

Process for Determining 2006-2007 Teaching Assignments



By now, the process for development of the 2006-07 budget should have been presented to the faculty for approval. Please note that the faculty approval process was negotiated by CFT and CPS. The faculty vote is a vote of all **school personnel represented by CFT only**. Approval of your school's budget for submission to the LSDMC requires a majority of faculty supporting the proposed budget. In developing the budget, the ILT should have considered decreases and/or increases in enrollment and program offerings. Such considerations may result in surplussing of teachers and/or adding teaching assignments. All teachers who are surplussed must be given written notice. The date to surplus teachers for this budget cycle is February 10th.

Your rights to teaching assignments within your school/site will depend on whether you are in a team-based or non team-based school.

In non team-based schools, principals, in consultation with the ILT, determine the number of teaching assignments. The principal must direct departments (primary, intermediate, special ed., secondary subject areas, etc...) to meet for the purpose of recommending teaching assignments for the following school year. A teacher desiring to change departments must submit his request in writing to the department head or lead teacher. Departments shall strive to reach consensus before submitting the recommendations to the principal. Any teacher may indicate his/

her disagreement with the department's recommendations.

The principal shall approve or decline the recommendations in whole or part. If recommendations are rejected, the principal must direct the department to reconvene and consider the principal's objections. The department then makes a final recommendation. The principal considers the final recommendations, determines the schedule and notifies teachers of their tentative assignment.

In team-based schools, the ILT shall determine the number of teams at each level. Teachers requesting to change teams must submit a request in writing to the team leader. Teams shall submit their recommendations to the ILT. The ILT may approve or reject the team's recommendation in whole or part. If the ILT rejects a team's recommendation, the ILT must inform the team of its objection. The team must reconvene to consider the ILT's objection and submit a final recommendation. The ILT will then determine the team's assignments and notify teachers.

Vacancies are subject to assignment within the school/site before any vacancy is posted district-wide. After teaching assignments within the building are determined, remaining vacancies, if any, will be posted district-wide.

All long-term substitutes and teachers (not including reinstated RIFed teachers), who were hired after the start of the school year, as well as teachers identified as "surplus," must be dis-

placed for the 2006-2007 school year and cannot participate in the teaching assignment process. All other teachers at the school/site are to participate in the process. Principals may not require teachers to complete forms indicating whether or not they plan to transfer to another school/site for the upcoming school year.

Please note that the identification of teachers as "surplus" is an administrative decision. ILTs are prohibited from acting on personnel matters.

The Collective Bargaining Agreement states:

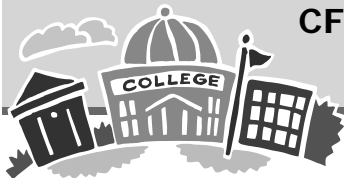
"Before a surplus teacher is transferred from his/her school, that teacher who is properly certificated may displace a junior teacher within the building, provided training, experience, and individual qualifications are substantially equal, and the transfer is consistent with the racial balancing of staff." (Section 260.3.a.2, page 43)

Please contact one of the CFT Field Reps if you have concerns about surplussing decisions.

When the transfer vacancy lists for rounds 1 and 2 become available, BR's are encouraged to retain a copy so that teachers within the school may obtain this information directly from a BR. If any difficulty arises in obtaining the vacancy postings, please call the CFT/ACPSOP office at 961-2272.

CFT/ACPSOP Scholarship Fund Applications in Schools Now

By Peggy Maloney, CFT/ACPSOP Scholarship Committee Chairperson



The CFT / ACPSOP Scholarship Committee has mailed the applications to all Building Representatives for 2006. The goals for the scholarships are:

- To encourage capable Cincinnati Public School Students to pursue teaching careers;
- To increase the number of minority teacher applicants for Cincinnati Public Schools;
- To assist the children of CFT/ACPSOP members to obtain a college education, and;
- To assist ACPSOP members who wish to pursue further education leading to a BA/BS degree.

