

Specialists are Teachers Too! By Katie Hofmann

When we return to school in the Fall, there will be a significant reduction in the amount of Arts and PE in our schools. Scheduling will be challenging. Since 1999 CPS has had a partnership with VH-1 Save the Music Foundation. Each Elementary/Middle school in CPS has the opportunity to provide Instrumental Music education for their students. Each school must have a certified Music teacher on staff. The Centrally Funded Instrumental staff will provide the instrumental instruction in your school. If you make a decision now, a schedule can be designed where the Band/Strings teacher can be load bearing for several bells a day.

Students in the participating grades can be grouped and regrouped for Specialist classes. Students DO NOT need to be pulled out of Arts classes or classrooms for Band/Strings. Students can be scheduled into Band/strings. This has to be a choice. Students cannot be forced to participate to give the teacher an additional "free" bell. The decision must be made NOW. CPS has 10 additional grants of instruments for the 2007-2008 school year. You must decide now and meet with the Instrumental staff to work out a reasonable schedule.

Research shows that students who participate in Band/Strings have better attendance, better grades and have

better social interaction. The research also shows that they become better community members.

If you want a high quality education for all of your students, support your Arts/PE teachers. They are not your babysitters. They are certified teachers, just like you. They are responsible for planning and assessment, just like you. They can enrich your school culture if you will allow them to do their job.



What's Happening in the ESP Curriculum Council

At the start of year the ESP Curriculum Council steering committee met & discussed ways to not only increase delegate participation in the monthly meetings but to vary locations and topics to increase interest.

The outcome, each ESP group (Psychologists, SSW, SLP, Counselors) was assigned a particular month and was responsible for the topic for presentation and the location of the meeting. Some memorable professional development opportunities were achieved



and much useful information was shared. The school counselors presented at Cincinnati State where several of their staff members discussed resources and programs they have to offer CPS students who are pursuing post-secondary education. School Social Workers had two members of the Mayerson Center for Safe & Healthy Children present on the topic of Child Abuse at the library/media center of the new

Shroder Paideia High School. School Psychologists presented on Positive Behavior Supports at Beech Acres in Mt. Washington. Speech Pathologists

presented on "The Role of the Speech Pathologist in the School." Victoria Crook, Assistant Director of Student Services, gave a presentation on the new IDEIA regulations at the Rubenstein Library at Children's Hospital. This library has many printed resources that are available to parents, practitioners, teachers on various topics related to children. Not only was there increase in delegate participation but there was a new interest in the role and function of the ESP Curriculum Council. Delegates attending these meetings often left well-informed & more enlightened on numerous topics.

New Grant Funding Information

Grants for Equipment, Materials, and Software for School Libraries & Literacy Programs!

Dollar General Back-to-School Grants provide funding to assist schools in meeting some of the financial challenges they face in implementing new programs or purchasing new equipment, materials or software for their school library or literacy program.

Maximum Award: varies.

Eligibility: public and private schools within Dollar General's 35 state market area; public school libraries recovering from major disasters.

Deadline: August 10, 2007

<http://www.dollargeneral.com/community/back-to-school%20grants%20application%202007.doc>

Study Trips for Teachers for Travel to Costa Rica

Toyota International Teacher Program for Costa Rica Study will send teachers to eastern Costa Rica from February 24 to March 7, 2008 to study the country's environmental and cultural preservation efforts.

Maximum Award: a fully funded (transportation, lodging, meals, and all program activities) 10-day trip to Costa Rica

Eligibility: U.S. secondary school teachers with at least three years of full-time teaching experience.

Deadline: September 7, 2007

<http://www.iie.org/Template.cfm?&Template=/programs/Toyota/default.htm>

**THE FOLLOWING IS A SUMMARY OF HEALTH CARE CHANGES FOR
MEMBER CLARIFICATION ONLY.
THE LANGUAGE WILL NOT BE PUT IN THE CBA.**

Health Care

The attached chart summarizes the Prescription & Office Visit Co-Pays within both Co-Choice and New Health plans, as well as the *new* **Deductible**, Out-of-Pocket Limits, Opt Out Provisions, and Benefit Bank amounts and conditions. There are no changes to the Dental and Concern plan designs.

