



**Section 250:  
Teacher Transfer Procedures**

It's that time of the year again!! This is the time when the CFT leadership is encouraging everyone to review Section 250-Teacher Transfer Procedures in its

entirety. Timelines and other information about the process are included in this addition of the Newsliner.



**"Grievances: Sometimes They're Just Necessary"**

by Field Representative Ed Jaspers

Often when there is an alleged violation, misinterpretation or misapplication of a provision of the Collective Bargaining Agreement, it is necessary to file a grievance. The filing of a grievance does not equate to the two parties being at unwinnable odds with each other. The grievance process promotes the idea of maintaining good morale by sincere efforts of all persons concerned, to work toward constructive solutions to problems in an atmosphere of courtesy and cooperation in the workplace.

Recently, some of our buildings were involved in this grievance process. The implementation of the Elementary Initiative by the administration violated the Collective Bargaining Agreement (CBA) by creating a parallel structure to the ILT. The CBA states that school instructional decisions are recommendations of the ILT and need to be approved by a faculty vote, and cannot be mandated by the Instructional Support Team. Other concerns were, changing teaching assignments, mandates about preparation for instruction with deadlines for implementation given to the teachers, requiring teachers to give up preparation time to meet with the Instructional Support Teams. While all of these things were done in an effort to improve the instructional program, we have clearly negotiated the contractual right as professionals to determine the instructional method that works best in our buildings using the process outlined in the CBA. Had the initiatives been presented as goals and suggestions asking the faculty to find the best way to make the Elementary Initiative work in each school following the CBA guidelines, we would not have needed to use the grievance process to resolve these issues.

We did reach an understanding and the grievances were upheld on January 8, 2009. I want to say thank you to everyone who stood strong and helped us resolve these issues. I also want to say that I appreciate the administrations willingness to have the discussions and come to the resolutions.

The message here being:

*"Sometimes grievances are necessary to protect the rights that we bargained for."*

**CFT/ACPSOP Election Nominations  
2009**

The biennial election of the officers, chairpersons, area coordinators of CFT/ACPSOP and OFT Executive Council delegates will be conducted by mail soon after the March 11<sup>th</sup>, 2009 Membership Meeting. The following are to be elected:

Officers:		
President	First Vice President	Second Vice President
Third Vice President	Treasurer	Secretary
Chief Labor Delegate		
Committee Chairs:		
Collective Bargaining Chair	Grievance Chair	Educational Policies Chair
Social Activities Chair	Member Services Chair	Human Rights Chair
Retirement Chair		
Area Coordinators:		
One (1) ACPSOP Area Coordinator (must be ACPSOP member)	One (1) Substitute Teacher Area Coordinator (must be a daily rate substitute mem-	Nine (9) Area Coordinators
OFT Delegates:		
Four (4) OFT Executive Council Delegates	One (1) OFT Executive Council Delegate Elected by members of ACPSOP	

Duties of the Officers and Executive Council Members can be found in the CFT Constitution: Articles VI, VII and IX.

**Only members in good standing for at least one year prior to the March 11<sup>th</sup>, 2009 Membership Meeting shall be eligible to run for any of the offices listed above. Fair Share Fee Payers may not run, nor may they vote.**

**If you want to be nominated for any of the offices listed above, you must return the GREEN FORM that you received to TERRI WESSEL, C/O CFT OFFICE, VIA THE PONY. Forms must be received by 4:00 p.m., Tuesday, March 10<sup>th</sup>.**

Your nomination must be confirmed by the close of nominations at the March 11<sup>th</sup> Membership Meeting. Nominations may also be made and accepted from the floor at the March 11<sup>th</sup> Membership Meeting.



## Interested in Becoming a Lead Teacher?

The Spring Lead Teacher application period begins Monday, March 2<sup>nd</sup> and ends on Tuesday, March 31<sup>st</sup> at 4:30 p.m. All interested and eligible teachers are invited to submit to the Career in Teaching Panel the Lead Teacher Application for Assessment form, which can be downloaded (beginning March 2<sup>nd</sup>) from the Career in Teaching Staffnet site. You can request to have a paper copy of the application sent to you via the pony mail by contacting the Career

in Teaching office at 363-3350. Questions regarding this process should be directed to the Career in Teaching Facilitator, Angel Roddy at 363-3359.

**Applications must be time-stamped in the Department of Human Resources no later than 4:30 p.m. on March 31st, 2009.**

Any applications that do not arrive by pony, regular mail, or any other delivery system by March 31<sup>st</sup>, 2009 at 4:30 p.m. will not be considered. Any appli-

cation completed near the deadline should be hand delivered to the Department of Human Resources at the Education Center.

There will be an information session regarding the Lead Teacher credentialing process on Tuesday, March 10<sup>th</sup>, at Old Douglass from 4:30-5:30 p.m. in the Training Room.

The next application period will be in the Fall of 2009. For more information regarding the Career in Teaching Program please see Appendix D of the Collective Bargaining Agreement.

