/ACPSOP mourns the untimely death of Kelly Brigger, South Avondale teacher. Kelly passed away in December. She leaves behind her husband, Douglas Brigger, and young son, Rex Brigger. Services have been held. Memorials may be made to the Rex Brigger Education Fund c/o Fifth Third Bank.

Kelly was a teacher in several ele-

mentary schools, including North Fairmount, Pleasant Hill, and Sayler Park. She served as a lead teacher at South Avondale at the time of her death. Kelly served on many district and school-wide committees as a consummate professional. She was an excellent educator who touched the lives of many students. Please keep her family in your thoughts and prayers.

Angel Saunders

CFT/ACPSOP mourns the untimely death of ACPSOP member, Angel Saunders. Angel was hired as a Junior Typist at Eastern Hills on August 13, 1997. She transferred to Hughes High School on 11/3/97 where she served as a Support Specialist. On August 5, 2002 Ms.Saunders was promoted to Elementary School Secretary at Taft Elementary. Please keep her family in your thoughts and prayers.



Budget and Staffing Schedule

Below are the key dates for the budget and staffing process for the 2005-2006 school year:

- January 3-** Schools receive revenue worksheets and expenditure templates
- January 18-** Initial date to notify teachers as surplus Lead Teachers – Notification of intent to return to home school
Lead Teachers – Removal notification
- January 31-** 2005-2006 teaching assignments made
Schools submit staff organization worksheets and vacancy lists to HR
Schools submit budgets to Budget Department
- February 28- Round 1** Vacancy Announcement Posted
- April 8- Round 1** Interviews end
- April 15-** Job Share Application deadline
- April 18- Round 2** Vacancy Announcement Posted
- April 25-** Potential non-renewals for Reduction-in-Force (RIF), performance, or certification acted upon by Board
- May 20- Round 2** Interviews end
- May 31-** Final district-wide vacancy announcement

CBA Update



Agreement on the language of the CFT and ACPSOP Collective Bargaining Agreements (CBA) has been reached. It was a

tedious process to verify and refine the exact contract language of the ratified agreements.

The ACPSOP CBA has been printed and will be distributed immediately.

The CFT CBA was given to the printer during the Winter Recess. Copies will be distributed to every CFT bargaining unit member by the end of January 2005.

The ACPSOP and CFT CBA's will be posted on our website as well.

Please visit us at www.cft-aft.org.

Opportunity to Participate to Reduce Youth Violence

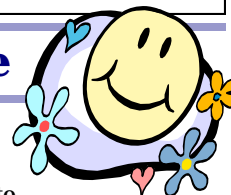
Beginning March 29th through April 8th, people from all over the country will unite in a unique educational and awareness event focusing on effective ways to prevent and reduce youth violence. Students, educators, counselors, law enforcement officers, social workers, service organizations, faith based groups, parents, and the public will participate in various activities to demonstrate the positive role young people can have in making their schools and communities safer.

The Center for Peace Education, in collaboration with the National Youth

Violence Prevention Campaign, S.A.V.E. (*National Students Against Violence Everywhere*), will participate in numerous local activities being planned. For 25 years the Center for Peace Education has provided conflict resolution services and diversity appreciation to schools, parents, teachers and community groups and recognizes the importance of this national event. A recent analysis of more than 200 national studies shows that school-based violence prevention programs reduce school violence by up to 50%. **Cincinnati Enquirer* 11-30-04.

The Center For Peace Education wants to unite schools across the city to develop plans and activities aimed at reducing youth violence during the national campaign and throughout the year.

If you are interested in opportunities for your school and/or students to participate, please contact Denise Crews, Development Director, Center for Peace Education, 221-4863 or denise@cincinnati-peace.org for additional information.




The Schoolmaster Bowling League...
 is looking for interested bowlers to bowl with them on Friday Nights at Brentwood Bowl at 4:00 p.m.
 If you are interested, please contact ...
 Ken Winger—921-6284



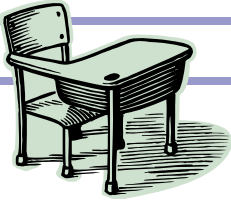

Benefits of Belonging!! *Jane E. Simon—Member Services*

UPDATE!!

Due to the overwhelming employee use of the Greater Cincinnati Employee VIP card, Nick & Tom's Restaurant will be extending their offer of "20% OFF your total bill, *maximum 4 guests*" beginning January 2005. This offer is good Monday through Thursday only.

Just present your discount card EDB's Diamond Showroom, Taft Museum of Art, Teak Thia and Complete Wireless (*free phone with activation*) for super discounts!

Log on to www.vipmall.com for internet coupons and additional savings!!



CFT/ACPSOP Leadership Class Resumes!

A new CFT/ACPSOP Leadership Class will begin on Wednesday, February 2, 2005, at the CFT Office. Please consider participating in this opportunity!

The purpose of the Leadership Class is to educate and develop potential CFT/ACPSOP leaders by providing opportunities for participants to gain knowledge, skills, and values that will strengthen their leadership ability and create a pool of potential leaders for our union.

Jerome Tuggle, inaugural recipient of CFT's Lifetime Achievement Award and former CFT Field Rep. and former CFT Director of Organization, is coordinating this class. The identified dates are 2/2/05, 2/16/05, 3/2/05, 3/16/05, 4/6/05, 4/20/05, 5/4/05 and 5/18/05 and sessions will begin at 4:30pm and conclude at 6:30 pm. Each session will be held at the CFT Office. Topics will include the history of CFT, function and structures of CFT, function and structures of CPS, legislation that defines education today, leadership styles, to name a few.

We are pursuing CEU's for course completion.

YOU are the "u" in union. Come to learn more about our union and opportunities to provide leadership. To participate please fill out and return the information below to Jerome Tuggle c/o The CFT office.

Name: _____ School or Office: _____

Phone: _____ Fax: _____

Email Address: _____

What you hope to learn from the CFT/ACPSOP Leadership Class: _____

Reason(s) for your interest in participating in the CFT/ACPSOP Leadership Class: _____

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