Other Major Changes to the Health Care Plans:

- A \$50 Disease Management Incentive: Members who are newly identified by Humana for its Disease Management program will be provided with an additional reimbursement bank incentive of \$50 if they are enrolled in the Humana Disease Management Program.
- Diabetic supplies will be paid by the plan if a member is enrolled in the Diabetes Disease Management Program.
- Office call co-pays (both specialist and primary care physician) will change on July 1, 2007 and January 2009.
- Bariatric surgery coverage will discontinue in calendar year 2009.
- Emergency room visit co-pays will be the same at both in- and out-of-network hospitals. They will go to \$75 on July 1, 2007 and \$100 in 2009.
- There will be increases in some co-pays in both programs:
 - Vision/Hearing will be \$20 in 2007 and 2008, and \$25 in 2009
 - Allergy testing and injections will have a 10% co-pay
 - Chiropractic visits will be \$20 in 2007 and 2008, and \$25 in 2009
 - Urgent Care will be \$35
 - PT/OT/ST will be \$20 in 2007 and 2008, and \$25 in 2009
- In Co-Choice, the following are now subject to deductibles *in addition to* their previous co-pays: Reconstruction surgery; Infertility; Pregnancy; Birthing Center; DME; Second Surgical Opinion.
- Deductibles will also apply to other services (including hospitalizations, surgery, etc) at the amounts reflected in the attached chart.
- Out-of-Network Deductibles and co-pays have previously been in effect, and most are not changed under this new plan.
- The Co-Choice family plan deductible for Out-of-Network increases to \$650 (from \$600) in 2009. The single plan deductible for Out-of-Network also increases to \$350 on 1/1/09.
- In 2008 and 2009 the Co-pays by Mail will increase to 2.5X retail.
- On 7/1/07 the prescription program will be administered on Humana's standard formulary, Rx3, which includes quantity limits, prior authorization, and other cost-management controls.
- CPS will sponsor a wellness program through Humana consisting of a *confidential* Health Risk Assessment (HRA), Risk Coaching, and Education. The HRA is required to be completed by CPS employees for the employees to access their Benefit Bank funds.
- This listing is a summary of high level changes in the health care plans. It is not intended to be a comprehensive summary of all changes.

**Medical, Prescription, Employees Assistance Program and Dental Coverage
Employee Contributions**

Rx Co-Pay	2007		2008		2009	
	Co Choice Health	New Health	Co Choice Health	New Health	Co Choice Health	New Health
Generic	10	10	10	10	10	10
Name Brand	30	20	30	20	30	25
Non Formulary	50	40	50	40	55	45

Office Visit Co-Pay	July 1,2007		2008		2009	
	Co Choice Health	New Health	Co Choice Health	New Health	Co Choice Health	New Health
Primary*	20	20	20	20	25	25
Specialist	40	40	40	40	45	45

* Includes OB/GYN effective July 1, 2007

* Endocrinologist effective January 1, 2008

Deductibles	July 1,2007		2008		2009	
	Co Choice Health	New Health	Co Choice Health	New Health	Co Choice Health	New Health
Single	0	N/A	\$100	N/A	\$150	N/A
Single + One	0	N/A	\$200	N/A	\$250	N/A
Family	0	N/A	\$200	N/A	\$250	N/A

Out of Pocket Limits	July 1,2007		2008		2009	
	Co Choice Health	New Health	Co Choice Health	New Health	Co Choice Health	New Health
Single	\$1000	\$1000	\$1200	\$1000	\$1200	\$1500
Single + One	\$2000	\$2000	\$2200	\$2000	\$2200	\$3000
Family	\$2000	\$2000	\$2200	\$2000	\$2200	\$3000

