

## CTU/CFT: A PEOPLE HISTORY

1963

In November, contact was made, by Roger Stephens, with AFT President Carl Megel in Chicago. In December, Charles Kindler and Stephens chaired the organizing committee after a meeting of 40 teachers initiated by Dick Curp, hosted by James Wolfe at the Brewery Workers Union, and attended by Cincinnati Labor Council President Al Bilik and AFT Secretary-Treasurer Bob Porter. AFT representatives Andrew Leahy and Howard Hussey joined the organizing drive.

1964

In March, Bilik, Megel, and City Councilman Jack Gilligan addressed a rally of 400 teachers at Walnut Hills High School moderated by Stephens. In April, Stephens submitted a list of 195 charter members of the Cincinnati Teachers Union to AFT. In May, members elected Kindler president, Carmen Battlstone vice president, Annette Stern-secretary, Richard Gordon treasurer, and James Doerger chief labor delegate. In September, CTU's first annual teacher Cocktail Party was held.

1965

In January, CTU demanded a ban on time clocks. In March, Christian Kapphahn became president, Richard Kiley vice president, Elma Bole secretary, Gordon, treasurer, and Roger Blust chief labor delegate.

1966

In February, Kapphahn was elected OFT President at Convention in Cincinnati.

1967

In March, Kiley became president, Catherine Young first vice president, Al Mann second vice president, Gordon, treasurer, Susan Richmond secretary and Charles Lemon chief labor delegate. In April, about 150 teachers picketed central office to protest a "floating bell schedule,"<sup>12345</sup> the first teacher demonstration ever in Cincinnati. In May, CTU planned a strike for recognition and improved teaching conditions.

1968

In January, CTU's membership exceeded 700. Over 500 teachers struck following breach of an agreement which provided "a 1.28% salary increase for teachers (a CTA item), full payment of a single subscriber contract of hospitalization and medical insurance (CTA CTU item), a free period of at least 15 minutes in the morning and 15 minutes in the afternoon for elementary teachers. beginning in September (a CTU Item), and an election (CTA CTU Item) to be held on January 29." Board's Better Schools. The strike went to mediation/arbitration by Judge Simon Leis with "contempt proceedings continued" and teachers returned to schools after four days. When Board representative James Farreti refused to mediate and Leis said he had no authority to enforce the agreement written in his own hand and attested to by Board representatives, Kiley charged collusion. Leis scheduled the contempt trial, sentenced Kiley to five days in jail and fined all officers \$500 each. Kiley, refusing appeal, served the time, (CTU boycotted the election imposed during its strike, but polled 530 votes anyway.)

1969

In February Richmond and Stephens violated a CTA-Board ban on CTU mailbox use. Charges of insubordination against them were dropped, and CTU's right to use school mailboxes was restored after CTU prepared a petition for federal court.

In March, Kiley was re-elected president, with Tom Stark first vice president, Richmond second vice president, Linda Zetsler secretary, Peggy Walters treasurer, and Tony Chiodl chief labor delegate. In April, after being sworn in by Bill Sheehan, Secretary-Treasurer of the Labor Council, Kiley resigned. In May, Stephens became president on a pledge to achieve collective bargaining with efficient internal organization service-maintained membership, democratic policy making, sound long-range planning and national and state-affiliate cooperation." In the summer, merger attempt blocked by CTA board of Trustees.

1970

In February, CTU reiterated need for racially integrating the schools.

1971

In January, Cincinnati Federation of Teachers (CTU's name was changed) petitioned for a bargaining representation election with 1533 signatures. On a "Try us - for a Change" campaign, CFT polled 1476 votes to CTA's 1854. In April, Stephens was re-elected president, along with Stark first vice president, Zeisler second vice president, Pat Pope and Charlene Wagner treasurers, Sandy Pellens secretary, and Herb Lukens chief labor delegate. At the installation ceremony, Lukens, Dick Shepard, Jack Foster, Ed Sulek, Carl Tschofen, Walters, Pellens, Mann, Glen Yolz, and Sally Leeper received special service awards. In June, newsliner editor Leeper declared Richmond CFT Teacher of the Year for publicly (and militantly) opposing censorship and asserting academic freedom

1972

In January, CFT opposed the board's restrictive policy on book selection. In February after more than a year of " negotiations" only 500 CTA teachers bothered to vote on CTA's new Master Agreement, a 6% raise (with 4% on Jan. 1, 1973 and 1% in August 1973), In October, Judson Cross was officially reinstated with full pay of over \$5000 by a 4-2 Board vote after having been suspended for using a graffiti board in a writing demonstration. CFT paid his full legal fees of \$1800 and advanced him living expenses during his ordeal.

1973

In the Spring, OFT Convention was held in Cincinnati. Vice-Mayor Gerald Springer swore in Stephens, re-elected again as president, Wayne Robey first vice president, Tom Hurley second vice president, Eva Justen secretary (replaced by Helen Volz when she later resigned), Annette LeBowski treasurer, and Peggy Walters chief labor delegate. In the fall, Walnut Hills CFT Chapter won arbitration on extra-duty grievance.

1974

In January, CFT petitioned for a bargaining election with 2149 signatures. In the election which followed, CFT polled 1282 votes to CTA's 1815. In the Spring, CTA supported an abrupt move by the Board to racially balance teacher staff on a 75-25% quota basis in all schools (in an attempt to prevent court-ordered student integration). Teachers looked to CFT for leadership, and protests resulted in a 10% relaxation of the plan.

Prolonged CTA-board negotiations did not go smoothly. CTA President Harriet Russell declared an impasse and threatened a strike. Meeting opposition from OEA she looked to CFT and District Council 51, AFSCME, AFL-CIO. Al Van Hagen, Council director, and Alex Brown, local President, refused to assist unless CFT agreed to support CTA.

CTA-CFT negotiations failed because of serious CTA internal dissension. CTA struck before Easter vacation for four days, and teachers returned to the schools with nothing more than Federal mediation which had been offered before the strike.

The Board cut 677 teachers in an alleged over staffing situation which many interpreted as a bargaining maneuver. (Eventually all were offered new contracts, but the damage had been done.) Finally, a weak settlement (many " weasel" words and a 5 1/4 raise - the board's bottom line was missed by 3%) was reached and approved, with 378 voting for and 342 against. In June, CFT merger survey showed 1133-403 support. In August, CFT delegates to AFT Convention supported Albert Shanker for AFT President.

1975

In March, Stephens and Robey were re-elected president and first vice president with Sharon Cole second vice president, Dorinne Selm secretary, Harvey Roehling treasurer, and Paul Amspaugh chief labor delegate. In April, Newsliner editor Jim Lierl declared CTA's Russell CFT's Woman of the Year. (In August Russell resigned, under OEA pressure, as CTA president.)

1976

In July, CTA's poor performance, erratic leadership, " uniserv" concept (at huge dues increases) an attempted blackmail (instead of talking 7% in June, 1976 CTA asked for 4% in June with 3% to come in January, 1977 after a teacher representation election in December 1976) caused its decline from a claimed 2200 membership in 1973 to an admitted (and

questionable) 900. In August, at its Building Representatives workshop, CFT honored retired members Mann, Anna Borchin. Thomas Uelsh, Mary Boland, Kathleen Kinney, Blumie Sway and Joe Simons. The defense fund was named the Albert B. Mann Defense Fund as a tribute to him. Lierl and Chris Diehl were recognized for making home visits which helped increase CFT's membership. Member of the Year plaques were presented to Kindler, 1964; Hann, 1965; Stark, 1966; Kapphahn, 1967; Kiley, 1968; Craal Braun, 1969; Stephens, 1970; Zeisler and Tschofen, 1971; Glen Yolz and Sulek, 1972; Herb Lukens and Richmond, 1973; Amspaugh, 1974; Robey, 1975; and Cole. 1976.

In the winter, CFT's membership topped the 1000 mark for the first time, as CTA's continued to plummet. CFT overwhelmingly won bargaining rights in a campaign coordinated by AFT staffer. Jerry Byrum.

#### 1977

In January, negotiations began on a contract. In March, in response to the Superintendent's budget recommendation of "no salary increases," over 800 teachers picketed and jammed a Board meeting to protest. As CFT membership topped 1300, Stephens was again re-elected president.

In April, more than 1800 teachers braved a blizzard to authorize a strike. More than 1700 struck against the Board's refusal to bargain in good faith and schools were in chaos (Post) when the Board unsuccessfully filed for a temporary injunction in Judge Frank Gusweiler's court. After CTA refused OEA's appeal to honor the picket lines, AFT President Shanker addressed striking teachers. Teachers continued the strike after Gusweiler finally granted the Board a permanent injunction. and a settlement was reached (after 19 days). A 6% increase, TBC provisions, fringe benefits, binding arbitration of dismissals, improved transfer procedures, and a salary/class size re-opener were ratified 4-1 by over 1100 members of the bargaining unit, not just CFT members. AFT's Bob Bates had headed the bargaining team, which included Betty Caveny, Richmond, Kiley, Steve Sexton, Amspaugh, Tom Mooney, Dorothy Coleman, Robey, and Stephens (ex-officer).

In the Spring, CFT had initiated merger talks with CTA which broke down at year's end because of OEA~NEA policy against merger agreements. At the August BR workshop, Caveny and Alvan Hengge shared Member of the Year honors. In November, Stephens called reinstatement of 6 suspended strikers a vindication.

#### 1978

As membership continued to grow, staffers Stephens and Bob Suess headed CFT's rigorous contract-enforcement effort. Long-time CFT member Tschofen headed a slate of three elected to the Credit Union Board of Directors in a CFT campaign to ensure fair representation for teachers on that body. Lierl coordinated another successful home-visitation program during the summer. At the August BR Workshop, Bill Huth, Lynn Marmer, Suess, and Lierl shared Members of the Year honors. A fall "rebate" membership campaign proved a huge success.