Guidelines for awarding the scholarships are attached to each ap-

plication. It is important to note that EVERY guideline must be followed in order to be considered for a scholarship. Unfortunately, all incomplete applications will be disqualified without notification to the applicant. A brief summary of guidelines are as follows:

1. Proof of financial need.
2. Recipients must be entering college for the first time, except ACPSOP members pursuing their own education.
3. The parents of applicants must have been CFT/ACPSOP full share members for at least one full year. (Refer to actual guidelines for exceptions).
4. Proof of residence in the Greater Cincinnati area.
5. A Cincinnati Scholarship Foundation (CSF) application must be submitted to the CSF office **NO LATER THAN APRIL 30**,

2006. (Refer to actual guidelines for special instructions and mailing address).

6. Applications may be obtained from your building rep or at the CFT office located at 2721 Central Parkway.
7. ACPSOP members must complete the Blue Adult form. In order to be considered for additional scholarships, please enclose your Financial Aid Award report.

Please remember the deadline for submitting applications is April 30, 2006. CFT/ACPSOP is pleased to be able to provide these scholarship opportunities.

If you have any questions, please call the CFT office at 961-2272 or the CSF office at 345-6701.



CFT/ACPSOP Dues for 2005

The amounts below are total dues paid for the calendar year 2005. Figures are rounded to the nearest dollar per IRS guidelines.

	CFT		ACPSOP	
	Full Time	Part Time	Full Time	Part Time
Member	\$654	\$384	26 checks = \$483 *21 checks = \$507	26 checks = \$299 *21 checks = \$314
Fair Share	\$561	\$330	26 checks = \$415 *21 checks = \$433	26 checks = \$257 *21 checks = \$270

*ACPSOP members on the 21 check pay plan, had December 2004 dues deducted in January 2005.

Woman's City Club National Speaker Forum

CFT/ACPSOP has a limited number of tickets available for the Woman's City Club 13th Annual National Speaker Forum-

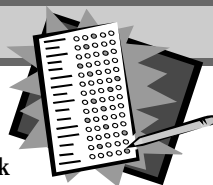
**March 15, 7:30 p.m.,
Cintas Conference Center.**

CFT/ACPSOP is a co-sponsor of this event.

The speaker this year is award-winning Playwright and actor of Stage and Screen –Anna Deavere Smith. She has been hailed by *Newsweek* as “the most exciting individual in American Theater.” She is the winner of a MacArthur Foundation Genius Award for creating “a new form of theater: a blend of theatrical art, social commentary, journalism, and intimate reverie.”

If you would like a ticket, please phone Jerri Clements at the CFT office,

475-6041, or e mail her at:
jclements@cft-aft.org



APA Teachers' Needs Survey

The American Psychological Association Teachers' Needs Survey is gathering information about teachers' perceptions of professional development in several areas, including classroom management, instructional practices, classroom diversity, family and community outreach, and other teaching skills and knowledge informed by psychological science. The survey will help inform public policy as well as the creation of APA professional development courses for teachers based on the needs teachers identify.

APA is seeking a national representative sample of 2000 teachers from rural, suburban and urban schools by May 2006. To help APA achieve this goal, the

American Federation of Teachers have posted the following survey link on their websites:

SURVEY LINK: <http://surveys.apa.org/ed/teacherneeds2>

AFT ANNOUNCEMENT: <http://www.aft.org/teachers/index.htm>

CFT Members: Please consider accessing one of the sites above to participate in this needs survey about professional development.

Brain Teaser!!

What is at the beginning of eternity, the end of time, the beginning of every end, and the end of every place?

Answer on page 4

Ohio Lacks Foundation to Reach Governor's Goals

Gov. Taft's last State of the State address Jan. 25 included lots of destinations with almost no roadmaps for reaching them. Among his proposals are additional graduation requirements for Ohio students who want to attend a four-year college, although waivers would be available for those who do not want to meet the new standard.