Co-Insurance	July 1,2007		2008		2009	
	Co Choice		Co Choice		Co Choice	
	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
Co-Insurance (after deductible)	0%	25%	0%	35%	0%	35%
Out of Pocket Limits	Out of Network N/A for New Health participants					

Opt Out Provision	July 1,2007		2008		2009	
	Co Choice Health	New Health	Co Choice Health	New Health	Co Choice Health	New Health
Single + One	\$50	\$50	\$50	\$50	\$50	\$50
Family	\$100	\$100	\$100	\$100	\$100	\$100

Benefit Bank	July 1,2007		2008		2009	
Single	\$350		\$350*		\$350*	
Family	\$425		\$425*		\$425*	

* Dollars available remain the same; however, reimbursement monies are available only if a person has completed a confidential health assessment

*Members newly identified by Humana for Disease Management program will be provided with an additional reimbursement bank incentive of \$50 if enrolled in a Humana disease management program

Below is a sample of what your monthly employee contributions based on your base salary (does not include any stipends or schedule E) will look like. The gray areas are what employees are currently paying. The POS plan is the Co-Choice plan and the HMO is the New Health Plan. If you have any questions, call the CFT office at 513-961-2272.

CPS

5/7/2007

Example of Monthly Contributions by various salaries

Proposal Used: 20070503 Union Counteroffer (amended 05/07/07)

Date of Change: Effective 7/1/2007 over 3 year agreement

	HMO			POS		
	Ee	E+1	F	Ee	E+1	F
	0.797%	1.504%	2.232%	0.788%	1.575%	2.206%
Annual Pay						
\$ 10,000	\$ 6.84	\$ 13.28	\$ 18.80	\$ 13.00	\$ 23.00	\$ 34.00
\$ 15,000	\$ 9.96	\$ 19.93	\$ 27.90	\$ 13.00	\$ 23.00	\$ 34.00
\$ 20,000	\$ 13.28	\$ 26.57	\$ 37.20	\$ 13.13	\$ 26.25	\$ 36.77
\$ 25,000	\$ 16.60	\$ 33.21	\$ 46.50	\$ 16.42	\$ 32.81	\$ 45.96
\$ 30,000	\$ 19.93	\$ 39.85	\$ 55.80	\$ 19.70	\$ 39.38	\$ 55.15
0-\$30k	\$ 2.00	\$ 4.00	\$ 9.00	\$ 13.00	\$ 23.00	\$ 34.00
\$ 35,000	\$ 23.25	\$ 46.49	\$ 65.10	\$ 25.00	\$ 45.94	\$ 64.34
\$ 40,000	\$ 26.57	\$ 53.13	\$ 74.40	\$ 26.27	\$ 52.50	\$ 73.53
\$ 45,000	\$ 29.89	\$ 59.78	\$ 83.70	\$ 29.55	\$ 59.06	\$ 82.73
\$ 50,000	\$ 33.21	\$ 66.42	\$ 93.00	\$ 32.83	\$ 65.63	\$ 91.92
\$ 55,000	\$ 36.53	\$ 73.06	\$ 102.30	\$ 36.12	\$ 72.19	\$ 101.11
\$ 60,000	\$ 39.85	\$ 79.70	\$ 111.60	\$ 39.40	\$ 78.75	\$ 110.30
\$30k - \$60k	\$ 4.00	\$ 9.00	\$ 18.00	\$ 20.00	\$ 39.00	\$ 49.00
\$ 65,000	\$ 43.17	\$ 86.34	\$ 120.90	\$ 42.66	\$ 85.31	\$ 119.49
\$ 70,000	\$ 46.49	\$ 92.98	\$ 130.20	\$ 45.97	\$ 91.88	\$ 128.68
\$ 75,000	\$ 49.81	\$ 99.63	\$ 139.50	\$ 49.28	\$ 98.44	\$ 137.88
\$ 80,000	\$ 53.13	\$ 106.27	\$ 148.80	\$ 52.59	\$ 105.00	\$ 147.07
\$ 85,000	\$ 56.45	\$ 112.91	\$ 158.10	\$ 55.82	\$ 111.56	\$ 156.26
\$ 90,000	\$ 59.78	\$ 119.55	\$ 167.40	\$ 59.10	\$ 118.13	\$ 165.45
\$60k - 90k	\$ 7.00	\$ 15.00	\$ 30.00	\$ 34.00	\$ 46.00	\$ 60.00
\$ 95,000	\$ 63.10	\$ 126.19	\$ 176.70	\$ 62.38	\$ 124.69	\$ 174.64
\$ 100,000	\$ 66.42	\$ 132.83	\$ 186.00	\$ 65.67	\$ 131.25	\$ 183.83
\$ 105,000	\$ 69.74	\$ 139.48	\$ 195.30	\$ 68.95	\$ 137.81	\$ 193.03
\$ 110,000	\$ 73.06	\$ 146.12	\$ 204.60	\$ 72.23	\$ 144.38	\$ 202.22
\$ 115,000	\$ 76.38	\$ 152.76	\$ 213.90	\$ 75.52	\$ 150.94	\$ 211.41
\$ 120,000	\$ 79.70	\$ 159.40	\$ 223.20	\$ 78.80	\$ 157.50	\$ 220.60
\$ 125,000	\$ 83.02	\$ 166.04	\$ 232.50	\$ 82.08	\$ 164.06	\$ 229.79
\$ 130,000	\$ 86.34	\$ 172.68	\$ 241.80	\$ 85.37	\$ 170.63	\$ 238.98
\$ 135,000	\$ 89.66	\$ 179.33	\$ 251.10	\$ 88.65	\$ 177.19	\$ 248.18
\$ 140,000	\$ 92.98	\$ 185.97	\$ 260.40	\$ 91.93	\$ 183.75	\$ 257.37
\$90k - +	\$ 12.00	\$ 23.00	\$ 46.00	\$ 45.00	\$ 57.00	\$ 71.00