#### 1979

In a first ever move, Board employees' organizations formed a United Bargaining Council in negotiations. After a strike authorization meeting, all groups except CFT settled with the Board. Herb Lukens was arrested on trespassing charges at an informational picketing, during teacher efforts to publicize salary demands and concern over lowered educational standards. Charges were later dropped. Over 1000 teachers were stricken with a one-day "chalk" flue in the spring.

After 10 years of helm, Stephens announced his intention to return to the classroom full-time. Mooney was elected president, along with Bebe Freeman first vice-president, Lierl second vice-president, Suess treasurer, Coleman secretary (replaced by Norma Smith after her resignation), and Diana Porter chief labor delegate. A busy summer of organizing was capped by the tremendous efforts of hundreds of CFT leaders, members and other teachers in yet another unsuccessful tax levy effort (7th in 10 years). On October 26 the UBC, one week after an early-morning protest meeting at Taft Auditorium, led Cincinnati's largest-ever labor demonstration. Over 3000 angry Board employees marched through downtown demanding a salary settlement. Assisted by CFT staff and volunteers, employees endured a 3-week school closing in November, drawing unemployment benefits and, in many cases, food stamps. In a first-ever move, teachers chose not to have another representation election, rejecting CTA's October petition efforts. CFT thus would continue as bargaining agent at least through 1982. Merger talks again collapsed because of NEA constitutional obstacles. For the first time, the United Bargaining Council faced the board at the bargaining table on economic issues. A credible UBC strike threat produced a

December 31 multi-year salary agreement, the largest salary settlement in CPS history. CFT President Mooney acted as spokesman for the UBC at the table.

1980

Negotiations began in early February on non-economic contract language. CFT achieved increased recognition in labor and political circles as President Tom Mooney was elected to an OFT Vice Presidency, and the CLC Executive Board and the Hamilton County Democratic Party Steering Committee. In June, a tax levy was approved—the first in 10 years due in large part to the three week school closing in November of 1979. The levy produced early payment of a portion of negotiated raises. A demonstration at the Education Center by 300 teachers protested lack of progress on contract language. The Association of Cincinnati School Office Personnel (ACPSOP) voted to affiliate with the CFT. In July, negotiations began on contract language for office employees. In the fall, membership in all UBC Unions increased significantly, through a UBC membership drive. Over 800 teachers, secretaries, custodians and lunchroom employees celebrated at the first UBC cocktail party.

1981

After a spirited debate over CFT policy on desegregation and affirmative action, members re-affirmed CFT support for the NAACP desegregation suit vs. the board of education. In two landmark arbitration decisions, CFT overturned the dismissals of two tenured teachers alleged incompetent. Their reinstatement with back pay was another benefit of the 1977 strike, when binding arbitration of teacher dismissals was negotiated. After a year of stalled negotiations, teachers and office personnel met at Music Hall in February and staged a mass picket at the Ed Center in March. The protests brought resolution of key teacher issues by April, including dental insurance, a lay-off procedure and ten-day pay periods. Teachers delayed a final settlement to support the office employees' demands. In September, teachers and office staff ratified non-economic contract terms extending through 1984. Office workers won advisory arbitration of grievances, fair promotion procedures, due process in appraisal suspension and dismissal, stronger layoff and transfer provisions and less restrictive sick leave policies. In hotly contested officer elections, Mooney defeated a challenge by former President Stephens, but the RSVP ( Roger Stephens Victory Party Slate elected Dorothy Battle, 1st Vice President; Carl F. Tschofen, 2nd Vice President; Future Vincent, Treasurer; Melody Dacey, Secretary; and Paul Amspaugh, Chief Labor Delegate. The Urban Coalition initiated by CFT and OFT early in 1980 paid off in 1981 when the General Assembly passed HB694, a two-year State Budget. Aid to education was increased \$750 million. Urban schools won a cost-of-doing business factor and big hike in Disadvantaged Pupil Impact Aid (DPIA). Battle and Dacey resigned in the fall. In a November special election, Ralph Jackson was elected 1st Vice President and Weiler, Secretary. UBC began economic negotiations (for 1983 and 1984) on December 3. AFSCME later made a separate peace, but teachers, office negotiators broke off talks on New Year's Eve with agreement in sight. That night the Board unilaterally approved raises for 1983 and 1984.

1982

October, 1982 the Cincinnati Teachers Association barely collected enough signatures to trigger a representative election. CFT campaigned on its record: dramatic improvements in salary (71% in 7 years), fringe benefits and teacher rights, but CFT gave equal emphasis to future bargaining goals - reduced teacher workload, stronger seniority rights, an improved salary index and greater academic authority for teachers.

December 2, THE RESULTS: CFT re-elected as bargaining agent for a five year term 69% to 30.5%. In November's gubernatorial election, CFT actively supported Richard Celeste who promised reform in school funding and a public employee collective bargaining law.

1983

CFT waged a campaign to save home economics, art, music and industrial arts courses in grades 7-8 without increasing teacher workload. Hundreds of teachers turned out for a series of School Board meetings and hearings. In June, despite vigorous lobbying efforts by CFT and OFT, Cincinnati schools were shortchanged by the state budget adopted in June, leaving CPS to face an \$8 million deficit. Mooney blamed unfair distribution of state aid and expressed disappointment in Governor Celeste and Senate Finance Chairman Bill Bowen. But Celeste fulfilled one campaign pledge and signed a law granting collective bargaining rights to Ohio public employees. OFT lobbying fought off crippling amendments that would have deleted the right-to-strike and severely restricted the list of negotiable issues. In August, CFT agreed to help the School Board make it through 1983 without falling into state

receivership by delaying final December paycheck until January, 1984. In exchange, CFT negotiated job security for 1984 through teacher re-training and Board "pick-up" of retirement contributions for teachers and office staff - a substantial tax savings. CFT also won full health and life insurance coverage for LD Tutors and elimination of annual limits on drug coverage. School Board representatives walked out of negotiations on a contract reopener after two brief sessions, refusing to talk until CFT dropped all issues except compensation. A bargaining survey conducted by professional pollsters said reducing class size was teachers' number one priority. Tougher academic standards and competitive salaries for experienced teachers were among the top five. Office staff want job security, greater access to promotions and more experience steps on their salary schedule. CFT criticized low academic standards and large classes in paid radio spots and a series of guest editorials. The effort to agree on a new contract a year in advance was unsuccessful the reopener expired on December 31. Operating Engineers also refused to settle.

1984

In January, CFT members voted to submit the same proposals when talks begin on a new contract in November. On April 1, Ohio's public employee collective bargaining law became effective. It requires public employees to negotiate over "wages, hours, and other terms and conditions and employment" and legalizes strikes by school employees. The administration agreed to review grading and promotion policies, but insisted on stacking the review committee. CFT declined to participate and formed a broad-based task force of parent and community leaders, higher education and teacher representatives. In May, the Task Force report urged higher standards, more remedial programs and greater teacher authority coupled with strong parent involvement in promotion decisions. CFT launched a Dial-A-Teacher program in February, staffing telephone lines Monday through Thursday evenings to help students with homework. The project was funded by Greater Cincinnati Foundation, Procter and Gamble, and the Emery Trust and operated in cooperation-operation with Cincinnati Public Schools. We ended the school year with 2225 teachers and office employees in CFT,

CFT actively supported two tax levies on the November ballot: a renewal of operating millage and a new levy earmarked for building maintenance. Both passed.

On November 8th, CFT began "Bargaining for Better Schools." Major issues: smaller classes, grading standards, a new teacher evaluation plan, equal course offerings in grades 7-8, a new salary index to provide competitive salaries for veteran teachers, agency shop, transfer and layoff policies, and binding arbitration of grievances.

In November and December, CFT mounted a major public relations campaign seeking community support for our contract goals. Efforts included: leaflet distribution during the holiday shopping season, a half-page Cincinnati Enquirer ad highlighting social promotion, a half-hour live debate on WCPO-TV, a Speakers' Bureau visiting community, civic and labor groups, and extensive news coverage. 400 teachers and office staff attended the December School Board meeting.

December 31st: Our contract expired. Talks were stalled.

1985

January-February: Community outreach continues. CFT's analysis of class size data receives extensive media coverage. 30,000 flyers were mailed to parents and citizens on overcrowded classes. The Women's City Club, CASE, PTA, and other civic groups sponsored another debate. Parents, citizens, and teachers pack the January 14th Board meeting. Twelve-parents and community leaders waited 3 hours to speak in favor of CFT's proposals. Citizens for Quality Education was formed afterwards to support the educational improvements sought by CFT.

In February, after 6 weeks without a contract, CFT and ACPSOP authorized a one day strike, march, and rally for better schools. CFT negotiators returned to the table, but a two week effort by the Federal Mediator fails to produce a settlement. The Bargaining Team set a February 21st date for the walkout, with a rally at Emery Auditorium and a march to the Ed Center. Teachers mail 30,000 flyers and CFT airs paid radio spots seeking parent and citizen support for the march and rally. The School Board offers-substitutes \$80.00 per day for February 21st, but few accept. Nonetheless, the superintendent pretends schools will be open for "business as usual."

February 21st, 5:00 a.m.: After two all night sessions, an agreement in principle is reached on a new contract, heading off the strike set for that morning. The Cincinnati Enquirer reports on February 22, "Teachers Win on Big Issues." The three year contract includes: class size limits (best in Ohio, a new teacher evaluation process modeled on the Toledo plan, higher promotion standards coupled with more teacher control over grading, equalization of course offerings and teacher workload in grades 7-8. The new salary index includes an average 8% raise, but a typical teacher with a M.A. and 12 years gets 9.5%.

