



## Contract Corner by Don Luckie, CFT Field Representative



### Sections 250 & 300:g- The Alternate Grievance Panel (AGP)

Now that we are at the end of the school year, the most frequently filed grievances are those which arise from decisions made during the Transfer Process. The CBA stipulates: “Certain grievances filed by teachers regarding personnel decisions shall be assigned to an alternate internal dispute resolution procedure for a prompt, final and binding decision if the grievance is not resolved at Level 1.”

It further states that “Such grievances are those that involve applying contract language to a specific incident or administrative decision and in which the meaning or intent of the

contract provisions is not in dispute”. For the majority of these grievances the issue is based on the CBA language around Transfer Rounds and the selection panels.

Section 250:f “If more than one (1) teacher who is properly licensed or certified requests a transfer, seniority will not be considered unless, training, experience, and individual qualifications are substantially equal. In that case, seniority shall control the choice”. We are finding that many of the interview teams are not understanding this stipulation. As a result we end up representing teachers with sometimes as much as 15 years experience, training, etc.,

yet the interview panel selects the least experienced teacher completely ruling out seniority.

This puts CFT in a very tough position considering that we do want younger teachers in the teaching ranks. But let's be real, every veteran teacher in this district has been surplussed or experienced an assignment change at some point in their young careers, it's not personal.

The CFT Leadership hopes that each and everyone has a great summer!!

## Value-Added Professional Development Webinar by Katie Hofmann

Remember to take the two courses (OH101 and OH102) at Battelle for Kids on Value-Added. If you have trouble logging on to the website ([battelleforkids.org/ohio](http://battelleforkids.org/ohio)), call Battelle for Kids (1-866-543-7555) to walk you through the “new account” steps. Remember to complete both courses by **June 20, 2011**.

There is a test and you will be able

to print a completion certificate. You are able to print additional copies of the certificate if your principal insists on a copy. *Make sure that you keep a copy for yourself.*

CPS will receive confirmation of your course completion. CPS will also receive a print-out from Battelle for Kids of all teachers completing the two courses.

If you have prior knowledge of Value-Added, it may go fairly quickly. If not, it may take you longer to complete.

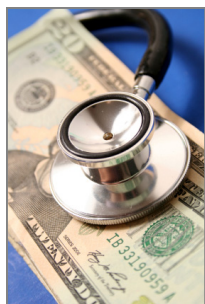
It is always beneficial to know what the hoops look like before we jump through them.

**Battelle for Kids** Ohio Student Progress Portal

## Benefits News

**Dependent Eligibility Audit**— The district has once again contracted with Mercer to conduct a dependent eligibility audit for the remaining employees who have dependents on the CPS Health Care Plan, who were not audited in 2008/2009. If you are included in this round of the audit, you should have received a letter from the Treasurer's office dated May 5, 2011, indicating so. If you received this letter, you must submit the required documentation to Mercer **NO LATER than June 22, 2011**. If you do not provide adequate documentation, your dependents will no longer be entitled to benefits and you may be subject to appropriate disciplinary action up to and including termination of employment.

If you participated in the audit 2008/2009, you should not be included in this audit, nor should you be included if you hold a single health plan.



**HRA Account and Benny Cards**— Employees who are separated from employment from CPS, will have 6 months to submit HRA claims to Benesyst. These must be claims incurred prior to their separation from employment. These claims must be submitted manually and all forms and instructions can be downloaded from staffnet. Benny cards cannot be used as debit cards once separation has occurred. Any balances remaining in the HRA after this 6 month period will be returned to CPS.

**Benefit Bank**— REMINDER: All CFT/ACPSOP employees who have a balance in their benefit bank, must have claims submitted no later than **June 30, 2011**. Any claims for current CFT/ACPSOP represented employees received after June 30, 2011

will not be processed and all balances will be forfeited back to the district and used to offset the District dental and health care costs.

Employees who retired prior to the ratification of the agreement will have until 12/31/2012 to spend their allocated Benefit Bank balance.

Please do not confuse the Benefit Bank with the Benesyst HRA account. Claims incurred prior to January 1, 2011 should be submitted to Accounts Payable/Benefit Bank if there are funds available in the employees' account. If funds are exhausted, submit claims to the Benesyst HRA account.

**Wellness Works**— Begin earning deposits for next years Benny Card allocation. The first Health Screenings worth \$100 for each employee and spouse are scheduled. Earn up to \$200 for 15 minutes of your time! Schedule now at <https://app2.timetrade.com/tc/login.do?url=cps.trihealthch>.

## Labor at Large by Robert Sturdevant, Chief Labor Delegate



I want to start by thanking everyone who has helped with the SB 5 petition drive, keep up the good work. The family of labor will stop SB 5 dead in its tracks. People around the state are recognizing that the stakes will be high for

the next presidential election and the Repeal SB 5 campaign will give labor early momentum going into 2012.

Hats off to our CFT leadership for crafting a new TES system that will be rewarding for our members mark my words it will become obvious in the days ahead. Like many times in the

past, CFT is ahead of the curve in both reform at our schools and positive public relations with the public at large.

