

Hats Off to Walnut Hills for Support of RENEW 32: IT WON'T RAISE YOUR TAXES!!!



Walnut Hills High School leaders "passed the hat" around for Issue 32. Hats off to the faculty who voluntarily raised \$1,123 for the RENEW 32 campaign.

This particular campaign is a grassroots campaign in the purest sense. The Cincinnati Business Committee (CBC) has informed the corporations that belong to the CBC that they should **not** contribute to this

effort. (Of course, **their** children won't suffer any disadvantage if Issue 32 is defeated.)

When this levy was originally passed in 1980, it was a low-budget, grassroots campaign. Teachers, school personnel, parents, and community members worked hard to secure victory in 1980 for the benefit of our students. This levy has been renewed every five years. This year, there are forces who would use their political agenda (unrelated to education) to harm our students and work to defeat Issue 32. Your help is needed now more than ever so that education will prevail and our students won't suffer massive cuts to the educational services they need and deserve. Our students and our schools deserve protection from those who would see us fail.

Please consider "passing the hat" (after school hours, of course) at a CFT Chapter Meeting to assist in a victory for RENEW 32. Checks should be made payable to:

CASE (Citizens Active to Support Education)

CASE Headquarters;
7030 Reading Rd., Suite 550; Cincinnati 45237

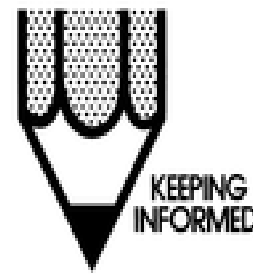
You may also drop off contributions to the CFT office or bring to our October Membership Meeting.

Thank you, Walnut Hills CFT/ACPSOP members, and other personnel who may have contributed, for the demonstration of your commitment to our schools. ***Progress in the classroom deserves support at the ballot box.***

Charter Schools Underperforming, Feds Delay Results

An AFT report released in August shows that the federal government has repeatedly delayed public reporting of the 2003 National Assessment of Educational Progress (NAEP) math and reading results for charter schools, which were included for the first time in the assessment. The AFT was able to obtain and examine the NAEP charter school data and found that compared to students in regular public schools, charter school students had lower achievement both in grade 4 and grade 8. These differences were all statistically significant except for grade 8 Reading and translate into about a half-year of

schooling. The 2003 NAEP charter school achievement data originally were scheduled for release in January 2004, but after numerous delays, NAEP is scheduled to officially release the data in December 2004. Furthermore, the authorities responsible for NAEP plan to accompany the charter school achievement data with an analysis that adjusts the results. "Repeatedly delaying that report for the sake of packaging the results with an official explanation tarnishes NAEP's gold standard reputation," said AFT assistant to the president Bella Rosenberg, an author of the AFT report. The delays in releasing NAEP charter school achievement data are



especially disturbing because one of the sanctions for schools that persistently fail to make adequate yearly progress (AYP) under the federal

No Child Left Behind Act (NCLB) is restructuring as a charter school. For details, go to <http://www.aft.org/presscenter/releases/2004/081704.htm> <<http://www.unionvoice.org/ct/2d1Cao71wqzs/charter>> .



Declining Student Enrollment Leads to Tighter School Budgets

Cincinnati Public Schools has lost millions of dollars as students withdraw and go to Charter Schools. Last school year alone saw a 28% increase in payments that CPS made to fund charter schools. Despite academic emergency status of so many of the Charter Schools in the Cincinnati area, they continue to attract our students,

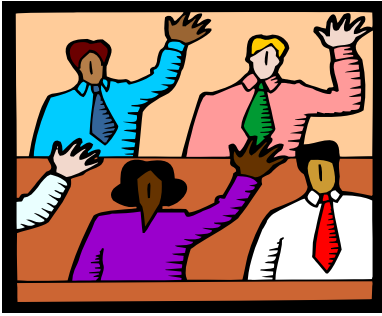
while not being held accountable by Ohio as we are.

As schools slash their budgets due to lower enrollment, please be aware that much of this is due to the Charter Schools. Last year, while the percentage of CPS spending on payments to Charter Schools was 28% higher than the year before, that translated into a whopping **\$34 mil-**

lion out of our district's budget to fund the Charter Schools.

When voting for elected officials in Ohio this November, please keep in mind the destruction that Ohio's Charter School laws are having on our own district. Changes need to occur in Columbus or our budget problems will get worse before they get better.

ILT's & School Budget Process by Marcia Hodges & Ed Jaspers



Collective Bargaining Agreement (CBA) provisions ensure that the school staff has real input into important school decisions that will impact the education of our students. Section 150.1.a. of the CBA states that *“Instructional Leadership Teams (ILT’s) shall be established so that principals, teachers, and other members may share leadership and make decisions....”* The areas of decision-making include development, review and evaluation of the instructional program, monitoring and improving school operations and procedures that impact instruction, planning and monitoring

the training of staff, development and monitoring of the school budgets, creating and maintaining a safe and orderly school environment, overseeing the formation of teams, and performing all other responsibilities assigned by the contract to ILT.

New contract language expands the role of the ILT in the budget process. The ILT has the responsibility of reviewing the budget and implementation of ILT decisions quarterly. In addition, the school district shall send the annual budget packet and quarterly budget reports to the ILT teacher co-chair.

