

CFT/ACPSOP Dues & Fair Share Fee for 2006

Listed below are the per check dues deductions beginning in January 2006.

CFT Full Time

26 cks = \$25.91 21 cks = \$32.08

CFT Partial (less than .6 contract)

26 cks = \$15.29 21 cks = \$18.93

CFT Full Time Fair Share

26 cks = \$21.84 21 cks = \$27.05

CFT Partial Fair Share

26 cks = \$12.89 21 cks = \$15.96

Daily Rate Substitutes

\$2.00 per day worked

Daily Rate Substitutes Fair Share

\$1.68 per day worked

ACPSOP Full Time

26 cks = \$19.20 20 cks = \$24.96

ACPSOP Partial Time

26 cks = \$11.93 20 cks = \$15.51

ACPSOP Full Time Fair Share

26 cks = \$16.19 20 cks = \$21.04

ACPSOP Partial Time Fair Share

26 cks = \$10.06 20 cks = \$13.08

UC Interns Full Time

26 cks = \$9.97 21 cks = \$12.35

UC Interns Fair Share

26 cks = \$8.41 21 cks = \$10.41



REMINDER

Teachers keep your December 29, 2005 paycheck stub. It will have the total dues paid for 2005 for tax purposes.

Change "No Child Left Behind Law" Panelists Say

When United States Congress reauthorizes the "No Child Left Behind" bill in 2007, educators, parents and students would like to see some changes. They made that clear at a recent public hearing in Ohio on the law, reports Sue Hagan. The business, civic and community leaders, along with parents and students who served as panelists reinforced the sense that the public supports the four-year-old law itself and its goal of holding schools and teachers accountable for student learning. And some praised the law for forcing educators to work harder to teach every student. But they have problems with its consequences and uneven execution. Panelists also said: (1) Teaching "to the test" gets in the way of creative instruction and impedes learning; (2) Struggling schools need more resources, both through federal funding and from busi-



ness and community organizations; (3) Greater weight should be given to individual student progress; (4) High-stakes testing should be replaced by diagnostic tests that show students' strengths and weaknesses; (5) School administrators should make schools more inviting to parents, to better meet the parental involvement section of NCLB; (6) Students and parents themselves should be held accountable for their work and actions, rather than placing all responsibility on schools and districts; (7) Standards should remain high, but more help should be given to help students meet standards; and (8) Funding should be available to increase early literacy. Sponsored by the Public Education Network and the Cincinnati-based Knowledge-Works Foundation, the hearing was one of ten being held around the country.

Annual Observation by Diana Porter, CFT Professional Issues Rep.

Please consult your TES binder regarding your annual observation. The annual observation process was designed to be formative. In other words, it is supposed to inform the teacher of areas where growth or improvement is needed, as well as areas of strength. The annual observation should provide feedback to prepare for the comprehensive evaluation.

"Teachers on annual assessment are encouraged to reflect on their practice by completing the Self-Assessment Form. This form is not required to be submitted to the evaluator." (page. 2 Annual Assessment, TES binder)

Take some time and study your annual observation report when you receive it from your administrator. "The teacher will receive a written summary of that observation with suggestions for improvement using TES rubric language within 10 working days."

Analyzing your observation report will help you to identify areas in which you need

assistance or professional development in order to strengthen your performance in a particular domain. It could help your team or staff decide what professional development would best meet your needs.

Career teachers need to get an overall score of "3" in each domain on the comprehensive evaluation. On your annual observation, if you receive "not proficient" in any category, your evaluator must support the score with the "evidence" or "script" from your observation. Using the TES placemat, you will be able to identify your score. You can get a "2" in some areas and still get your overall 3 score in the domain in comprehensive.

Despite the fact that the annual observation is supposed to be formative, if your principal or assistant principal does a second observation and finds "serious deficiencies", you could be referred to intervention. This year, after the TES revisions there are issues emerging with the new forms. If you are having problems with your annual evaluation, contact dporter@cft-aft.org and send copies of your evaluation to me in the pony.

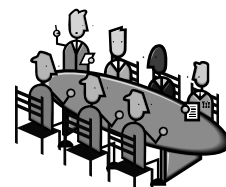


CFT's Collective Bargaining Committee to Begin Meeting

CFT's Collective Bargaining Committee will begin meeting on January 12, 4:30 p.m., CFT office—2721 Central Parkway, Suite B. (South side of the Greater Cincinnati Credit Union).

The Committee will then meet every second Thursday of each month at 4:30 p.m., at the CFT office. The Collective Bargaining Committee meets to prepare contract proposals.

Any CFT member in good standing who is interested in being part of the committee should email Lesley-Ann Smillie, Collective Bargaining Chair, at smillil@cps-k12.org.



Recent Arbitrator's Ruling Sets a Precedent Concerning RIF Criteria

Grievances were filed on behalf of several teachers who were reduced in force (RIFed) in the spring of 2005. Most of these grievances alleged that CPS "failed to properly follow the procedures for reduction in force, as identified in Section 270 of the Collective Bargaining Agreement (CBA), including giving proper consideration of the grievant's experience, training and individual qualifications." In particular, several of the grievant's argued that their educational attainment, such as Master's degrees should be considered before seniority.

Criteria for determining which teachers to include for layoff, or RIF, are set forth in Section 270.2 of our contract. First the Board must determine which types of teachers, according to certification/licensure and grade level, are to be affected. The Board must next consider the contractual status of teachers. Those with continuing contracts are retained before those with limited contracts. Full-time limited contracts are given preference over part-time limited contracts. Next the Board must consider "training, experience and individual qualifications." After these steps are addressed, the Board must give preference to seniority, or number of contractual years of service within the district.

