



Teacher Transfer Rounds

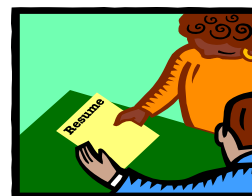
On February 28, the district-wide **round one** vacancy announcement should arrive at your school. Teachers wishing to transfer to another school will need to review this posting and complete and Transfer Request Form. The request needs to be submitted to the Human Resources office no later than **March 4**. On March 14, schools will receive the names of teachers requesting a transfer to their building and the interviewing process should begin. The round one process will end **April 8**, the date selections need to be submitted to Human Resources.

The last open transfer period, **round two**, begins **April 18**. The final transfer period, May 31, is reserved for remaining surplussed teachers, teachers returning from a leave of absence and then newly hired teachers, if any.

April 30 is the absolute deadline date for notification for any **RIFs** (Reductions in Force) or lay-offs of any CFT represented employees.

Please keep in mind the following information if you are going to be involved in the transfer process. If you are serving on an interview committee (teacher selection panel) it is important to adhere strictly to the timelines and select an applicant. Schools have gotten into trouble in the past by delaying the process and then reposting positions they advertised in round one, again in round two. This creates problems since contractually, the position cannot be given to a round two applicant if a qualified round one applicant applied to the position. Another problem created is that teachers applying for the position in round two have wasted one of their five selections. If you happen to be on the other end and are considering applying for a transfer remember the following. First, positions are posted by positions codes and you must list the code and only accept a position that matches the code to which you applied. Unfortunately, teachers are occasionally offered, and accept, positions that do not match the code to which they applied. When this happens the teachers' transfer is voided. Do not let this hap-

pen to you. Second, when you apply to a school it is a good practice to send your resume in advance so the selection panel has an opportunity to review your credentials. Remember to follow-up to see if the school received what you have sent. Lastly, keep in mind that just because you applied to a school that it does not mean that they must interview you. The *Collective Bargaining Agreement* states that they must "consider" you. The guiding principle in selection is that when one or more properly certified teachers request a transfer to a building "and training, experience, and individual qualifications are substantially equal, and the transfer is consistent with racial balancing of staff, seniority shall control the choice."



CFT Co-Sponsors "Africa on the Edge"

The Woman's City Club of Greater Cincinnati and co-sponsoring organizations present the 2005 National Speaker Charlayne Hunter-Gault "Africa on the Edge", Wednesday, March 2, 2005, 7:30 p.m., Plum Street Temple, 9th & Plum Streets.

Hunter-Gault is a brilliant 2 time Emmy, as well as a Peabody Award, winner for her work on Apartheid's People. She is one of television's premier journalists, becoming well known as a correspondent on the MacNeil/Lehrer Report and the News Hour. In 1999 she joined CNN to become its Johannesburg Bureau Chief.

Africa today stands poised to take control of its own destiny, but the road is still paved with conflict, poverty, disease, and desperation. No one knows what is happening in Africa better than Ms. Gault. Come hear the real story and spend an intriguing evening with a fascinating woman. Tickets are \$20.00 before the event and \$30.00 at the door. CFT has a limited number of tickets available. Call Jerri Clements at 475-6041 if you would like a ticket or call the Woman's Club at 751-0100.



IMS by Denise Hewitt

Please take a few minutes to send me your comments regarding the IMS implementation. The Federation has appointed teachers to serve on the IMS Advisory Committee and your comments, concerns and suggestions will be shared with the committee. Send your comments to:

Denise Hewitt c/o CFT Office via the pony or email them to dhewitt@cft-aft.org.

STRS & SERS Individual Review Sessions

STRS—State Teachers Retirement System

STRS—Ohio State Teachers Retirement System: 1-888-227-7877
www.strsoh.org

You **must call first** to make an appointment at 1-888-227-7877

February 14 & 15 (Monday & Tuesday)
February 23 & 24 (Wednesday & Thursday)

From 11:40 a.m. to 7:40 p.m. Each Day

STRS appointments are held at the Vernon Manor Hotel next (to the CPS Education Center)



SERS—School Employees Retirement System

SERS—School Employees Retirement System: 1-866-280-7377
www.ohsers.org

You do **NOT** need to make an appointment. Walk-In Appointments Welcomed

February 14 & 15 (Monday & Tuesday)

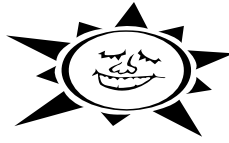
Monday, 1:00 p.m. to 7:00 p.m.
Tuesday, Noon to 7:00 p.m.