This new index places CPS second in starting salary and fourth in M.A. maximum among Hamilton County's 22 districts. A new Benefit Bank provides flexible funds for any medical related expenses.

Office employees won a 3-year wage hike of 8%, 4%, 5%, plus the Benefit Bank. Their pact includes a new salary schedule with progressive experience increments and greatly expanded promotional opportunities.

Both teachers and office staff ratify the new contracts unanimously.

In June, members endorse incumbent Jerry Lawson, challenger Charles Hughes, and CFT member Virginia Rhodes for the Board of Education and pledge a major campaign effort.

February-June: Three of four teacher dismissals appealed to arbitration are reversed by arbitrators. Large legal and arbitration bills, plus costs of the public relations campaign lead the Executive Council to propose a dues increase.

CFT ends the school year with 2450 members.

In June, members endorsed one incumbent - Jerry Lawson - and two challengers Charles Hughes and CFT member Virginia Rhodes - for the board of Education. CFT pledges major financial and volunteer support.

Running on many of the same issues raised by CFT in recent contract talks, Rhodes proves to be a dynamic campaigner and effective fund-raiser.

In a stunning upset, Rhodes became the first challenger elected to the School Board in over 10 years. She came in first of all 7 candidates for 4 seats, with all 4 incumbents seeking re-election. She ran 14,000 votes ahead of second place and placed first in 23 of 26 city wards and in all 3 suburban cities. CFT support was credited for Jerry Lawson's narrow win over another Incumbent, G. David Schiering.

Implementation of new contract provisions governing class size, peer appraisal, student grading and promotion, lesson plans and other matters consume major CFT energies. Teachers took on an expanded role in setting education policies through joint committees governing key areas such as teacher allocations, fringe benefits, peer appraisal, health and safety, and grade appeals. For the first time, CFT also appointed all teachers to all Board committees, including textbook and curriculum review.

## 1986

Throughout the school year, CFT hammered at the problem of persistently low achieving-schools, calling CPS a two-tiered system. In March, CFT formed a Task Force of teachers, community leaders, and parents which called for a major School Board investment in disadvantaged schools. At minimum, the Task Force urged funding two pilot schools with pre-school, all day kindergarten, K-3 class size of 15, counselors, more VT time, and other services, but allowing teachers to decide how to use these resources.

In July, the School Board approved 2 pilot schools with \$50,000 each in supplemental funds per year and guarantees of joint teacher-administration decisions on program design.

In September members welcome new Superintendent Dr. Lee Etta Powell at CFT's annual back-to-school Cocktail Party. On October 1st, Powell becomes both the first woman and the first Black superintendent. All signs point to a knowledgeable, down to-earth leader who is very serious about education.

With Powell's support, funds are increased for the two demonstration schools \$100,000 for program improvements to be determined by the staff, all-day kindergarten, half-time counselors and half-time home/school coordinators. A Central Advisory Committee with 3 CFT representatives, chooses Taft and McKinley elementary schools after a competitive application process. The two schools are promised real autonomy in designing effective programs.

CFT earns national recognition for creating new professional roles for teachers, bargaining power-sharing arrangements, and cooperative efforts to improve schools.

## 1987

In March, Marc Turner, Executive Director with the Carnegie Forum, speaks to Cincinnati education, business, and community leaders, saying that the Demonstration Schools are the kind of experiment envisioned by the Carnegie Report.

Throughout 1986-87, joint CFT/administration committees tackle a variety of educational issues, including minority teacher recruitment, unequal course offerings, middle school curriculum, organization, excessive student mobility, and sex education. Support from Superintendent Powell and Board member Virginia Rhodes (a former CFT teacher) is key to success in these efforts.

In April, a CFT commissioned survey on "Professionalization of Teaching" reveals that 41% of CPS teachers have considered leaving in the past 2 years. Bureaucracy and administrative policies are the most common reasons. The survey also showed an overwhelming lack of confidence in student testing programs and academic standards in CPS. Teachers expressed strong support for a career ladder and more professional development opportunities.

A broadly representative Collective Bargaining Committee drafts a "Plan for Excellence" calling for major improvements in teaching and learning conditions and in student programs and services, a substantial jump in both starting and maximum salaries, new career advancement and professional development plans, and expanded teacher roles in educational decisions. In May, members vote to establish ladder committee to conduct exploratory talks with the administration. CFT helped to influence a Long Range Plan for CPS adopted by the School Board in May. The product of year-long deliberations by a community task force, the plan stresses upgrading disadvantaged neighborhood schools, CFT's major theme since 1985.

CFT ends the 1986-87 school year with 2800 members.

In November, CFT worked hard to pass an 8.9 mill tax levy, which voters approved in November, by a 154 vote margin out of 100,000 votes cast. CFT's COPE was instrumental in electing Charles Hughes to the Board of Education, displacing incumbent John Rudy. Hughes had been active around School Board issues for 10 years and supported CFT Goals in 1984-85 contract talks. He had sent his children and grandchildren through CPS and is Political Action Committee Chair for the Greater Cincinnati Rainbow Coalition. The Virginia Rhodes election and 1985 victory over G. David Scheiring displaced the conservative majority that had dominated the school board since 1974. In October, members agreed to utilize "principled negotiations" or "Win/Win Bargaining" in upcoming contract talks. Consultants from the Harvard Negotiations Project trained CFT and School Board Bargaining Teams. Superintendent Powell recommended Deputy Superintendent Lynn Goodwin as chief negotiator for the Board, rather than attorney James K. Lawrence and the School Board approved. Then talks began in mid-November, it was the first time CFT did not face Mr. Lawrence across the table and the first time the administration had taken an active role in negotiations since CFT won bargaining rights in 1976.

## 1988

After 3 1/2 months of intensive, full time negotiations using the "Win/Win" process, a new contract was ratified February 9th by a 2-1 vote. There was considerable debate in the ratification meeting about whether the "Win/Win" process had brought the best possible settlement as opposed to a more traditional, confrontational process. The package included a 16 1/2% raise, plus a \$450 increase in the Medical Reimbursement Bank over 3 years, a reduction in high school teacher workload to 5 periods daily, reduction to 150 students maximum per week for elementary teachers, increased prep time to 255 minutes per week for elementary teachers; in grades 7-12, at least 225 minutes per week which must be during the student day. Peer assistance and appraisal was made a permanent program and expanded, the framework of a Career Ladder was set forth in the contract with detailed plans to be worked out by a joint committee. A Professional Development Fund, jointly administered by CFT and CPS, was created to provide sabbaticals and professional conference leave and to grant credit on the salary schedules for CEU's in lieu of college credit. Non-CFT members are required to pay a fair share fee as of September 1, 1988.

TBC's were granted a greater role in setting policy on personal leave and high school activity periods. Departments were empowered to recommend teaching assignments each year.

Family support was improved by guaranteeing Board support for the employee day care center, reimbursing adoption fees up to \$2,000 and strengthening job sharing.

A Trust Agreement was signed alongside the Collective Bargaining Contract to expand the scope of bargaining on the educational issues and initiate new and experimental programs.

ACPSOP (CFT's office employees Chapter won comparable raises and benefit gains, plus improved vacation, certification upgrades, joint committees to establish VDT safety standards, job description for all employees, and a Career Ladder for office personnel.

The euphoria of a major contract settled without acrimony wore off quickly when implementing the new provisions proved nearly as contentious as in the past. Training sessions on the new contract provisions for principals and CFT building reps that were to be jointly conducted never occurred nor did school level training in the problem solving techniques used in the Win/Win process. Predictably, grievances and tension between teachers and administrators mounted.

Over the summer, CFT was certified by the State Employee Relations board to bargain for daily rate substitutes.

As required by state laws, CFT engaged an independent accounting firm, Arthur Andersen and Company, to audit our books and recommend a fair share fee. CFT Executive Council set the fee at 88% of dues in accordance with the accountant's report.

When school opened, relations between CFT and administration deteriorated further as a new discipline policy resulted in a sharp deterioration of student behavior. A new Reading/Communication Arts program was badly implemented, triggering many complaints. Nearly 300 elementary teachers, attending a CFT sponsored reading forum in October, were angry about inadequate materials, too much duplicating and too rigorous directives from Central Office. Contract implementation continued to be difficult. An offer by the Harvard Negotiations Project to mediate was spurned by the Superintendent.

Meanwhile, 22 objectors appealed the amount of CFT's fair share.

1989

Fed up, teachers packed a School Board meeting in February to protest backlogged grievances, failure to implement some provisions, administrative sabotage of a shared decision project at Taft and McKinley Elementary Schools and lack of consultation, in general, with teachers on new programs. In the spring, top administrators made some overtures to improve relations with CFT. A joint teacher/administrative reading task force agreed on some changes in the reading materials and more flexible program guidelines. However, some problems remained regarding implementation of a few contract provisions. Seven items in the Trust Agreement were in progress, but nothing had been done on eleven others.

In March, our first contract settlement was reached for daily rate substitutes containing pay incentives for subs willing to work anywhere in the district, new guarantees regarding substitute work day, appraisal and dismissal procedures and rights to discipline students. Some fringe benefits were included, a first in the State of Ohio.

After four days of hearings, arbitrator Bruce McIntosh upheld CFT's fair share fee almost entirely, shaving half a percent.

Over the summer, CFT released teacher survey results showing a sharp deterioration in school discipline across the system during '88-89. In August, CFT proposed a crisis plan to the administration to improve the discipline situation for the new school year.

