

Getting to Know Your CFT Field Reps



Joyce Hooks

Greetings fellow members, I am one of the new staff members at CFT. I am a product of Cincinnati Public Schools – So. Avondale, Samuel Ach, and Withrow. I've been a typist/secretary at the Education Center and Queen City Vocational Center. I have taught in the following schools: Queen City Voc., Aiken, Pleasant Hill, Hays and Washington Park.

Over the years I've met a lot of people in this system, and made a lot of friends.

Teaching pre-school and career based intervention is dear to my heart but Cincinnati Federation of Teachers is my first love. Each of you should always remember what our union has done for us. CFT has negotiated contracts to improve our working conditions, wages, and benefits. Our union has resolved thousands of grievances. I feel honored to have this opportunity to serve as your field rep.

In my new position as field representative, I will strive to maintain the high quality of service that our members as did my predecessors. It will be a challenge filling the shoes of Wayne Robey, Bebe Freeman, Jerome Tuggle, Dean Dennis, Betty Hill, and Marcia Hodges, but I am ready for the challenge.

I can be reached directly at **513-475-6046** or by email jhooks@cft-aft.org.

Ed Jaspers



I look forward to my second year serving you as a Field Representative for Cincinnati Federation of Teachers. I can say it has been a busy year as I am sure everyone is well aware. It was a new experience for me even with my past service as a Building Representative and Area Coordinator. The years I spent serving on the Educational Policies, Collective Bargaining and Grievance committees, as well as my work on the contract and benefits negotiation teams, were the best preparation I could have had to do this job. The continuous support from a great staff and executive committee, not to mention our dedicated President, is the only way anyone could make the transition from the classroom.

This past year we have worked hard to serve our members and see that the Collective Bargaining Agreement was followed. You can help; you are the eyes and ears of the CFT. Read your copy of the Collective Bargaining Agreement, talk to your Building Representative, come to the membership meetings and be actively involved in the things that make our schools safe and educationally sound. The CFT has a great history of promoting teachers as the professionals they are. Remember this is your Union and your dedication is what makes us strong.

I can be reached directly at **513-475-6044** or by email at ejaspers@cft-aft.org.

Lesson Plans *by Diana Porter*

“Teachers are required to show evidence of daily preparation for instruction including lesson plans in a format determined by the ILT. The written lesson plans shall include an adequate statement of the purpose(s) of the lesson, the activities to be used in achieving the stated purpose, and the means to be used in evaluating whether the purpose has been achieved.”

In our standards-based environment, the purpose of most lessons (objective) will be to master a specific standard and indicator. “Where objec-

tives or activities for lessons are contained in the teacher edition of assigned textbooks or in adopted curriculum bulletins, teachers will not be required to duplicate or copy such information, but may make reference to such information in abbreviated form. Teachers shall not be required to complete any other form describing their daily lessons other than the teacher's lesson plan.” (p. 32 CFT contract).

Many teachers have expressed apprehension about the new SEAL (Standards, Examine data, Assessment,



and Learning experiences) walk through process because they perceive it requires a different kind of lesson plans. SEAL is a standards-based curriculum audit tool to give you feedback on standards-based instruction in your classroom. SEAL is not an evaluation tool and cannot require you to write lesson plans beyond what is outlined in contract and in the format determined by your ILT.



Considering Adoption? If so, check our Collective Bargaining Agreement

If you are considering adoption, please take time to understand your contractual rights. You are eligible for an unpaid adoptive leave for a definite period, usually the current contract year. If you request the leave by August 1st and the leave is effective at the beginning of the school year and you agree to return at the beginning of the ensuing school year, then

you may return to the same school, but not necessarily the same position. You would be treated as a member of the staff of that school in making assignment and surplussing decisions, if any, for the ensuing year.

Upon application by the teacher, the Board will reimburse up to \$2,000 of required expenses incurred by the employee in the placement and adoption of a dependent minor child. The forms for this reim-

bursement can be obtained from Virgie McDonald in the Treasurers Office.

