



NEWSLINER

January 31, 2012

Kelly Singleton, Editor

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A Message From the President

Dear Colleagues,

I am very pleased and proud to announce that four CFT teachers have been chosen become members of the American Federation of Teachers' Common Core State Standards (CCSS) Teacher Work Teams.

Chosen were:

1. **Sheila Radtke from Winton Montessori** and Chair of the Math Curriculum Council will represent Middle School Math.
2. **Linda Johnson from Saylor Park** and will represent Elementary English/Language Arts.
3. **Denise Pfeiffer from Shroder High School** will represent HS Science.
4. **Sheryl Mobley-Brown from Woodward High School** will represent HS Social Studies.

These women were chosen for the expertise they will bring to these working groups. Three of the women were participants last summer at the GE conference, which focused on the CCSS and the fourth, attended the AFT TEACH Conference, which also focused on the CCSS.

The role of this team will be to help the AFT advocate and promote meaningful teacher involvement in the design, development and rollout of supporting materials for the Common Core State Standards (CCSS) at the national,

state and local level. The first meeting is scheduled for February 2012. Invited speakers will include the writers of the standards; representatives of the two assessment consortia (PARCC and Smarter Balanced) and all of AFT's original CCSS Teacher Work Team.

Brief Background-

In mid 2009, the AFT brought together a team of 30 elementary, middle and high school teachers of English language arts and mathematics from a number of AFT state and local unions across the country to form a review team that would



bring teacher voice to the development of the CCSS. After several intensive meetings to review numerous drafts of the standards, the team successfully made a significant contribution to the standards making them much more reality based and user friendly than they would have been without meaningful teacher input. The standards were released in the summer of 2010 and have been adopted by 45 states and the District of Columbia. The contribution of the AFT's teacher team has gained much recognition from the National Governors Association and the Council of Chief State

School Officers – the two organizations that lead the development of the CCSS - and the writers of the standards. But standards are only the beginning; the real challenge of properly implementing them lies ahead. With this in mind, the AFT's leadership in fall 2010 created an Ad Hoc Committee on Standards Rollout. This 30-member committee, which included classroom teachers and elected leaders from K-12 as well as higher education and key staff people from state AFT affiliates with expertise in education policy, was charged with developing recommendations on how the standards should be "rolled out" at the local, state and national levels. The Committee made 38 recommendations and concluded that for the CCSS to improve education in our schools, the rollout of the standards must include a true commitment to ensuring the continued meaningful involvement and input of teachers and other stakeholders in the planning, development and rollout of the standards, curriculum, professional development, and all other supporting components of a comprehensive system.

I wish to congratulate all of the women for their dedication to help CPS as we transition to the CCSS.

In Solidarity,
Julie Sellers

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UNION MEETING

★★★★★★★★★★★★★★★★★★
 ★ The next regular ★
 ★ CFT/ACPSOP mem- ★
 ★ bership meeting will ★
 ★ be held on **Feb. 8,** ★
 ★ **2011 @ 5:30 p.m.** ★
 ★ at the Thom Moore ★
 ★ Building (Laborer's ★
 ★ Hall) located at: ★
 ★ 3457 Montgomery ★
 ★ Rd. ★
 ★ BR briefing is held ★
 ★ at 5:00 before the ★
 ★ membership ★
 ★ meeting. ★
 ★★★★★★★★★★★★★★★★★★

Contract Corner: Teacher Transfer Procedures by Don Luckie, Field Rep.

As we approach the transfer process for the 2012-2013 school year it is time for a review of **Section 250 Teacher Transfer Procedures (pgs. 40-44)**.

One of the most misinterpreted parts of Section 250 is part "e", "Selection Process", it states "When vacancies occur, teachers in the department, team, primary or intermediate unit shall elect no more than four teachers in the unit, one of whom shall be the lead teacher in the unit, if any, to serve with the principal or designee as an interview panel."

Part "e" further stipulates that

"In making its decision, the panel shall apply criteria stipulated in "f" below. Selection of a candidate requires the agreement between the principal and a majority of the teachers of the selection panel." As part of CFT policy, all schools are to use the form provided in the Building Representative Handbook, to record the names of those on the interview teams, and are to be sent to the CFT office for compliance purposes. The form is located in the section of the Handbook labeled "Important Policies".

Finally part "f" stipulates that

"If more than one teacher who is properly licensed or certified request a transfer, seniority will not be considered unless training, experience, and individual qualifications are substantially equal. In that case, **seniority shall control the choice.**"

As always, if you have any questions or concerns, don't hesitate to contact the CFT office.



School Budgets by Ed Jaspers, CFT Field Rep

School budgets are due in central office on Monday, January 30, 2012. Due to the short time line for compliance, CFT would like to make sure that everyone understands the contractual process.