In the fall, CFT helped to pass two school tax levy renewals, an operating levy and a special maintenance levy. In the School Board election two of four CFT candidates won. Former union activist Virginia Rhodes again led the field. Newcomer Bill Seitz, endorsed by CFT, promised to shake up a board that had been very passive for the past three years. In October, CFT, CPS and City Council finally reached agreement on a long-standing dispute about abatement and diversion of school property taxes by City Hall. City Council promised to reimburse the school district for its actual losses when property taxes are abated or diverted with some of the proceeds going to pay for city services offered in the schools, such as nurses and crossing guards.

During the fall, the first Collective Bargaining Contract for daily rate substitute teachers was successfully implemented.

1990

In February, CFT and administration reached agreement on the Career in Teaching Program that was outlined in the 1988 contract settlement. This companion agreement to the Collective Bargaining Contract was ratified by the CFT membership and Board during the spring. Cincinnati's first group of lead teachers was assessed and awarded credentials in June. Committees of teachers working with their principals interviewed and selected lead teachers for specific school level positions.

Despite CFT/Administration cooperation on sophisticated professional reforms like the career ladder, the administration continued to show disregard for compliance with basic terms of the contract and due process requirements. This led CFT to file six lawsuits against the Board of Education by the end of the school year, each alleging contract violations.

One of the suits alleged racial discrimination based on the Board's denial of transfer rights to black teachers at Carson and Sands Montessori School as well as forced transfer of white teachers from Carson in order to establish a racial balance.

During the spring a joint teacher/administrator committee investigated shared decision making/site based management sending representatives to conferences on that topic, visiting other AFT cities which have implemented it, and staging a conference on SBM/SDM for faculty and administrators at thirteen schools.

CFT and CPS hosted the Urban District Leadership Conference and AFT President Al Shanker spoke to principals, CFT building reps and community leaders at a breakfast meeting sponsored by CPS administration, a watershed event.

By the end of the school year nearly all provisions of the educational Trust Agreement had been implemented.

CFT membership continued to increase reaching 3550 by June 30.

In ACPSOP Chapter elections, members elected a new President, June Campbell, along with Sandra Faulkner, First Vice President; Ron Coffey, Second Vice President; Bernice Patrick, Secretary.

In July, Mooney is elected an AFT Vice President at the national convention in Boston, a first for CFT.

In the fall, CFT/ACPSOP prepares for contract talks with salary and discipline merging as top priorities in pre-bargaining surveys. The union seeks to establish school based management/ shared decision making and accelerate school restructuring.

The School Board seeks a 7.21 mill emergency levy to cover a \$27 million deficit. CFT works harder than in any previous levy campaign CFT phone bank volunteers make 15,000 calls to parents and other registered voters, but widespread dissatisfaction with CPS administration, confusion about school finances, and taxpayer resistance to any new taxes doom the levy which goes down by a large margin along with every school operating levy on Southwest Ohio ballots. In late November, contract talks begin in the context of a severe financial crisis. The School Board must seek state approval for an emergency loan to get through the school year. State law requires the Board to cut \$15 million from its annual budget in order to repay the loan within two years.

Meanwhile, OFT breaks its pattern of down-the-line support for Democratic candidates with a controversial endorsement of Republican George Voinovich for Governor. Voinovich's detailed education reform platform mirrors the union's to a great extent, while Democrat Tony Celebrezze offers only vague rhetoric.

1991

Contract talks are slowed as debate focuses on a way to impose the required \$15 million in budget cuts. Teachers and office employees begin the year without a contract and work under short term extensions of the old agreement. State education officials suggest 600 teachers can be cut, but recommend no cuts in administration. Superintendent Powell finally recommends a plan to cut 181 teachers, 25 custodians, 17 instructor assistants, and only 8 "central office personnel." CFT rallies public support against Powell's plan and persuades the School Board to modify it, forcing more administrative cuts. The union then demands, successfully, that the administration and Board negotiate the budget cuts. A February Budget Reduction Agreement limits front-line teacher cuts to 94 positions, makes deeper cuts in new curriculum expenditures and administrative overhead.

In March, mediation fails to bring about contract settlement. In an effort to settle the dispute and unite the district for the next tax levy attempt, CFT offers to make raises contingent on new revenues. The Board refuses, leading to an intensive public debate on the negotiations. The Board also insists on an "open contract" which either party can reopen at any time, on any topic, for three years. New discipline policies also remain unsettled.

On April 22, 2000 teachers and office employees "March for a Share in the Future" from Lytle Park to the Board of Education to press our case for a fair contract. When talks continue to move at a snail's pace, CFT/ACPSOP members vote, nearly unanimously, on May 15 to authorize a one-day strike. CFT Executive Council later sets the date for the first day of

the new school year. Days before the march, Powell resigned as Superintendent, but the Board agrees to hire her as a consultant for two years at \$178,000 in fees and benefits. Public reaction is overwhelmingly negative to the buy out.

On June 28, CFT/ACPSOP and the School Board reach agreement on a secure three-year contract only CFT can trigger economic reopeners. Settlement includes tough new discipline policies. 4% raises each year (1991, 1992, 1993) plus a phased-in \$1000. increment for career teachers are contingent on passage of a November, 1991 tax levy.

In July, Woodward High School Principal Mike Brandt was named interim superintendent, promising collaboration with teachers, firm discipline policies and support for restructuring. In August, the School Board votes to seek a 9.83 mill levy in November. Unnamed benefactors step in and pay for the buy-out of former Superintendent Powell's contract on the condition that she simply resign, with no consulting arrangement.

At the request of levy campaign sponsors, Mooney asks Brewster Rhoads, a well-known Democratic campaign consultant, to take on what most believe to be a hopeless cause. Despite an extremely late start to the campaign, Rhoads leads a 60-day blitz to a stunning 54% victory on November 5, 1991. Success resulted from a broad coalition of business, unions, parents and African-American leaders and organizations pulling out all the stops.

Early in the campaign, a highly critical analysis of CPS was released by the Cincinnati Business Committee. The "Buenger Commission Report" crystallized public dissatisfaction with the schools, but offered a platform for reform. Support for the commission report by Superintendent Brandt, the School Board and CFT, particularly Brandt's pledge to cut central office bureaucracy by \$6.5 million within two years, were critical to winning voter support for the levy. So were academic reforms enacted by the Board during the campaign, including increased graduation requirements, a "No Pass, No Play" policy and an end to social promotion. CFT had advocated such academic standards since the mid 80's.

Outreach efforts included a voter registration drive which signed up 6,000 new voters, vigorous efforts by school levy teams, massive phone banks, several mailings to voters in target precincts, extensive television advertising featuring Superintendent Brandt as a leader for change and reform, a prayer vigil by an interdenominational religious coalition, a visit by Jesse Jackson, "Ten Star Coalition" of Board employee unions, a "Starlit Gala" reception which raised over \$25,000 for the campaign, and an election eve "human billboard" at key intersections all across the city, conceived and organized by CFT Political Action Chair Jene Galvin.

CFT's efforts in the campaign were unprecedented, including over \$30,000, a series of radio ads and a great deal of donated staff and volunteer time.

Passage of the levy triggered implementation of the negotiated raises, including retroactive payment of the first 4%. It temporarily stabilized district finances, but another levy loomed in 1993 to avoid more loans, more cuts and state receivership.

Teachers were pleased with implementation of the tough new discipline code negotiated by CFT and reported more orderly classrooms, but the price was high with suspension and expulsion rates soaring. Disproportionate numbers of African-American students suspended, a continuing trend, caused criticism of discipline policies.

## 1992

Planning began for key reforms advocated by the Buenger Report. With School Board approval, Brandt offers a generous resignation/retirement incentive for administrators as a first step in downsizing the central office. CFT/ACPSOP representatives are involved in a "Design Team" which analyzed the work of the school district, including what services schools actually need from a central office. In May, Brandt announces the new central office design with more drastic cuts than previously promised or expected. Over 50% of central office administration is eliminated, including 65 administrators and 27 support staff (i.e., teachers on special assignment, technicians and paraprofessionals). The reorganization is the most drastic reduction in the bureaucracy ever attempted by an urban school district. It includes elimination of all instructional supervisors. CFT proposes more rapid expansion of lead teacher positions to fill the void and takes steps to form K-12 Curriculum Councils in all major teaching fields to oversee curriculum, testing, textbooks and other instructional materials. The CFT/ACPSOP representatives work with management to determine clerical staffing needs of the new central office; the union advocates beefing up the school clerical staff, especially in 22 elementary schools with only one secretary.

ACPSOP President June Campbell is reelected along with Sandra Faulkner, 1st Vice President; Ron Coffey, 2nd Vice President; and Karla Payne, Secretary/Treasurer.

CFT releases a comprehensive 12-point proposal "Next Steps on School Discipline" which calls for in-school alternatives to suspension in all schools, plus a districtwide school(s) for chronically disruptive students and voluntary residential sites for students whose home environment undermines academic progress and good behavior in school. The plan also calls for expanded teacher training in classroom management and cultural sensitivity, conflict resolution training for students, and removal of ineffective principals.

In July, President Mooney and Treasurer Future Vincent attend Democratic National Convention as delegates pledged to Arkansas Governor Bill Clinton. In August, Clinton addresses AFT National Convention and receives union endorsement. Outreach to CFT/ACPSOP members stresses President Bush's advocacy of school vouchers and Clinton's support to public education. Clinton beats Bush and independent Ross Perot in November.

CFT submits various budget proposals to school board for program improvement. In September, Board adopts budget with in-school suspension classes for most schools and 23% increase in funds for classroom materials and supplies. However, many teachers never see the increase. Board also orders a balanced budget for 1993-94.

Implementation of Buenger Commission reforms continues, but progress in the pilot mini district is stalled by disputes over direction and the role of outside consultants hired by Cincinnati Business Committee (CBC). Teachers are not consulted in major decisions. In December, Brandt replaces Pilot Director and CBC releases consultants. New tone in pilot stresses cooperation with CFT and consultation with teachers, school staffs and parents.