Employees have 30 days to add a dependent to their medical benefits. This must be done within 30 days of the qualifying event (in this case, the adoption).

For specific, negotiated language, see Collective Bargaining Agreement, Section 230.4.d (page 34), Section 230.14.d (page 36) and Section 700.4.x (pages 77-78).



Charter School Performance Plummet

Students in Public School Districts Continue to Produce Higher Academic Achievement

Academic achievement by Ohio's charter schools plummeted last year while performance by the state's large urban districts improved, according to data released by the Ohio Department of Education. Public districts in Akron and Cincinnati this year joined Toledo to earn Continuous Improvement ratings.

While aggressively expanding into other states, performance by the state's largest operator of charter schools, the White Hat Management charter school chain, continues to be extremely poor in its home base Ohio. An analysis by the Coalition for Public Education shows that White Hat charter schools were rated in Academic Emergency and Academic Watch at a higher rate than charters run by other operators – of those that were rated, 71 percent of charters overall earned the state's lowest performance ratings, 79 percent of White Hat charters earned the lowest ratings. Based on an enrollment of 16,000, the White Hat chain is the ninth largest school system in Ohio.

Conversely, 87 percent of traditional public schools earned the state's top three performance ratings.

"Overall, this charter school program in Ohio continues to perform very poorly

while the state paid \$425 million to charter operators last year," said Barbara Bungalow, president of the Ohio PTA.

"The state's insistence on buying such a poor quality service hurts the children in those failing charter schools and hurts the children who remain in successful public districts," she said.

Analysis by the Coalition for Public Education also shows:

- Comparisons of Adequate Yearly Progress (AYP) measures show traditional public schools meeting the federal standard three times as often as charter schools – 77 percent of traditional public schools met AYP, compared to 24 percent of charter schools.
- The number of charter schools in Academic Emergency and Academic Watch soared from 56 percent the year before to 71 percent last year.
- One in three charter schools that received a report card did not receive a rating.

As bad as the ratings are for charter schools, there are still serious questions as to whether all children are being counted. **One in three charter schools that received a report card were not rated for lack of academic data.** Several of those claimed they tested or enrolled too few students to warrant full reporting, yet enrollment figures for

funding purposes suggest otherwise.

The Coalition calls for charter schools that provided insufficient or flawed data to be given an "incomplete." "No charter school should be able to avoid the rating it has earned by submitting incomplete data," said Tom Mooney, chairman of the coalition.

The Coalition also urges calls for a broad and deep examination of the charter school program by a joint legislative committee, as called for in HB 213 and SB 129. The Coalition urges legislators to take up these bills when the House and Senate reconvene.

"Advocates of spending public tax dollars on charter schools continue to say they are working hard. But after eight years, the state has paid charter school operators more than \$1 billion while academic results plummet," Mooney said. "Public school districts are also working hard, and achieving much better results statewide."

The Coalition for Public Education is a statewide bipartisan alliance of education, parent and civic organizations seeking to improve public education for Ohio children and increase accountability for Ohio taxpayers. Coalition members include: the Ohio Federation of Teachers; the Ohio School Boards Association, the Ohio PTA, the Ohio Education Association; the Ohio Association of Public School Employees; the Ohio Association of School Business Officials; and others.

UNION BULLETIN

CFT/ACPSOP Fair Share Fee Set @ 84.31% - For 2005-2006

CFT/ACPSOP non-members will pay 84.31%. Fair Share Fee for the 2005-2006 school year. Full-time teacher non-members will pay \$558.81 of CFT dues of \$662.81. Fair Share Fee for part-time (less an 6/10) teachers shall be \$330.30. Fair Share Fee for U.C. Interns shall be \$216.03. Daily rate substitutes will pay \$1.68 per day worked.