SERS Appointments are held at the Mayerson Center joining the CPS Education Center

**Robert G. Porter
Scholars Program**

Applications for the 2005 Robert G. Porter Scholars Program are now available. Applications can be accessed online at www.aft.org or request by mail: American Federation of Teachers, Robert G. Porter Scholars Program, 555 New Jersey Ave, NW, Washington DC 20001. Competition is open to all AFT members, and the children of AFT members who will be graduating from high school in 2005. Four \$8,000 scholarships are awarded to graduating seniors, and \$1,000 grants are given to union members who are continuing their education. Applications must be submitted by March 31, 2005 to receive consideration.

**Summer Position
Available**



Summer position - 6/13 through 8/5, 2005. Competitive compensation for teacher with experience at 6th-9th grade level with CPS. Observe and mentor student teachers (high school & college students) in an academic middle school environment. Send resume to Summerbridge Cincinnati Inc., Kevin Koller at Cincinnati Country Day School, 6905 Given Road, Cincinnati, OH 45243 or e-mail kollerk@countryday.net.

**Check out these
Websites**

"A to Z Teacher Stuff"

Lesson plans, thematic units, teacher tips and downloadable materials are available at the following website: www.atozteacherstuff.com

Search engines tailored to educators, discussion forums, printable materials, emergent reader books and more are available on this site. Visitors can subscribe to a free online newsletter that addresses classroom topics.

Online Praxis Practice

Praxis practice tests FREE OF CHARGE!
Visit: <http://www.testpreppreview.com>



Dear CFT/ACPSOP Members,

Thanks for doing everything you do for our City and its children.

Knowing what a critical role you play in Cincinnati and its future, I wouldn't want to build a long-term plan without partnering with and hearing from you. I am, therefore, inviting you to participate in an informal Town Hall meeting to gather your perspective and input on the future of our community.

The Town Hall meeting will take place on Wednesday, February 23rd at the CFT headquarters at 1520 Madison Rd, Suite 101. It will take place from 4:30 p.m. to 6:00 p.m.. I hope you will be able to attend

I look forward to meeting with you.

*Sincerely,
David Pepper*



CFT/ACPSOP 2004 Dues Deductions

CFT - 2004 Dues Deductions

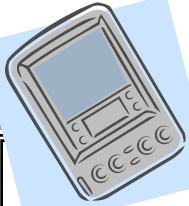
Full time Member	\$720
Full time Fair Share	\$622
Part time Member	\$419
Part-time Fair share	\$362

ACPSOP - 2004 Dues Deductions

Full time Member	\$505
Part-Time Member	\$309
Full time Fair Share	\$436
Part time Fair Share	\$267

CFT/ACPSOP thanks our members for their support of the three-year temporary dues increase. The third year increase in dues for 2003-2004 has ended. The temporary dues increase permitted our union to become financially solvent. 2005 CFT & ACPSOP dues structure, as approved at our May 2004 Membership Meeting will be 1.1% of a beginning teachers salary and for ACPSOP 1.1% of a beginning Support Specialist Salary.

These figures are rounded to the nearest dollar per IRS guidelines



PDA Class for Educators

Are you interested in updating and/or learning PDA usage for professional use? This class will cover fundamental and advanced techniques. You may bring your own PDA, or you may purchase one at the class.

Members of the class will share in the costs of PDAs. The cost for class members will be determined by class size. We would like to receive a quantity discount.

The class will be offered through CET, and the fee is \$45.00

Questions? Call Nelda A. Billups 513.641.0915

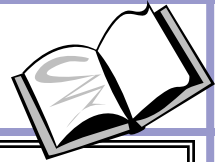
Email: chestangbailey@cinci.rr.com and send the following:

Subject: PDA

Your Name, School, School #, Home #, Grade Level/Subject

Have a PDA **Will purchase a PDA**

Great Gift Idea for Retirees



The Art League is once again offering the award-winning book, An Expression of the Community, to all CFT members for a 15% discount of \$42.50. The book documents, in pictorial form, the stunning collection of art and architecture contained in Cincinnati Public Schools. The Art League began in 1903, and was re-instituted in 1995 to document, preserve, restore, and enhance CPS. It is a non-profit organization run solely by volunteers. You can order a book by calling CFT member Joe Wilmers at 984-4131. Website information available at www.artleaguecinti.org

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Cincinnati Federation of Teachers
Association of CPS Office Personnel

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