I also want to thank City Council for the street name change honoring David Crowley, a true friend of the labor family. It would seem like a good reason to visit Mt. Adams for a sightseeing tour and stop in at the Highland House to have a drink on David.

I should also take time to thank those hard working members of our executive council who chose to retire this year; your leadership will be missed.

With the new wellness program on everyone's mind, CFT President Julie Sellers has promised to institute a new fitness program of her own. The program will take place at various Cincinnati Public school running tracks and people will get a chance to express their concerns to our President. The tentative name is "Walking with the President", look for details in the new school year.

In closing it has been a challenging year, and I want to thank all CFT members for their hard work and dedication. Remember when we stand together we are strong.

## 2011 CFT/ACPSOP End of the Year Picnic by Lee Black, 1st Vice President



It was great seeing everyone who could make it to the CFT picnic on the 25th of May!! Unfortunately, if you were unable to make it you

missed an enjoyable afternoon. Our new Social Chair, *Brandon King*, along with assistance from *Jerri Clements* organized a wonderful picnic. *Ed Jaspers* and *Joyce Johnson* were our "masters of the grill" that provided us with delicious hamburgers, brats, and veggie burgers. Our

own CPS music teachers *Tom Frank* and *Bjorn Knutzen* brought their guitars and entertained us with an acoustic jam session. It was a great time for fellowship and celebration to close out the 2010-2011 school year. Kudos to everyone for a memorable afternoon!

## Common Core State Standards comes to the GE Summer Conference

by Denise Pfeiffer, GEF Grant-Lead Teacher

In July, 32 Cincinnatians will be making their way to Orlando to learn about the Common Core State Standards (CCSS) at the GE Foundation's Developing Futures Summer Conference. During this week long conference, participants will be inspired to help all children learn and participate in sessions with the writers of the math

and English language arts standards and assessments. Not only will participants hear from the experts, but will have the opportunity to share ideas about standards implementation with their peers from the other grant cities: Atlanta, Erie, Louisville, Milwaukee, New York, and Stamford. To close out the week, CPS partici-

pants will have time to discuss their learning to aid with the implementation of the CCSS and the new Ohio standards for science and social studies.



GE Foundation

## Con't Development of the Teacher Evaluation System- We Need YOU!

By Kendra Phelps, Professional Issues Rep.

### WE NEED YOU



The exact makeup of the TES instruments is by no means a done deal. The work will continue for many months to come. Remember, the first year is a pilot year.

CFT is very careful about how scores are to be used in the teacher evaluation system. This is an issue we

are grappling with. When we talk about using multiple measures to identify student growth, the union means that we use evidence from many different sources to describe a student's progress. Some look at where a student starts and how much growth they have. Some look at the behavior of the teacher - what they contribute and do differently to assist the student; and still other measures are being developed with the assistance of AFT and other national re-

sources.

We need teachers to participate in the discussions we will have to identify multiple measures of student growth. If you are interested, please email your name and contact information along with the content and grade level that you teach to [kphelps@cft-aft.org](mailto:kphelps@cft-aft.org). You will be notified when these discussions are scheduled.

## Classifieds & More!

### The Benefits of Belonging contributed by Dan Neeley

Being a union member has many benefits; travel discounts being one of the many. At times we get caught up when making travel reservations that we often forget that there are substantial discounts available because of our strong union affiliation. There is no reason to buy retail anywhere. Visit our website at [www.cft-aft.org](http://www.cft-aft.org) and click on the Benefits of Belonging icon to get more details.



Also, for members purchasing a new computer, please remember that teachers are tax exempt when purchasing computers and/or peripherals. If you have already purchased a computer or computer equipment within the last few months and paid tax, you are entitled to a refund of the tax amount. Contact the vendor. Usually the vendor will process a return and then resell it as tax exempt. Teachers are entitled to one tax exempt computer purchase per year. UPDATE: The tax exempt for teacher purchase of computer equipment was originally signed by former Governor Voinovich. So, far we have not been informed of any changes. A copy of the tax exempt form is also available on our website.

We hope these discount codes assist you in your summer travels. While it can be somewhat tiring to scrutinize each code, the savings alone is well worth the time it takes (about 15 minutes) to score the best bargain.

#### Great home-based business,

school/organization coffee club, or fund raiser opportunity that provides profits, consider OrganoGold. Contact Maxine Moore at (513) 477-8171 or [platinum1@fuse.net](mailto:platinum1@fuse.net).



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#### We Are Ohio Announces Petition Signature Update:

Friday, May 20, 2011

"We are pleased to report 214,399 signatures have been collected in the first month," said Melissa Fazekas, spokeswoman for We Are Ohio. "The unprecedented level of support from communities all across the state is staggering. While we continue to struggle to keep up with demand for petitions, we know this campaign is a marathon, not a sprint. We believe these early numbers will only serve to motivate our supporters to collect more signatures to ensure we reach the threshold of 231,149 valid signatures."

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

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Local 1520, AFT-OFT / AFL-CIO

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