## Congratulations to Newly Certified National Board Teachers!



CFT/ACPSOP congratulates our newly certified National Board Teachers:

<b>Karlene Buerger -</b>	<b>Carthage Paideia Academy</b>
<b>Michelle Cosmah -</b>	<b>Kilgour Elementary School</b>
<b>Penelope Harris -</b>	<b>Dater High School</b>
<b>Teresa Kahmann -</b>	<b>Western Hills Design Tech</b>
<b>Lea Mason -</b>	<b>AMIS</b>
<b>Gloria Ononye -</b>	<b>Withrow University High School</b>
<b>Althea Thompson -</b>	<b>SCPA</b>
<b>Michael Wathen</b>	<b>Taft Information Technology</b>
<b>Alice Young -</b>	<b>SCPA</b>

The nine teachers above are among 175 Ohio teachers to earn the teaching profession's top honor in this round of announcements. Ohio is fourteenth in the U.S. in the number of new National Board Certified Teachers and sixth in the total number of teachers who received certification over time with a total of 2,932.

National Board Certification is a voluntary assessment program designed to recognize and reward great teachers—and make them better. While state licensing systems set basic

requirements to teach in each state, NBCTs have successfully demonstrated advanced teaching knowledge, skills and practices. Certification is achieved through a rigorous, performance-based assessment that typically takes one to three years to complete.

As part of the process, teachers build a portfolio that includes student work samples, assignments, videotapes and a thorough analysis of their classroom teaching. Additionally, teachers are assessed on their knowledge of the subjects they teach.

The local National Board orientations for the 2009 assessment period will be held:

<b>Place</b>	<b>Date</b>	<b>Time</b>
Mayerson Academy	Thursday, March 5th	4:30 - 7:00 p.m.
Mayerson Academy	Saturday, March 14th	9:30 a.m.- Noon
Mayerson Academy	Tuesday, March 25th	9:30 a.m. - Noon

For more information about NBPTS and National Board Certification, visit the NBPTS Web site at [www.nbpts.org](http://www.nbpts.org). The local contact for NBPTS is Julia Indalecio [indalecio.julia@mayersonacademy.org](mailto:indalecio.julia@mayersonacademy.org)

### Budget Timeline for FY 2009-2010

Start Date	End Date	
20-Jan	20-Feb	Schools to review budget, staff, submit to ILT, LSDMC.
20-Feb	20-Feb	Budgets due back from schools.
23-Feb	27-Feb	Budget/surplus review by Treasurer's Office.
23-Feb	6-Mar	HR to work the position process.
9-Mar	9-Mar	Posted – ROUND 1*
16-Mar	16-Mar	Applicant Information distributed
23-Mar	27-Mar	SPRING BREAK
30-Mar	10-Apr	ROUND 1 Interview Process.
13-Apr	17-Apr	HR to work on staffing process.
20-Apr	24-Apr	Schools make staffing changes.
27-Apr	27-Apr	ROUND 2 Posting.
4-May	8-May	HR to work on staffing process.
11-May	22-May	ROUND 2 Interviews process.
25-May	29-May	HR to work on Staffing process.
1-Jun	1-Jun	Finished

### Curriculum Councils

If you have questions regarding curriculum, assessment instruments and practices, teaching materials, effective teaching practices or anything else regarding the various subject areas, please contact the appropriate Curriculum Council Chairperson. The chairperson can help answer questions for you or guide you in the right direction.

<b>CONTENT AREA</b>	<b>CHAIR</b>
Career Tech	Cecilia Schroer
English/Language Arts	Cathy Hunter
Early Childhood	Jo Shair
Ed Support Personnel	Audrey Coaston-Shelton
Foreign Language	Vacancy
Intervention Specialists	Cindy Miller-Wehrle
Librarians	Steve Hayes
Math	Judy Ruehl
Science	Lesly Briedis
Social Studies	Wellyn Collins
Specialists	Katie Hofmann

## Tickets Available

The Cincinnati Federation of Teachers/ACPSOP will have **12 tickets** to the upcoming Woman's City Club National Speakers Forum. The Forum will be held: Thursday, March 12, 2009, 7:30 p.m., Millennium Hotel, 141 W. 6<sup>th</sup> Street. The Speaker this year will be NEW YORK TIMES columnist and Cincinnati native Gail Collins. She will share her perceptive & humorous insights on American politics and society: **Scorpion Tongues: Gossip, Celebrity & American Politics. If you would like a ticket please email Jerri Clements: [jclements@cft-aft.org](mailto:jclements@cft-aft.org); or by phone – 475-6041.**

### Elementary Initiative Steering Committee

An Elementary Initiative Steering Committee has been formed to guide the work of the Elementary Initiative and bridge communication gaps so that mid-course corrections can be made. The committee will be meeting weekly. Members on the committee include representation from CFT, HR, Student Services, Early Childhood, Mayerson, Information Technology, and IST. If you have concerns, questions, or ideas that you would like to have shared with the steering committee please contact Lesley-Ann Gracey, CFT Professional Issues Representative, at [Lgracey@cft-aft.org](mailto:Lgracey@cft-aft.org).

### Porter Scholarship Applications Available Online

March 31, 2009 is the application deadline for the AFT's 2009 Robert G. Porter Scholars Program. The program offers two types of scholarships: four-year, \$8,000 post secondary scholarships for graduating high school seniors who are dependents of an AFT member, and one-time, \$1,000 grants for AFT members to pursue courses related to their field of work. The scholarship program was established by the AFT executive council in 1992 to honor the contributions of Porter, the union's longtime secretary-treasurer, who died in 1991. Applications and information are available on the AFT web site ([www.aft.org](http://www.aft.org)). Applications also can be requested by e-mail to [porterscholars@aft.org](mailto:porterscholars@aft.org).

### Cincinnati Federation of Teachers Association of CPS Office Personnel

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Cincinnati, Ohio 45225  
513-961-2272  
Local 1520, AFT-OFT / AFL-CIO

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