Items in highlighted cells represent the current in-force contributions by wage tier.

These amounts are estimated based on the targets of health care, census, salaries, etc., and can change as variables change during bargaining.

CFT Challenge.....One year to go! By Katie Hofmann

The first weekend in May was Flying Pig Weekend here in Cincinnati. It was fun for runners and spectators as well.

I challenge CFT members to get in shape and form 4 person relays to be ready to run on the first Sunday of May 2008.

The relay splits are 6.8, 5.2, 7.3 and 6.9. The first split (6.8 miles-Hills with bridges) starts at the Paul Brown Stadium and crosses into Northern Kentucky via the Taylor-Southgate Bridge and then returns to Ohio via the Clay Wade Bailey Bridge. Eventually the first runner gets to Eden Park by the Gazebo. Runner 2 (5.2 miles- Hills) goes through Eden

Park, past DeSales Corner, through Hyde Park Square and finally to the Hyde Park Kroger. Runner 3 (7.2 miles-mostly flat) runs past the Hyde Park Country Club, through Madison Place, into Mariemont and starts back to downtown via Wooster Pike and Eastern Ave. The 4th runner (6.9 miles - flat) starts at the foot of Linwood Ave and continues along the FLAT course of Eastern Ave. into the downtown area. This is in the length of the course where there are lots of bands and entertainment to keep the runners going.



The 4th runner can meet up with the rest of the Relay at the 26 mile mark and run in to the finish line together. Then the party begins.

I propose that we run a Tom Mooney Memorial Run to raise funds for the Tom Mooney Scholarship Fund. I hope to engage OFT and AFT in this endeavor as well. Imagine all of us with Mooney shirts on crossing the finish line together.

If you are a runner or a runner-want-to-be and want to participate, contact Katie Hofmann at khofmann001@cinci.rr.com



Coming Soon!