### 1993

In January-February, teachers elect delegates to Curriculum Councils and CFT conducts organizational meetings for each of 10 councils.

In January, Superintendent moves to implement Local School Decision Making Committees, approved in principle by School Board in 1991. LSDMC's makeup is 1/4 parents, 1/4 community, 1/4 teachers and 1/4 other school staff. Long simmering dispute over LSDMC role in teacher and staff evaluation boils over. Brandt eventually recommends to Board that LSDMC's not be involved in performance evaluations. After lengthy debate, school Board votes 4-3 in April against LSDMC involvement in evaluation. Committee's role is limited to setting school goals, selecting principal when vacancy occurs, approving school budget and major program changes.

An economic reopener, scheduled to begin in late '92 is delayed as Brandt administration prepares a balanced budget plan for 1993-94. CFT priorities include full-time PE, Art and Music specialists for elementary schools and early retirement incentives. Brandt also unveils new alternative schools plan for 1994-95.

\$21 million in cuts will be needed to eliminate a deficit and cover for 4% inflation of expenditures including salaries. In late April, Brandt unveils a plan to cut \$27 million in programs he considers wasteful, ineffective or inequitable, along with a \$6 million "reinvestment" in new or expanded programs. Deep cuts are made in vocational education and instrumental music. Brandt also unveils new alternative schools plan for 1994-95. Cuts are painful but Brandt earns respect for making tough decisions, for balance and for not exempting sacred cows. 465 jobs to be cut include 220 teaching positions along with further cuts in central administration and 13 assistant principals. Reinvestments recommended by Brandt include long standing CFT priorities, especially 80 additional PE, Art and Music teachers phased in over two years.

Hoping to avoid lay-off, CFT Executive Council votes to extend lay-off deadline, to allow time for negotiations on retirement incentives. May agreement is reached and ratified by union members. It includes substantial retirement/resignation incentives, commitment to additional PE, Art and Music specialists, with expanded prep time for elementary teachers. Agreement also requires TBC/principal joint decisions on distribution of instructional supply money and contract teacher status and salary for SLD Tutors and Pre School Instructors. Additional lead teacher positions created, for foreign languages, curriculum council chairs and others. School Board approves agreement May 13 by one vote.

By June 1 deadline, over 250 teachers sign up for retirement incentive, but vacancies opened by retirements don't altogether match program cuts. On June 11, school board lays off 60 teachers; 50 are in vocational education. CFT negotiates out placement services, severance pay and retraining for those affected.

Meanwhile, school board approves budget cuts and alternative school plans on May 24, after several public hearings. Loudest protests center on closing CAPE (physical education magnet) and instrumental music cuts.

Teacher and former CFT Activist Virginia Rhodes declined to seek a third term in fall School Board elections. CFT supports Lynn Marmer, a former CPS teacher, Catherine Ingram, parent and CASE activist, Dennis Sullivan, retired Cincinnati Bell Chief Financial Officer and Harriet Russell, retired Walnut Hills teacher, all Democrats. Three of the four are also supported by Cincinnati's business community. All four CFT endorsed candidates win, shifting the School Board to a Democratic majority.

Board of Education proposes a 4.85% mill levy to allow \$348 million in desperately needed facilities improvements. Campaign features opposition by Baptist Ministers Conference and some other African-American community activists who argue that black students are disproportionately suspended/expelled. Despite support by other black ministers and elected officials and a well-funded campaign, the bond levy is rejected by 59%.

CFT joins coalition to oppose repeal of a city human rights ordinance, but conservatives, including the same Baptist Ministers Conference, prevail. Cincinnati votes to allow discrimination based on sexual orientation; US District Court later enjoins repeal of the ordinance.

Preparing for negotiations, CFT members adopt "Next Steps in School Reform" a position paper which includes both contract and policy proposals. "Next Steps" calls for high professional standards for teachers including more frequent evaluation and a "Professional Practices Code." It also calls for reintegrating principals into the teaching profession; principals must teach part time if there is any hope for them to function as instructional leaders. CFT also seeks special classes and separate schools for disruptive and violent students, shared educational leadership by teachers and administrators and local school section of new faculty.

#### 1994

Six months of "principled negotiations" produce significant progress on school reform, teacher empowerment and improved working conditions, talks reach crises stage over salary. Administration's inability to manage its budget and identify wasteful spending is a major stumbling block. In May, CFT recommends \$8 million in budget cuts and seeks a strike authorization vote, granted by a near unanimous vote by an overflow crowd of angry CFT/ACPSOP members.

On the last day of school, settlement is reached on a 1994-95 contract. It features cost-of-living raises plus substantial increases for veteran teachers to make CPS salaries competitive with suburban districts. Many of CFT's "Next Steps" are agreed, including joint teacher-principal selection of new faculty and Instructional Leadership Teams in the Pilot Mini District and any other school where the principal and a teacher majority adopts the model. A new teacher evaluation process will be jointly designed and used more frequently; lead teacher roles are strengthened.

In May ACPSOP President June Campbell is re-elected. Mooney is re-elected as an AFT Vice President at the national union convention in July.

CPS tax levy renewal fails in November triggering a financial crisis. Republican takeover of the Ohio House of Representatives and all state offices leads to threats of school voucher legislation and tax on public employee rights. Similar Republican sweep of U.S. Congress bodes ill for school voucher fight at the federal level and cuts in federal aid to education.

In October, health care reopener begins. CFT and CPS seek competitive bids from all insurance carriers for comprehensive, managed medical, dental, prescription and dental care with three-year rate guarantees.

#### 1995

After several rounds of bidding and negotiation over plan design, CFT and CPS bargaining teams reach tentative agreement on new health plans March 30. The plans will save \$27 million over three years while preserving comprehensive coverage at minimal cost to teachers and other employees. After a month of informational meetings, publications and debate, plans are ratified by a close vote.

In April, Retirement Chairman Dick Kiley challenges Mooney for CFT presidency. Mooney is re-elected 930 votes to 839.

On April 6, Superintendent Brandt recommends \$31 million in cuts to balance CPS budget. Cuts include all secondary librarians, all middle school counselors and all but one per high school, nearly all extra curricular activities and deep cuts in magnet school staffing. CFT members adopt action plan to seek new funds for CPS. Campaign is launched aimed at city, county and state government.

In May, a thousand teachers and parents march from the County Court House to the City Hall. Later 200 teachers and supporters travel to Columbus to attend Senate budget hearings and press for Cincinnati's fair share of state aid. CPS wins modest gains in state support, but the two-year budget includes a \$5 million school voucher "pilot program" in Cleveland.

When county commissioners enact a 1 cent sales tax to fund construction of two new sport stadiums and other building projects, CFT seeks a share of the tax for all public schools in the county. Commissioners reject a compromised proposal August 2 and CFT helps circulate petitions to place the tax on the March 1996 ballot for repeal.

After debate over whether to seek a new levy at all in 1996, the School Board votes in August to place two levies on the November ballot, a 3.74 mill renewal and a new levy of 5 mills. Brewster Rhoads agrees to manage the campaign and a broad coalition rallies to support public schools. Mooney and Brandt hold extensive discussions with a pro-levy African-American community coalition led by the Baptist Ministers Conference; a 20 point plan for improving city schools is agreed on and announced shortly before Election Day. In late Sept., at CFT's urging, the Board commits to restore \$9 million in programs and services if the levies pass. Despite prediction that voters will not approve a tax increase, both levies pass, the renewal by 68% and the new levy by 53%.

1996

Seeking broader support, Hamilton County Commissioners place a reduced, 1/2 cent sales tax on the March primary ballot; the county and Cincinnati City Council each pledge \$5 million per year for 20 years for building improvements in CPS if the sales tax passes and new stadiums are built. Commissioners enter into a written agreement with the School Board, but the March primary comes and goes with no formal agreement with City Hall.

Meanwhile, the School Board places another operating levy renewal on the March ballot, the final step in a financial stability package. Campaign momentum, a broad coalition and voter support continue from the fall campaign; voters say yes to public schools by a record 72%. Approval of three levies in five months by wide margins deflates the school voucher movement. CFT remains neutral on the sales tax vote, which passes comfortably.

OFT becomes lead plaintiff in a lawsuit challenging the Cleveland voucher program, joined by PTA, OEA, ACLU, other groups and individuals. CFT and OFT lobbying efforts help stop Charter school legislation that would divert state and local school tax dollars to independent schools.

In May, June Campbell is reelected ACPSOP president over Sandra Faulkner. In August, CFT hosts the 80th Convention of the American Federation of Teachers, offering hospitality unsurpassed by previous host locals and showcasing Cincinnati's school reform efforts.

The Board of Education abandons a decade of principled (aka "win/win") negotiations with CFT, hiring the notoriously hard line Taft, Stettinius and Hollister law firm and insisting on reverting to traditional bargaining methods.

In August, CPS administrators unveil a five year strategic plan for school reform, "Students First," drafted without parent or teacher involvement. CFT asks all chapters and Curriculum Councils for reaction and adopts a resolution in November calling for extensive amendments to the strategic plan before the school board approves it. Some amendments are agreed by through the Educational Initiatives Panel; however, key issues remain unresolved and take center stage in a bitter round of negotiations beginning late November. Board negotiators seek take backs regarding fine arts and physical education programs, prep time, class size, transfer and surplussing rights and health benefits costs.

December 9 is a watershed in Board relationships with teachers and parents. About 1000 come to a school board meeting, invited by the district and by CFT to comment on the strategic plan before a Board vote. About half are shut out of the meeting and the Education Center, left out in the cold, literally. Those who are admitted to express concerns are ignored; all seven board members have already signed a resolution adopting an amended Strategic Plan the public hasn't even seen.