Students who do not meet the new requirements and those needing remedial work would be limited to attending a two-year college.

“We disagree with the governor's plan to restrict access to four-year colleges and universities,” said OFT President Tom Mooney. Sharp increases in tuition, forced by cuts in state aid, have already priced a college education out of reach for many middle-class and working-class students in Ohio. Taft's policies will limit the aspirations of more students to two years of higher education. “While community colleges do an excellent job of preparing students for important occupations and careers, Ohio will soon look back with regret and realize we need more young people with four-year degrees in order to com-

pete.”

We support higher standards for high school diplomas. “We should expect our students to learn what students in other developed countries achieve. A challenging and up-to-date education for all students is crucial if our state is to have a prosperous future in this global information economy,” Mooney said. “However, Ohio has not built the foundation to put these standards in place by 2011 and wishing won't make it so.”

Ohio must invest in the early grades to prepare students for this rigorous high school curriculum. That investment must start with high quality early childhood education programs for all who need them and state-funded all-day kindergarten in every elementary school.

Gov. Taft also promised to expand school breakfast and lunch programs to 120,000 more children, without saying how this would be done and with no new funding sources were identified.

In order to raise the achievement of Ohio students, the state must finally overhaul its school funding system, which remains unreliable, inequitable and uncon-

stitutional. The current budget made things worse, not better, for many students. Most districts got flat funding or increases that don't even cover rising utility bills. And schools will lose millions when the state phases out business property taxes. “With a 3-to-1 disparity in per pupil funding among school districts, how can the governor expect all students to meet the same standards? Without stable and adequate school funding, beginning in pre-school, this is all just happy talk,” Mooney said.

Despite the obstacles, many of which are created by state lawmakers, Ohio's public schools are delivering solid academic gains. “We must reach the standards the governor has laid out...However, Ohio has also created a giant escape hatch for students and parents who do not want to meet the standards – the state's failing charter school program, which is undermining academic standards. The state must set academic accountability requirements for its charter school operations and close the many that do not meet even current academic standards.”

Classifieds



Ohio General Assembly Senate and House of Representatives Website Links to Contact Legislators Directly

Ohio Senate: www.senate.state.oh.us
Then click on Your Senators to do a search by zip code

House: www.house.state.oh.us
Then click on Your Representatives to do a search by zip code

You may locate Ohio legislators from the links above to send personalized emails to our state representatives.

How to advertise in the CFT Newsliner classifieds—
Send copy to cft@cft-aft.org or fax to 961-0629
All ads are subject to editing and space requirements.
Ads run for one issue.

Answer to Brainteaser on page 3
"e"

FOR RENT

Large 1 bedroom in quiet 3 family located in North Avondale.



Newly Renovated
Off Street Parking
Utilities not included

Immediate Occupancy
Call 235-0888

HOUSE FOR SALE

White Oak area—15 minutes to downtown 3 BR, 2.5 bath ranch with a finished lower level walk out. Complete second kitchen with large party area and office on lower level. Hardwood floors throughout. Brand new roof. Energy efficient appliances. 1 car garage w/ doublewide driveway. Park-like yard in quiet neighborhood. Low taxes. Appraised at \$150,000. Immediate Occupancy. Make offer.



Call Diane Blasch at 363-9073

FOR SALE

\$100.00 Xavier University Voucher
Contact Zarina Chughtai
363-9047 or 936-9362



WANTED

2 or 3 teachers interested in earning a Masters in the Art of Teaching through a team approach from Marygrove College Team Center, beginning in May.



Call 363-9697 for more information



FOR SALE

1998 VW Cabrio Convertible GLS

Only 58,000 miles

Runs like a top and has had all scheduled maintenance and then some. A fun car to drive with a 5-speed manual transmission and insulated ragtop.

Call Doug or Linda Sawan at 861-8488 or email pcrev@earthlink.net

Cincinnati Federation of Teachers Association of CPS Office Personnel

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