Your faculty should have the opportunity to actually see the ILT recommended budget prior to voting to approve or reject it. When and if it is approved by the faculty, it must be reviewed by the LSDMC for final approval. After



**A LOOK
at the
BUDGET**

following this negotiated process, the building administrator can submit the school budget to the central office.

Please do not vote to approve a budget for your school if you do not believe the staffing for next school year is sufficient. It is important to enforce the contractual class size

limits beginning with the school budgets. When faculty's vote to approve insufficient budgets and allow them to be submitted, we only weaken our ability to enforce the class size that has been negotiated over many years and approved by the Board of Education and the membership of the CFT. Anyone that has questions should contact their BR, Area Coordinator or Field Rep.

What to do if you are Assaulted at School by Ed Jaspers, CFT Field Rep.

The Superintendent and The Board of Education will not tolerate student assaults and are in full support of teachers and staff.

If you get assaulted, *first and most important take care of yourself*. Call or send for help/support and report the incident to the building administrator, as well as the CFT Building Representative immediately. You should write down or dictate to someone else what happened. Give a copy to the administrator and the CFT building rep.

The building administrator must call the school resource officer assigned to your school and report the

incident. You also have the right to file criminal charges against the student should you choose to do so. The student must immediately be suspend and recommended for expulsion. You must be notified of the time, date and place of the hearing(s) or appeal hearing (s) and it is your right to be present.

If you need to be off due to physical injury from the assault the district will charge your accumulated sick leave but will reimburse the time later, so make sure you fill out an assault leave form as soon as you

can. School offices should have these forms available. They are also available on the CFT/ACPSOP web site and from your BR. You are entitled to full pay status during any absence due to disability resulting from an assault.

Request a copy of all reports the principal sends to the Superintendent and ask the BR to send completed Assault

Report to the CFT /ACPSOP Office. A note to Building Reps.: Please make sure you follow-up with the assaulted teacher and the administrator to see that all the correct procedures have been followed.



Scholarships—Membership has its Benefits

There are several scholarship opportunities available to CFT/ACPSOP members and their immediate families. CFT/ACPSOP offers a yearly scholarship, in which details will be released in February. OFT offers the Tom Mooney Scholarship and details can be found at www.oft-aft.org. AFT offers scholarships under the Robert G. Porter Scholarship Program. Go to <http://www.aft.org/benefits/scholarships.cfm> for more information. Keep watching your personal email, future Newsliners and our website for more information in the coming months.

Labor at Large by Robert Sturdevant, Chief Labor Delegate



The New Year finds the CFT and the labor movement all over the country embracing new technologies and the new forms of social networks. Our union continues to grow its internet presence and now has a majority of its members' personal email addresses in our data base. The CFT has a vibrant Facebook site that is updated on a daily basis and presents a forum for members and the public at large to interact. Our Technology committee has done a good job posting positive articles that support the CFT position. I firmly believe this is an important step in continuing to improve and cultivate a positive public identity. As is true with many sites open to the public, there are a divergent collection of

opinions and observations, some people post well reasoned positions, while others will post half truths and out right lies, that is a fact of modern life. Facebook has value because it acts as a marketplace of ideas and opinions. In almost all instances, I think the truth will be revealed and the debate can be elevated to a point where good ideas can come to be recognized and adopted. The many positive aspects make these forms of communication valuable and worth the time spent there. Our members will be benefited in the months ahead as we move into the presidential election cycle. Ohio will again assume its historic role in determining the next president. Voter education will have a large role in that process. Instant communication capabilities make our union stronger and more viable.

I am reminded of the old song "Look for the Union Label" from the International Garment Workers Union commercials of the late seventies. So I am encouraging our members to look for the CFT union label (the CFT/ACPSOP logo) the next time they are on Facebook. People need only to select "like" when they visit our page and then they will see the updates as they are posted. So please make sure the CFT has your personal e-mail address and look for the union label (the CFT/ACPSOP logo) the next time you visit Facebook.



<https://www.facebook.com/pages/Cincinnati-Federation-of-Teachers-Official/235429363160967>

TIF: To Opt-In or Opt-Out, That is the Question by Katie Hofmann

Cincinnati Public Schools is the only large Urban district in the state of Ohio participating in the Ohio Teacher Incentive Fund Project. The TIF project has enabled CPS to:

1. Continue to pay Team Leaders and Lead Teachers a stipend. (We are the only urban compensating Team and Lead teachers.)
2. Implement Content Innovation Specialists in ELA and Math at all Elementary schools. (The only other Urban with Content Specialists is Cleveland. Cleveland pays \$1,000. for one classroom teacher to do both ELA and Math.)
3. Provide one day of paid Professional Development in the TIF schools.