Fair Share Fee for ACPSOP non-members shall be: \$413.83 of ACPSOP Dues of \$490.85. Fair Share Fee for part-time office employees is \$257.81. Dues and Fair Share fees will be adjusted with any negotiated salary increases. CFT and ACPSOP non-members have received a Fair Share Fee Notice and Procedures for Appeal.

SALARY SCHEDULES FOR TEACHERS WHO ARE QUALIFIED FOR REGULAR APPOINTMENT OR WHO SERVE AS LONG-TERM SUBSTITUTES

Salary Steps	Class II BA Degree	Class III BA + 150	Class IV MA Degree	Class V MA + 30 hrs	Class VI Doctorate
2**	34881.78	35507.11	38381.94	40456.87	43957.02
3	37108.97	37732.27	40582.74	42659.69	46157.81
4	38682.42	39307.74	42509.45	44582.33	48084.53
5	40282.26	40907.58	44082.90	46157.81	49660.01
6***	42807.90	43433.22	46308.06	48385.00	51883.13
7	44708.21	45333.53	48508.85	50583.76	54085.96
8	46608.53	47233.85	50734.01	52808.92	56309.08
9	48833.69	49459.00	53284.00	55360.96	58859.08
10 (a)(b)	51383.69	52009.01	56136.51	58209.40	61711.58
11	54234.17	54859.48	59309.80	61386.74	64884.87
12	57385.12	58010.43	62785.60	64860.51	68362.70
17	61226.36	61851.68	66626.84	68703.78	72203.94
22#	63735.75	64361.07	69109.83	71186.78	74686.94
27#(c)	67598.88	68242.96	73134.18	75273.44	78878.61

Tuition Assistance for Licensure in Special Education at Mt. St. Joseph



The College of Mount St. Joseph has been awarded a \$200,000 tuition assistance grant from the Ohio Department of Education to help current special education teachers obtain licensure.

The grant will pay students' tuition for 13 of the total credit hours required for licensure in special education. The credits earned also applied toward a master's degree in multicultural special education through the Mount's Teacher Education Apprenticeship Master's (TEAM) program.

Classes for this program are held online and/or on Saturdays, and begin in March 2006.

Information Sessions:

★ Saturday, Sept. 24, 9:00 a.m. ★ Tues, Sept. 27, 6:30 p.m. ★ Tues, Oct. 25, 6:30 p.m. (all TEAM programs)

★ Saturday, Oct. 29, 9:00 a.m. (all TEAM programs)

Learn more at www.msj.edu/admission/options/graduate, or call 244-1645

CFT/ACPSOP Scholarship Committee

The CFT/ACPSOP Scholarship Committee is seeking members to join this worthwhile activity. CFT/ACPSOP provides several scholarships annually and is in need of active members to examine the criteria for eligibility, to review applications, make decisions concerning awarding scholarships and to consider scholarship fundraising activities. The Scholarship Committee meets several times a year.

Please let Sue Taylor know if you would assist with this service project by telephoning CFT at 961-2272, by emailing staylor@cft-aft.org or by dropping a note in the pony to the CFT Office.

GREATER CINCINNATI WOMEN SCHOOL EMPLOYEES BOWLING LEAGUE

We are looking for women school employees to join our league. We need teams and individual bowlers. This is a handicap league.

We bowl at Madison Bowl located at 4761 Madison Rd., on Wednesdays at 4:15.

For more information, please contact Donna Baumgartner at 313-2821 or Madison Bowl at 271-2700



Condo For Sale

Beautiful 3 bedroom condo for sale in Aston Woods located off Bridgetown Road in Cleves, Ohio. Two full baths, garage, deck and many upgrades. Great buy **\$146,500.**

Car For Sale

2000 Dodge Grand Caravan, Hunter Green, automatic, tinted windows, AC, am/fm cassette radio. 74,000 miles. Clean, good mileage 6 cylinder engine. \$5500.00



Call Mary at 631-5398

Cincinnati Federation of Teachers Association of CPS Office Personnel

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