In December, over 300 teachers and other school staff sign petitions of "No Confidence" in the Board and administration. The Board insists on submitting unresolved issues to a state fact finder in mid-December; most of the issues relate to school reform and reorganization called for in the strategic plan.

Cincinnati teacher salaries reach the top rank in Hamilton County, according to a CFT survey of school districts. Our beginning salary ranks 2nd among 24 districts; Cincinnati is 4th in maximum salary with a masters degree.

1997

In early January, the fact finder rules for the Board on school reform issues while offering teachers 3% raises each year for three years. Another fact finder offers ACPSOP only 2.5% and no improvements in working conditions, staffing or safety issues. CFT and ACPSOP Bargaining Teams recommend a “no” vote on both contracts, while the Board of Education votes to accept both. With a 3/5 vote of the membership required to reject contracts proposed by the fact finder, 89% of teacher members and 88% of ACPSOP members vote to reject. After rattling sabers, the Board’s negotiators return to the table. Tentative Agreements on three year contracts are reached in early March, after intense and difficult talks.

Ratified March 17, the new teacher contract creates “team based schools” in which teams of teachers share responsibility for education common groups of students for 2-3 years. Team based schools are governed by an Instructional Leadership Team of at least 60% teacher and including parents, non-teaching staff representatives and the principal. They have substantial autonomy over staffing, organization and budget. 8 schools are selected as the first wave with 12 more slated for 1998 and 20 more in 1999. All schools will operate under ILT’s by Jan., 1998, meeting a long standing CFT goal of shared decision making in Cincinnati schools.

Both teachers and office personnel win salary packages worth 3% per year and a reopener on health plans and costs beginning in August. Teachers’ salary settlement includes a new step 27 of \$1500 and a new \$750 increment for completing board required training, effective 1998. ACPSOP wins upgrades for intermediates with good performance ratings, increased longevity pay and upgrades for various classifications.

In March, the Ohio Supreme Court declares the state’s system of funding public education unconstitutional and gives the General Assembly one year to devise a “thorough and efficient” system. In May, an Ohio Appeals Court upholds plaintiffs, led by OFT, and struck down the private school voucher program in Cleveland.

In April, Mooney is re-elected by a 2-1 margin along with the CFT Leadership Slate of officers, Standing Committee Chairs and Area Coordinators. New officers include Greg Smith, substitute teacher, elected 2nd VP and Katie Hofmann, Fairview music teacher, elected 3rd Vice President. Karen Greenlee retired as CFT 2nd VP (for 12 years) and CPS School social worker.

In June, CFT joined parents, ministers and organized labor to form the Coalition for an Accountable School Board with the goal of recruiting, nominating and electing new and more responsive school board members. CASB will also represent Cincinnati parents, teacher and taxpayers in the statewide fight for fair and reliable school funding.

CASB supports Rev. Rousseau O’Neal, Tim O’Connor, Barry Cholak, and Herb Smith. The Cincinnati Business Committee (CBC) backs incumbents Lynn Marmer, Catherine Ingram, and Harriet Russell along with parent activist Sally Warner. Outspent 10-1, the CASB supported candidates did well, O’Connor placing 5<sup>th</sup> and O’Neal 6<sup>th</sup>. Their campaign shined the spotlight on CBC bundling of campaign contributions to control school board elections, and forced deliberations on a Facilities Master Plan for CPS out in the open.

The battle to win fair compensation for special education Case Coordinators escalates, as administration turns a simple negotiation over a pay formula into a long and bitter struggle. With no agreement in sight, CFT urges Case Coordinators to resign rather than work for nothing. Bidding and negotiations begin on the health care reopener.

## 1998

The year began sadly for CFT. On January 2, Naren Benn CFT officer and long time ACPSOP activist passed away. CFT’s Recording Secretary since 1990, Naren was a founder of ACPSOP, served as its Grievance Chair from 1979, and helped lead ACPSOP into affiliation with CFT.

CFT members took the lead in earning certification by the National Board for Professional Teaching Standards (NBPTS), with 24 Board certified teachers, ranking 2<sup>nd</sup> among all school districts in the US.

In February, CFT members vote to endorse an AFT policy statement on intervention in chronically low-performing schools, including a complete redesign where warranted.

In March, a health care agreement is reached and ratified, but only after sharp criticism by some school board members that that the pact does not include concessions by CFT, especially on sick leave conversion. 3 school board members oppose the deal.

In May, a divided school board hires Steven Adamowski, an Assistant Commissioner of Education of Delaware, as superintendent of schools. Sally Warner and Cathy Ingram vote 'no,' and Board president Art Hull remains opposed until the final vote. Major community organizations also oppose the appointment based on Adamowski's lack of experience in an urban district.

CFT members approve a modest dues increase to cover public relations costs from 1996-97 contract talks, and to fund expanded leadership training, publications and on-going public outreach. Within two years the additional income is offset by steep CPS budget cuts, which include lay-offs, and the growth of charter school enrollment.

CFT becomes a partner in developing the district's budget through the joint Budget Commission created by the collective bargaining contract. The recommended budget for 1998-99 includes restoration of extra-curricular funds over two years, phasing in 2 full-time clerical positions at all elementary schools, and 12 additional team-based schools.

112 University of Cincinnati interns complete a full year of training in the district's Professional Practice Schools and become certified. 100% of graduates from the Hughes Center's High School for the Teaching Professions enroll in college.

In July, delegates to the National Education Association's national convention reject a merger agreement. AFT's convention delegates approve the merger by a near unanimous vote.

In May, CFT joined forces with organized labor and nearly all education organizations in Ohio to defeat Issue 2, a 1-cent sales tax hike, by an overwhelming 80% vote at the primary election. Backed by Governor Voinovich and the majority in the General Assembly, Issue 2 would not have fixed structural flaws in the state's school funding system ordered by the Ohio Supreme Court. Local school levies every 3-4 years would still have been required.

Charter schools take center stage as the new school year begins in September. Despite a projected \$500,000 loss to state chartered schools, the school board votes to sell the surplus Riverside-Harrison school building to industrialist and school voucher advocate David Brennan, who is launching a chain of for-profit charters around three state. CFT members endorse a proposal by Mooney urging the district to create public charters that enjoy a great deal of autonomy, but remain part of CPS, and use district teachers and other staff.

Implementation of the newly negotiated \$750 training increment gets off to a rocky start.

ACPSOP wins upgrades of 22 clerical positions, after a long process of job evaluations and review by the city's Civil Service Commission.

Facilities Master Plan nears completion with intense debate over the impact of facilities decisions on programs. Magnet programs are targeted. CFT urges the Board not to dismantle program under the guise of facilities improvements. The Board adopts a Master Plan by year's end.

The district makes an insulting offer on case coordinator pay, estimated at \$6.00 per hour. CFT proposes submitting the dispute to arbitration.

In December, CFT members reject a contract amendment needed to implement School Assistance and Redesign Plan developed by administrators and CFT leaders.

## 1999

Members receive a 3% raise called for in the 1997-99 contract settlement. CFT forms a Task Force to consider proposals to break up large comprehensive high schools into smaller theme based schools.

After intensive controversy in the community over the union's decision to block implementation of the School Assistance and Redesign Plan, members vote in February to reconsider. A contract amendment is approved to allow all teachers to be surplus if their school falls into the School Redesign category, based on objective criteria agreed on by CFT and CPS. Job security is guaranteed and teachers can re-apply to the redesigned school based on training, experience and qualifications for its new program. Principals of redesigned schools are also displaced under the plan.

Tensions rise between CFT and the district, as the new administration seems determined to unilaterally implement reforms and fails to respect contractual agreements. Student Based Budgeting is introduced, for example, with no input from the joint Budget Commission.

CPS faces major budget cuts due to shrinking state aid. School budgets are chopped by \$180 per pupil. In March, CFT launches a major public outreach campaign featuring ads on 7 radio stations and mailings to parents and community leaders. CFT's efforts to strengthen the teaching profession through higher standards and demands for a fair share of state aid are the themes. In April, CFT proposes a win-win retirement incentive plan - not linked to the prohibitively expensive STRS "buy-out" - that will save CPS \$15 million over 6 years.

Through the Budget Commission and formal negotiations, CFT and administration hammer out a budget reduction agreement that seeks to minimize damage to instruction, preserve professional programs and opportunities, and restores funds to school budgets if and when voters approve a school tax levy.

In August, CFT sues the school board because administrators hired new teachers while some veterans were still without a school placement. The union's Collective Bargaining Committee begins developing proposals for negotiations, with the contract set to expire December 31. CFT dissents from the Board's decision to seek only a 4 mill levy in November because the increase will not allow the Board to keep its promise to restore school budget cuts and avoid another levy for four years.

As a new school year begins, Supt. Adamowski pushes CPS to become the first Ohio district to charter schools out to private groups. Backed by a new Board policy inviting charter applications, administrators actively recruit organizations and individuals to organize charter schools. Initially, the Board rejects four charter applications, but eventually grants 5 of the 9 charters recommended by Supt. Adamowski, over strong CFT objections. They will divert an estimated \$3 million from CPS in 2000-2001. Meanwhile, the administration virtually ignores CFT proposals to grant substantial autonomy to charters if they remain district schools.

In September, Mooney attends the 2nd National Education Summit of Governors, business and education leaders as part of Ohio's delegation. CFT proposes new teacher hiring standards for CPS and offers to take over recruiting, a major weakness for CPS, under a service contract with the district.

In October, CFT files an Unfair Labor Practice charge with the State Employee Relations Board, based on the district's failure to process grievances.