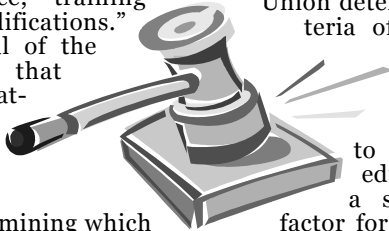
An earlier settlement of an unfair labor practice charge before the State Employment Relations Board (SERB) requires CPS and CFT to negotiate the specific "training, experience and individual qualifications" criteria to be employed when RIFs occur. In the spring of 2005, with RIFs imminent due to declines in student enrollment, CFT and CPS agreed to give "training, experience and qualification" credit only to those teachers with: 1) National Board Certification, 2) Montessori training, 3) Lead Teacher status, or 4) Paideia training. CPS wanted to retain these teachers because of their additional training, experience and individual qualifications for which the Board had expended CPS resources to support.

Arbitrator Mitch Goldberg recently ruled that: "[T]he decision that these areas of special training provide a better benchmark for determining which teachers to retain in this RIF, particularly at the elementary positions, is a reasonable decision based upon the jobs that have been eliminated, and the evidence of the requirements necessary to attain status in these four areas. . . Even for those teachers who do not have such advanced degrees, their particular specialized training is believed to be a better indicator for determining compar-

ative training, experience and individual qualifications than an analysis that provides equal or substantial weight to advanced degrees..."

The arbitrator further ruled that the criteria negotiated by CFT and CPS were not "unreasonably discriminatory, capricious or clearly erroneous. I cannot find a contract violation. The Board and the Union determined and applied the criteria of training, experience and individual qualifications in accordance with their contractual obligations." "The grievances are denied to the extent that advanced education must be included as a separate and independent factor for determining ... RIF" criteria.

This ruling sets a very important precedent for any potential RIFs in the future. As CPS continues to experience significant declines in student enrollment, we hope that further RIFs will not occur. At this point, however, it is too early to know whether there will be more RIFs by April 30, 2006. We will keep you advised as we learn more. In the meantime, we wanted you to clearly know this precedent-setting, final and binding decision from Arbitrator Goldberg.



MARK YOUR CALENDAR

SPECIAL NOTE!!!

CHANGE IN TIME FOR THE JANUARY 18TH PRESIDENT'S NIGHT IN

CFT President, Sue Taylor, along with CFT Field Representatives Joyce Hooks and Ed Jaspers; and Professional Issues Representative, Diana Porter, will be available to meet with members to answer questions, listen to concerns on ...

JANUARY 18, 2006

from **3:30 p.m. — 4:30 p.m.**
(please note the time change)

At the CFT office located at 2721 Central Parkway, Suite B
(in the south end of the Greater Cincinnati Credit Union Building)

Meetings are on a first come first served basis



Know your Collective Bargaining Agreement: PERSONAL PROPERTY DAMAGE REIMBURSEMENT FUND

If you have the unfortunate experience of loss of personal property that has resulted from assault, which occurred in the course of employment, or vandalism or theft at the school site or at another location while on school business, assistance is available. Some of your losses will be covered by the Personal Property Damage Reimbursement Fund that CFT and ACPSOP have negotiated with the school district.

The fund requires that the member first use his/her personal insurance plan. After personal insurance coverage has been exhausted, the fund has a \$100.00 deductible, except in cases of loss due to an assault by a student. All claims will be paid at the

time of approval up to \$500. Any amount above \$500 will be paid at the end of the calendar year, in the order claims are received, providing funds have not been exhausted. The fund consists of \$10,000 annually for Cincinnati Federation of Teachers (CFT) and \$1,000 annually for Association of Cincinnati Public School Office Personnel (ACPSOP). When the fund is exhausted, the Board shall have no further obligation to pay such claims.

Forms and instructions are available from your BR or the CFT office. You will need to complete all forms and attach required documentation. Forward all forms to: CPS General Counsel, Education Center.



Radford Steps Down as Head of Cinti AFL-CIO

Dan Radford, Executive Secretary-Treasurer of the Cincinnati AFL-CIO Labor Council, has announced his intention to depart from this position after more than twenty years of service. During Dan's tenure with the Cincinnati AFL-CIO, he has supported and advised CFT/ACPSOP on many issues of importance to our members.

The Cincinnati AFL-CIO Labor Council was named a "Union City" at the 2001 AFL-CIO Convention, a designation recognizing the Labor Council's strengthening of the local labor movement under the leadership of Dan Radford.

Although Dan will be moving into a new role as Regional Vice President of the Investment Services Division of ULLICO, he will continue to work on behalf of Cincinnati's working families by continued coordination with the Labor Council's political program and community outreach activities on a volunteer basis.

The Executive Board of the Labor Council will coordinate day-to-day activities and determine the next steps for leadership.

Dan Radford has been a very positive force in assisting local unions, including our own. We are grateful for his service to our community and to our union. Dan will be missed by CFT/ACPSOP and certainly will not be easily replaced.

Classifieds



House for Sale in Covedale/Green Township— \$88,900



1.5 story single family brick Cape Cod 4 rooms/ 2 BR/ 1-1 bath

All appliances stay—Fenced Yard with 2 storage sheds.

\$1,000 decorating allowance at closing

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ICWUC Center for Worker Health & Safety Education

621-8882—Darrell Hornback

House for Sale in Delhi

3 Bedroom, 1.5 Bath
Bi-Level



2 car garage, new water heater and heat pump, newer roof & appliances.

Retiring—Occupancy 6/3

\$130,000 or BO—Listing with Realtor on 2/1/06

Call 251-3795 after 4:00 p.m.

Cincinnati Federation of Teachers Association of CPS Office Personnel

2721 Central Parkway, Suite B
Cincinnati, Ohio 45225
513-961-2272
Local 1520, AFT-OFT / AFL-CIO

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