Mayerson Academy is excited to launch its new web-based course registration system this summer!

This new system, called **MyPD**, will allow users the ability to view all class offerings, register for classes, view their schedule of current class registrations, complete class evaluations, print or view their own certificates, view their Mayerson Academy professional development history, and more—24 hours a day, 7 days a week!

Stay tuned for more detailed information in August.

Prudent Management of Pension and Health Care Funds Is a Top Priority at STRS Ohio

On Thursday, June 7, 2007, the Thomas B. Fordham Institute is presenting a report about an analysis it has conducted of the State Teachers Retirement System of Ohio (STRS Ohio). Although we requested it, the Fordham Institute has refused to share an advance copy of the report. However, in reviewing other works done by the individuals hired to write this report, we anticipate it will include a discussion about fund solvency for retired and disabled teachers' benefits and optional health care coverage. Out-of-state report co-author Michael Podgursky took a similar approach in a paper titled "Is It Time To Rethink Teacher Pensions In Maryland?" in November 2006 for The Abell Foundation.

Once we have an opportunity to analyze the report, we will undoubtedly have comments to share about its content. However, we believe it is appropriate at this time to share some facts about STRS Ohio and to share news about our continued improving fiscal status

Calendar of Events

7/10/07—Deadline for resignations.

8/9/07— BR Workshop at the Vernon Manor.

8/10/07—Executive Council Strategic Planning Retreat

8/13/07—Walnut Hills Teachers return

8/14/07—Walnut Hills Students return

8/20/07—All Teaching staff return

8/21/07—All Students return

9/3/07—AFL-CIO Labor Day Picnic at Old Coney

Classifieds

HOME FOR SALE—1400+ square foot 2-3 BR house, large family room, hardwood floors, full basement, extra lot, new 90% efficiency furnace.

369 Symmes Road, Fairfield, OH 45014

\$130,000

Call Bob Bowling 513-829-8151



HOME FOR SALE—3BR, 1.5 BA, finished basement w/large laundry room.

New ww carpet throughout, New replacement windows and glass block windows, freshly painted, country kitchen, covered deck, oversized garage with plenty of extra parking. Brand New State of the Art Septic System. Very close to Springmeyer Elem, Bridgetown Jr. High and Oak Hills HS. 4058 Hutchinson Rd. \$132,900.

Call Don Schlechtinger 513-451-4800



VACATION FOR SALE—July 20-27, Fairfield Fort Lauderdale at the Fairways of Palm-Aire, 2BR/BA deluxe, full kitchen and whirlpool. Elegant atmosphere with a casual feel. 3 pools, 5 golf courses, 6 tennis courts, full service spa & salon. Gated community with security on staff 24/7.

\$775.00

Call Susan Fisher 513-688-1550



VACATION FOR SALE— 5 star Florida beachfront vacation August 11-18, 2007. Palm Beach Shores Resort and Vacation Villas. 1 BR, swimming pool, whirlpool, restaurant, spa, health club, Tiki Bar, live entertainment, fishing.

\$625.00

Call Susan Fisher 513-688-1550



English Teacher Wanted: Jim Song, Teacher Exchange Alum and Director of Exchange Programs at Liuzhou Teacher's college, Liuzhou, China is looking for and English native speaker to teach English for college English majors this September for one year.

Terms are:

- 1.—Bachelor degree holder
- 2.—Teaching experience would be appreciated
- 3.—Age 22-60 male/female

Duties:

- 1.—Teaching 16 hours/week
- 2.—Teaching speaking/writing English etc..

The college will offer:

- 1.—Salary: RMB3000-35 yuan/month
- 2.—Free accommodations with furnishings
- 3.—Medical Insurance

Please contact Mimi Gingold if interested (513) 531-6218

Cincinnati Federation of Teachers Association of CPS Office Personnel

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513-961-2272

Local 1520, AFT-OFT / AFL-CIO

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