A new coalition - Cincinnatians for Public Education (CPE) - is formed to recruit and endorse candidates for the Cincinnati Board of Education. Participating organizations include the Democratic Party, Charter Committee, Cincinnati AFL-CIO, and Women's Political Caucus. Individuals active in the Urban League, Parents for Public Schools, Women's City Club, Cincinnati Association, and the League for Civic Renewal also serve on CPE's Board of Directors. CPE endorses incumbent Art Hull, former Ohio Governor John J. Gilligan and UC education professor Florence Newell.

On Election Day, Gilligan comes in first despite quiet but forceful opposition from the Cincinnati Business Committee. Newell also wins a seat. But, Art Hull is defeated, after CBC withdraws support because of his independent stands. Incumbent Rick Williams is also re-elected.

Voters reject the district's four-mill levy, raising the specter of more cuts, and casting a cloud over pending contract talks. Despite two Ohio Supreme Court rulings requiring an overhaul of school funding, school districts remain heavily dependent on property tax levies. Planning begins for another try in March.

The superintendent and school board reject CFT's offer to return to an interest based (or "win-win") bargaining process, and cling to the adversarial approach. CFT's initial proposals focus on strengthening teacher quality. When talks begin, administrators put drastic take back proposals on the table, in the name of reform and more school autonomy. Their proposals would dismantle most of the professional rights teachers have won in 22 years of collective bargaining. CFT counters with a vigorous public outreach campaign promoting research based reform and criticizing risky, untested "reforms" such as charter schools.

In December, CFT releases teacher survey results showing reduced class size as members' top priority in a new contract. CFT amends its proposal to seek a guarantee that K-3 classes will be capped at 15-18 if the March levy passes.

In November, Supt. Adamowski unveils "Implementation Recommendations" for facilities changes that actually repeal most of the Facilities Master Plan drafted by a citizen Task Force and approved by the school board a year earlier. His plan calls for closing and not replacing 7-9 schools, compared to a net loss of one school in the original Board approved plan. On December 13, the Board adopts a "redistricting plan" that includes closing schools and eliminating popular programs, despite

fierce opposition from parents and CFT. Some 500 people attended the longest school board meeting in recent history; Nearly all of the 60 speakers opposed the plan, including CFT representatives.

2000

Impasse in contract talks places unresolved teacher and ACSOP contract issues before state fact finders, after several days of hearings. In February, fact finders recommend settlement terms. Teachers are offered a 3% raise for each of three years, reduced class size as proposed by the union, and a mostly status quo contract otherwise. The administration gets none of the take backs it sought. But, a fact finder's proposed terms for a new ACPSOP contract are less favorable.

At the largest membership meeting in the union's history, some 2800 CFT members hear their Bargaining Team's recommendation to accept the fact finder's recommended terms, and subsequently do so by ballot. They also vote nearly unanimously to authorize a strike if the Board of Education does not accept. ACPSOP members vote to reject their fact finders report, as recommended by their Bargaining Team. As CFT prepares to launch a new round of public outreach, including radio ads, to explain its position, a WCPO-TV poll shows strong support for teachers in the dispute. In a surprise move, Supt. Adamowski recommends that the school board accept the fact finder's report, and they do. CFT returns to the table to complete ACPSOP negotiations and wins a salary settlement comparable to the teachers' along with other contract improvements.

In January, Mooney announces his candidacy for president of the Ohio Federation of Teachers and that, if elected at the state federation's April Convention, he will step down as CFT president in May.

SERB sides with CFT in February finding probable cause that CPS violated state law by failing to process grievances.

The school board places two levies on the March 7 ballot, a renewal and a 6.5 mill new levy that includes restoring school budget cuts, reduced primary class size, and raises. CFT gives all out support including its own advertising effort financed in part by member contributions. But, voters say 'no' for the second time.

Lengthy delays by CPS attorneys in responding to draft contract language and disputes over interpretation of the fact finder's report slow down formal contract ratification. In May, teachers ratify by 1898 to 65 in school site balloting, while ACPSOP members vote 221 to 7 for approval.

Meanwhile, CFT enters into a new round of talks with the district, limited to the union's initial contract proposals on teacher professionalism. A tentative agreement is reached on May 9 that makes key professional programs permanent and ensures adequate funding levels. The Peer Assistance and Evaluation Program and Career in Teaching Program will no longer be subject to annual cancellation or cuts. The district also agrees to adopt hiring standards proposed by CFT in September 1999. And, the agreement includes a new teacher evaluation system (TES) developed by a teacher dominated committee. The most controversial provision of the agreement will link evaluation ratings to salary effective August 2002 unless teachers or the school board later vote not to implement "pay for performance" by 70%. CFT members vote 1255 to 1046 to ratify the agreement in September.

Mooney is elected OFT president in April, and takes office immediately. In May, Collective Bargaining Chair Rick Beck is elected over Recording Secretary Murray Grace in a special election to complete the remainder of the two-year term as CFT president.

A new battle with Supt. Adamowski erupts in April over teacher lay-offs, including the first lay-offs of regular elementary teachers in memory. CFT acknowledges surplus of teachers in some fields, but argues that the numbers far exceed what is required, that elementary lay-offs are not justified, and that the process violates the union's contract, with the wrong individuals targeted in many cases. More than 80 grievances, Unfair Labor Practice Charges, and a lawsuit are filed. The Board of Education votes 4-2 on May 15 to recall 47 elementary teachers, but board attorneys advise that 5 votes are needed to rescind a personnel action recommended by the superintendent. Most of those laid-off are reinstated by fall.

Paychecks delivering 3% raises retroactive to January are finally distributed June 30, with interest.

After receiving the evaluation of the pilot year of the new Teacher Evaluation System, CFT and CPS administrators begin considering revisions. The Committee of the Whole, which developed the evaluation standards and procedures, deliberates for three days and holds two open forums to gather teacher opinions.

In July, Betty Hill, Millvale, a 28-year teacher and union activist, was selected as CFT Field Representative, replacing Jerome Tuggle, who retired.

Over the summer, the never-ending saga of case coordinator pay resurfaces as the administration tries to short coordinates paychecks after caseloads increase.

The Board agrees to arbitrate two disputes over interpretation of the February fact finders' report. Work year for visiting teachers and lack of raises for coaches and extra-curricular sponsors are at issue. In December, an arbitrator rules against CFT on both issues.

Leslie Gauch, Taft is named Building Rep. of the Year, and Leslie Kreimer, Roberts Member of the Year in August.

In October, the Board of Education votes 4-3 to extend Supt. Adamowski's contract for three more years. Russell, Ingram and Newell vote no.

Schools will see substantial funding increases after voters finally approve an operating levy in November, the third attempt. The levy includes funds to reduce class size to 15-17 in grades K-3, a reform proposed by CFT in December 1999 and included in the contract settlement. Also included in the levy package: additional funding for neighborhood schools and mid-year restoration of the \$180 per pupil budget cut imposed on all schools.

In December, the Board and CFT agree to extend health insurance plans for one year with no changes in coverage, employee contributions, or co-pays. And, arbitrator Frank Keenan rules that denial of transfer requests to Clifton and Parham schools, while new employees were hired, is grievable and that the case may proceed to a full arbitration hearing.

Three more schools are designated for redesign. The EIP offers the school communities three instructional program options: Direct Instruction, America's Choice or Edison Schools. Edison is included to prevent a church sponsored charter school run by Edison. But, none of the schools select the for-profit Edison.

## 2001

Tentative Agreement on a wide-ranging TES amendment reached in August 2001 and ratified in October. The amendment incorporated significant professional development activities to prepare teachers for comprehensive evaluation. It provided for a phase-in of four years for teachers to undergo a Comprehensive Evaluation (except for new hires, Novice 3, those seeking lead teacher credentials, those seeking continuing contracts and intervention teachers). Teachers who were in the original group to be evaluated under the Comprehensive Evaluation were given their choice as to whether to retain or eliminate their scores. Many other changes were made, based upon research and surveys, to refine TES.

CFT was informed by Superintendent Adamowski that CFT was \$300,000 in arrears for reimbursement to the Board of Education for salaries and benefits of full-time CFT and ACPSOP staff employees and notified CFT that immediate payment was required. CFT/ACPSOP members approved a temporary, three year dues increase at the November Membership Meeting, allowing CFT/ACPSOP to secure a loan, reimburse the district and become current on other outstanding debts.

Jerome Tuggle was hired by Executive Council as Director of Organization. Liz Jones was appointed as Collective Bargaining Chairperson, following the retirement of Steve Sexton.

An agreement was reached between Superintendent Adamowski and CFT involving "Incentive to Attract Teachers in Areas of Shortage." The administration had previously paid "signing bonuses" to some new hires without negotiating this. The agreement was ratified and it provided for new hires, in areas of identified teacher shortages, to be reimbursed up to \$2,000 per year, for up to three years, for a maximum of \$6,000. The incentive also applied to current employees who completed re-certification in the areas of identified teacher shortages during the 2000-2001 school year, and who began teaching classes in the areas of need. These incentive required submission of receipts for course work that improved knowledge of subject(s) taught, tuition reimbursement, to repay student loans, and to reimburse for relocation expenses.

CFT/ACPSOP endorsed Catherine Ingram, Harriet Russell and Melanie Bates for CPS School Board. All three won seats.

Board of Education adopts per pupil budgeting system. CPS moves out of Academic Emergency and into Academic Watch.

A backlog of 100 grievances was resolved. The Alternative Grievance Panel was totally reconstituted.

2002

CFT President Sue Taylor conducts monthly “President’s Night-In” at CFT Office to meet with, listen to, and problem-solve issues with members.

CFT/ACPSOP Website becomes operational.

CPS moves forward with High School Restructuring. Withrow International and Withrow University, as well as Western Hills Design Tech and Western Hills University, approved as new high schools by Board of Education. CFT and CPS agree to amend the CBA to permit only then current Withrow and Western Hills teaching staff to apply for new positions in the newly formed high schools on those two campuses during Round 1. Remaining vacancies were to be posted for districtwide applications during Round 2. Amendment was approved at the January Membership Meeting.