Due to decreased enrollment in many of our schools, the surplus of staff has become a necessity. The per pupil budgetary process, driven by the number of students enrolled, determines the number of staff needed at individual schools. Though it is difficult to make cuts at this time of the school year, the ILT’s should be actively reviewing and evaluating the school’s instructional program to develop and/

or revise a budget that addresses the changes.

Staff surplus decisions are administrative responsibilities, however; the CBA (p. 40, §250, 3a) outlines the process to be followed. Proper certification for the position, along with training, experience and individual qualifications should be the guiding principles. If the aforementioned criterion are substantially equal, seniority shall control the choice. Questions or concerns regarding administrative decisions should be directed to the BR and/or Field Representative for your area.

We urge every member to be cognizant in ensuring that this vital protection of professional decision-making be respected in every school. We also encourage all ILT representatives to keep the lines of communication open with their constituency to ensure that sound educational policies are established following democratic operating principles.



Community Shares Recognizes CFT/ACPSOP

Community Shares recognized CFT/ACPSOP at a Membership Meeting last year by presenting a certificate to Sue Taylor on behalf of all its members for the generosity and effort during the fall 2003 CPS employee giving campaign.

Community Shares and its 27 local non-profit organizations, including Project Connect Homeless Children’s Fund, an outreach arm of the CPS program by the same name, benefited from a 56% increase in giving during last year’s CPS campaign.

This giving translated into more community programs for many CPS chil-

dren and families. Here are examples of services provided by just 3 of the 27 Community Shares groups:

- After school & summer school programs for homeless children (Project Connect),
- Conflict resolution training for students (Center for Peace Education),
- Ecological field trips and education (Mill Creek Restoration Project).

Completely separate from United Way, Community Shares

distributes all donations to its organizations based solely on the designations made by donors. Many of these donors include CFT – ACPSOP members, who also help coordinate the fall giving campaign throughout CPS.

This year’s campaign, which also includes the United Way, runs from Oct 11 – 22. We hope you can continue your generosity during the upcoming campaign.

STATUS REPORT: Printing of New Collective Bargaining Agreement: Still Delayed

Several meetings with the CPS Administration and Legal Counsel for CPS and CFT have occurred to finalize the ratified provisions of our contract. There have been delays due to the inability to agree on two significant areas that were negotiated. It appears that one area of conflict has now been resolved, leaving one last significant area to iron out.

CPS has insisted on having possession of the typing and formatting.

CFT has been vigilant in scouring every word and section. Frustrations with compatibility of software have further delayed the delivery of the document to the printer.

CFT has had no control over the delays in getting this job done. In the last discussion with CPS, the estimate was that contracts would be in members’ hands in November. We will continue to use all of CFT’s resources and legal counsel to get this finished

correctly.

In the meantime, members are advised to refer to the prior contract provisions, as modified by the Tentative Agreement and the Factfinder’s report. Please confer with your Building Representative for any clarifications you may need. CFT Field Reps Marcia Hodges and Ed Jaspers are also available and knowledgeable about the new provisions ratified last May.



CFT/ACPSOP Dues Schedule 2004-05

CFT/ACPSOP Dues and Fair Share Fee Payments effective the first full pay period in the 2004-2005 school year.

Total Full Rate CFT Dues: \$638.80

Full Rate (Contract Teachers, Long Term Substitutes, Pre School Instructors, SLD Tutors and Job Share):

26 checks \$24.56
21 checks 30.41

Partial Rate (less than .6 contract teachers): **\$376.04**

26 checks \$14.46
21 checks 17.90

Daily Rate Substitutes: \$2.00 per day worked.

Teacher Fair Share – Full Time: 87% = **\$555.75**

26 checks \$21.37
21 checks 26.46

Teacher Fair Share – Partial Rate: 87% = **\$327.15**

26 checks \$12.58
21 checks 15.57

Daily Rate Substitutes Fair Share - **\$1.74** per day worked.

ACPSOP – Full Time Dues: **\$472.28**

26 checks \$18.16
20 checks 23.61

ACPSOP – Partial Dues: **\$292.78**

26 checks \$11.26
20 checks 14.63

ACPSOP – Fair Share Full Time: 87% = **\$410.88**

26 checks \$15.80
20 checks 20.54

ACPSOP Fair Share Partial: 87% = **\$254.71**

26 checks \$ 9.79
20 checks 12.73

UC Interns – Full Time Dues: **\$244.66**

26 checks \$ 9.41
21 checks 11.65

UC Interns – Fair Share: 87% = **\$212.85**

26 checks \$ 8.18
21 checks 10.13



CFT STAFF

Sue Taylor – staylor@cft-aft.org
Betty Hodson – bhodson@cft-aft.org
Dean Dennis – ddennis@cft-aft.org
Marcia Hodges – mhodges@cft-aft.org
Ed Jaspers – ejaspers@cft-aft.org
Ralph Jackson – rjackson@cft-aft.org
Denise Hewitt – dhewitt@cft-aft.org
Julia Wiant – jwiant@cft-aft.org
Jerri Clements – jclements@cft-aft.org
Juanita Cain – jcain@cft-aft.org
Kelly Singleton – ksingleton@cft-

Cincinnati Federation of Teachers
Association of CPS Office Personnel

1520 Madison Rd, Suite 101
Cincinnati, Ohio 45206-1777
513-961-2272
Local 1520, AFT-OFT / AFL-CIO

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