One of the TIF requirements is that there are two teacher observations. If a teacher is on a Comprehensive Evaluation or on the PRE, their requirement is met. Teachers on an annual will need to have a second documented observation. The second observation form was available at the last CFT meeting and was sent to all teachers in TIF schools. The second observation is formative only and is ONLY for teacher feedback. The second observation has NO power.

CPS is part of the *Mathematica* National Research Project on teacher Incentives. There are three TIF groups. 10 Elementary schools are in Group 1. (full incentive opportunity) 10 Elementary schools in Group 2 (\$600.00 bonus only—this is the con-

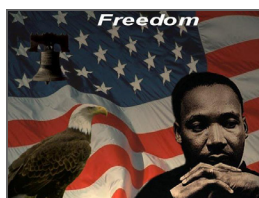
trol group) and 9 schools in Group 3 (full incentive) which includes High Schools, K-12 schools, etc not able to participate in the study. The Ohio Department of Education selected the TIF schools and *Mathematica* placed them in the three groups.

An Opt-Out form was sent to all schools. It is our hope that all teachers will participate in the Teacher Incentive Fund. In previous studies, *Mathematica* found that incentives do not make teachers more effective. We believe that Incentives will NOT make teachers work harder.

OhioTIF

Remembering Dr. Martin Luther King Jr.

As we celebrated Dr. Martin Luther King Jr. on Monday, January 10, 2012 it was a time to remember the strong labor movement he led. We must continue his fight for economic justice. "I feel that I'm an honorary member of many labor unions all across the country...a united expression of varied branches of labor, reaffirms that the trade union movement



is part of forward-looking America"—Dr. King speaking at the National Labor Leadership Assembly for Peace, Chicago, Illinois November 11, 1967.

Hundreds of thousands of our brothers and sisters throughout the United States are standing up for collective bargaining rights and occupying Wall Street to hold big banks and corporations accountable. When working families join together and

stand up for what is right, we will achieve better jobs, better working conditions, better health care, and a better quality of life.

"Our needs are identical with labor's needs: decent wages, fair working conditions, livable housing, old-age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community"—Dr. King, AFL-CIO December 11, 1961

Classifieds & More!

2012 Heart Mini Marathon—Join Our Team!



Heart Walk. CPS Wellness Works is “on the move” again, only this time, as a

team participating in the 2012 Heart Mini Marathon. Whether you are a walker or a runner there is an event for you! Our goal is to have 200 CPS participants. Imagine the impact if we reduce death and disability from cardiovascular diseases and stroke by 20% by 2020! Our team is joining the American Heart Association’s Heart Walk to promote physical activity to build healthier lives, free of cardiovascular diseases and stroke. Please join our team! Help us reach this lifesaving goal!

You can walk or run, and the best part is that you can earn \$25 within the Wellness Program/Event incentive on your 2012 Scorecard for participating!

Go to www.cps.trihealth.com for information!

CFT/ACPSOP Scholarship Committee needs a few members—The CFT/ACPSOP scholarship committee is an internal CFT/ACPSOP committee that meets approximately 4X during the months of January thru April. This committee prepares & gathers applications and then selects the recipients of the CFT/ACPSOP Scholarships who meet the criteria. If interested in serving on the committee, please contact the CFT Office at 513-961-2272 or email: cft@cft-aft.org subject line: Scholarship Committee.



CONFERENCE OPPORTUNITY

You are invited to a conference at the College of Mount St. Joseph on April 13, 2012. The conference theme is, “Civic Engagement and Meaning Based Learning,” and it is sponsored by Ohio TASH and the Mount. We welcome session proposals by January 23 and registration no later than March 16 (only \$30!). Come hear keynote speaker, Cheryl M. Jorgensen, from the National Center for Inclusive Education, at the Institute on Disability, University of New Hampshire. Conference information, including a brochure, registration form and proposal guidelines can be found at: <http://www.msj.edu/view/academics/departments/education/civic-engagement-and-meaning-based-learning-conference.aspx>

Contact Number for Information: 513.244.4861

FITNESS CENTER DISCOUNTS AVAILABLE THROUGH CPS WELLNESS WORKS—

Go to <http://www.cps.trihealth.com/resources/Fitness-Center-Discounts.aspx> to view the fitness center discounts available to CPS employees. Centers include: Tri-Health, YWCA & newly added Urban Active!

Get Healthy Today!



TEACHERS— Reminder: Mayerson Academy no longer publishes a hard copy of their course catalogue. At the beginning of each month you should remind yourself to check the courses being offered at <http://www.mayersonacademy.org/> for the next four months.

Cincinnati Federation of Teachers Association of CPS Office Personnel

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