CFT began preparations for collective bargaining by holding four area meetings to solicit input from members.

In January CPS unveiled its new \$1 billion building plan to renovate 32 schools, build 35 new schools and close 14 schools.

CFT Constitution was amended to change majority approval for a waiver to approval by a two-thirds vote.

CFT prepared for upcoming “Pay for Performance” vote. AFT assistance was secured to conduct a Peter Hart Research poll on TES and Pay for Performance. AFT Nat Rep Mel Dribban was assigned to CFT to assist with Pay for Performance vote preparations. CPS administration was willing to make modifications to the design of the pay for performance plan but CFT Executive Council found these to be “too little, too late.” In May 96.4% of CFT members vote to reject Skills and Knowledge Compensation Plan (Pay for Performance). CPS accused the CFT leadership of failing to provide information to members regarding their willingness to make plan modifications. CFT filed an Unfair Labor Practice Complaint regarding a memo Dr. Adamowski wrote to administrators, prior to the Pay for Performance vote. CFT lost that ULP. CFT convened a committee to research Pay for Performance designs implemented in other districts. Rob Weil, AFT Ed Issues Deputy Director, provided the committee with an overview of such designs. CPS was invited to participate, but declined.

In August Dr. Adamowski abruptly announced his plan to resign as Superintendent. Rosa Blackwell was named Interim Superintendent.

In September, after a closed and secret process for screening Superintendent applicants, Mr. Alton Frailey, former Assistant Superintendent from Spring Branch Independent School District, outside of Houston, Texas, was approved by a 7 – 0 Board of Education vote to become the next CPS Superintendent. He began his full-time duties as Superintendent in November.

Bond Issue 2 to fund the Facilities Master Plan was defeated by voters.

CFT, ACPSOP and CPS reached a Tentative Agreement to extend the CBA for a year with a 3% across the board raise. This amendment and extension of the CBA for one year was approved at the December CFT Membership Meeting.

Board of Education approved the first phase to begin building new schools (as the funding for phase 1 had already been secured through agreements between the school district and the city and the county).

STRS health care problems emerge.

Long time CFT activist Paul Amspauigh passed away.

2003

CFT President Sue Taylor continues monthly “President’s Night-In” sessions, meeting with members.

CFT/ACPSOP membership vote to endorse Bond Issue and contributed \$5,000.

K-3 class size reductions became effective.

No Child Left Behind regulations took effect.

CFT member Chris Grant, Taft Elementary School teacher and BR, approved as CFT Election Chairperson.

Betty A. Hill, CFT Field Rep, announced her retirement.

CFT election results were announced. Sue Taylor was re-elected as CFT President, Ralph Jackson, 1<sup>st</sup> VP; Scott Grunder, 2<sup>nd</sup> VP; Tricia Deaton; 3<sup>rd</sup> VP, Julia Wiant, Treasurer; Dottie Davis, Secretary; Tim Kraus, Chief Labor Delegate; Julie Skidmore, Publications Chair; Diana Porter, Political Action Chair; Liz Jones, Collective Bargaining Chair; Ed Jaspers, Grievance Chair; Gary Combs, Ed Policies Chair; Steffanie Volk, Social Chair; Jane Simon, Member Services Chair; Jeff Bixby, Human Rights Chair; and Bob Buerkle, Retirement Chair. The following Area Coordinators were elected; Rochelle Johnson, Dave Callahan, Don Luckie, Audrey Cash, Michael Benton, Kat Soderquist, Alberta Hemsley, AJ Brown, Apollos Harris, and Alex Brown as Substitute Teacher AC. The following were elected as OFT EC elected delegates: Ed Jaspers, Katie Hofmann, Kathy Gross, Scott Grunder, Joyce Johnson, and Wellyn Collins. ACPSOP OFT EC delegate elected was Jannis Robertson.

CFT Health Care Bargaining Team was confirmed: Sue Taylor, Ralph Jackson, AJ Brown, Lesly Briedis, Ed Jaspers, Liz Jones, Mike Sage and Bob Buerkle as an alternate.

Long-time CFT Member and Project Succeed Teacher Marcia Hodges is named as new CFT Field Rep.

CPS Bond Issue passes, providing funding for all phases of the Facilities Master Plan.

CFT/ACPSOP endorsed Derry Hooks, Florence Newell and Jack Gilligan for School Board. Newell, Gilligan and Rick Williams were all re-elected.

Lead problems are discovered at Heberle School, causing a relocation for abatement.

Tentative Agreement was reached on Health Care for CFT and ACPSOP with increases in Rx co-pays, doctor visit co-pays, and employee contributions. Increases were also negotiated for employee benefit bank contributions. A spousal surcharge included, as well as an "opt out provision" incentive for employees who have alternative medical coverage and who choose to opt out of CPS coverage. New health care agreement ratified in October.

CFT approved the following as members of the CFT Bargaining Team: Sue Taylor, Chief Negotiator; Ralph Jackson; Liz Jones; Steve Kern; Dottie Davis; Ralph Jackson; Michael Benton; Joyce Valerius; Rochelle Johnson; Evelyn Kross; Ed Jaspers; and Marsha Manner (alternate).

CFT Bargaining Priorities adopted at the November 2003 Membership Meeting.

Gary Combs resigned from CPS and Letitia West, Mt. Washington teacher, confirmed as Ed Policies Chairperson.

Long time CFT Field Rep Dean Dennis, accepted Lead Social Worker position in CPS. Dean accepts part time CFT position as "special projects" director. Jerome Tuggle approved as Field Rep. Dave Callahan approved as Director of Organization.

CFT/ACPSOP made a financial donation to the new Underground Railroad Freedom Center.

Charter schools proliferate and drain away millions from CPS.

Long-time CFT/ACPSOP lead secretary Carole Hargis retired. Kelly Singleton approved as new Lead Secretary.

2004

Dr. Florence Newell named CPS Board of Education President.

CFT and ACPSOP negotiations continue using a collaborative bargaining method. Jerry Lawson serves as facilitator for CFT and CPS negotiations.

Schools experience severe budget shortfalls due to declining enrollment. CPS approves the merger of Douglass and Windsor (at Douglass site) and Vine and Rothenberg (at Vine site).

CFT and CPS reach a tentative agreement which includes three year raises of 3.2%, 3 % and 2.7 %, with the third year 2.7% contingent upon the passage of school levy. The tentative agreement also included a 3% additional raise at Step 27, increases for Lead Teachers (the first ever). Increases were also built into the Schedule E Salaries. A Severance Incentive Plan was also part of the Tentative Agreement. After having congratulated the CPS Negotiations Team, Superintendent Frailey's support of the Tentative Agreement began to waiver. After being asked by Board Members for his recommendation and not being able to provide a recommendation, Mr. Frailey ultimately recommended rejection of the Tentative Agreement.

CFT staged a protest at a Board Meeting, which included information picketing by hundreds of members. American Federation of Government Employees officers joined our march around the Education Center. The Board Meeting was packed by CFT members and supporters who wore "CFT Bargained in Good Faith" buttons. Sue Taylor and Ralph Jackson spoke at the Board Meeting.

An unsuccessful attempt was made to mediate but ultimately CFT requested Fact-Finding. Fact-Finding hearing was scheduled May 6 and 7. CPS identified nine areas of the Tentative Agreement to dispute, several of which were items initiated by the CPS Bargaining Team. The Fact-Finder ruled in CFT's favor on the majority of issues CPS had identified as "unresolved." The Fact-Finder ruled against the Employee Severance Plan, as well as against a side memo on collaboration.

CPS Board of Education voted 4-2-1 to accept the Fact-Finder's ruling with Melanie Bates and Rick Williams voting no. Catherine Ingram abstained from the vote. CFT members voted to approve the Fact-Finder's rulings on May 25 and 26, thus ratifying our new Collective Bargaining Agreement.

CFT filed an Unfair Labor Practice complaint with SERB charging that CPS had not bargained in good faith. CFT did not win this ULP as SERB ruled that Board Member, Rick Williams, was not bound by the ground rules adopted by the Bargaining Teams.

CPS announced the extension of the student day in many district elementary schools. CFT filed an Unfair Labor Practice complaint with SERB. CFT did not win this ULP as the ruling stated that the Superintendent had the right to set the time of the student day and ILT's developed the schedule within that student day.

Long-time CFT 1<sup>st</sup> VP Ralph Jackson retired as a CPS teacher and continues to serve the remainder of his term as CFT 1<sup>st</sup> VP.

Jerome Tuggle resigned as CFT Field Rep. Ed Jaspers, Western Hills Traditional HS BR appointed as new Field Rep. CFT Executive Council appointed Ralph Jackson to be Director of Organization for 2004-05.

CFT/ACPSOP began to mobilize a campaign for the school levy renewal over the summer months. Two Board Members, Melanie Bates and Rick Williams, opposed this levy renewal. Despite endorsements from many community groups, the Cincinnati Business Committee, Baptist Ministers Conference, Enquirer and Post opposed the renewal. CFT developed its own campaign literature that was distributed to community members and to schools. A true grassroots campaign, with a very restricted budget, mobilized an effective campaign, leading to approval of the levy renewal by Cincinnati voters.

In August CPS announced that it had overspent its budget by \$22 million. Superintendent Frailey announced to the public that he planned to negotiate an Employee Severance Plan.

In December Mr. Frailey resigned as Superintendent to accept a position as Superintendent in DeSoto School District in Texas. Mrs. Rosa Blackwell named Acting Superintendent.

CFT and ACPSOP appointed a bargaining team to negotiate a Severance Incentive Plan. Negotiations occurred before, during and after Winter Recess.