



## Administrator Effectiveness Survey

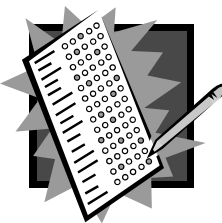
Please note that your completed scantron with your responses to the Administrator Effectiveness Survey should be returned to CFT/ACPSOP office no later than **February 1, 2006**.

Some surveys that were sent have been returned by the Post Office because of incorrect addresses. In those cases, we are forwarding the survey to those members at their schools. Obviously, we want to ensure that each member receives one survey. If your survey was not delivered, please be certain to notify your Building Rep. We ask that Building Reps relay the names of any members who have not received surveys to Ralph Jackson, CFT Director of Organization, and we will ensure that one is sent. Ralph can be reached at 475-6047 or by email at [rjackson@cft-aft.org](mailto:rjackson@cft-aft.org)

To ensure that CFT/ACPSOP has accurate mailing addresses, please no-

tify us by dropping a note in the pony or via email if you move. It sometimes takes months for updated information to reach us from the Board. We appreciate hearing directly from you with updates on addresses so that we have the most current and accurate information.

The CFT/ACPSOP is receiving a large volume of responses so far. We hope that the results will accurately reflect fair and measured opinions. The results of the surveys will not be used in any type of public event and are intended to be formative and insightful. We encourage every member to return completed responses no later than February 1, 2006 to the CFT/ACPSOP office.



## 2006-2007 Budget and Staffing Schedule

Below are the **key dates** for the budget and staffing process for the 2006-2007 school year:

<u>Deadline</u>	<u>Activity</u>
January 31	* Lead Teachers - Removal Notification
	* 2006-2007 teaching assignments made – schools submit staff organization worksheets and vacancy lists to HR.
	* Educational Service Personnel Announcement posted
February 10	* Date to notify teachers they are surplus
February 27	* <b>ROUND 1</b> – Vacancy Announcement Posted
March 3	* <b>ROUND 1</b> – Transfer Requests due to Human Resources
March 13	* <b>ROUND 1</b> – Interviews begin
March 31	* <b>ROUND 1</b> – Interviews end
April 17	* Job Share Application Deadline
	* <b>ROUND 2</b> – Vacancy Announcement Posted
April 21	* <b>ROUND 2</b> – Transfer Requests due to Human Resources
April 24	* Potential non-renewals for Reduction-in-Force (RIF), performance, or certification acted upon by Board.
April 30	* Non-renewal date for teachers per Ohio Revised Code
May 1	* <b>ROUND 2</b> – Interviews begin
May 19	* <b>ROUND 2</b> – Interviews end
May 30	* <b>FINAL</b> Vacancy Announcement posted

## Lead Teacher Applications By Diana Porter, Professional Issues



Are you interested in becoming a lead teacher? Lead Teacher applications will be in your school building on Monday, March 13<sup>th</sup>. If your TES comprehensive scores this year are a 4 in Domain 3 and a 4 in at least one other domain and you have no scores below a 3 in all domains, then you are eligible to apply for Lead Teacher. Your scores are good for two years, so you are still eligible to apply if you got Lead Teacher

scores in 2003-04 or 2004-05 or if you are National Board Certified.

There will be a Lead Teacher information meeting sponsored by the Career-in-Teaching Program on Thursday, March 16<sup>th</sup> from 4:30-5:30 at QCVC, 425 Ezzard Charles Drive, across from Taft High School. CFT is sponsoring a Lead Teacher Application Workshop on Thursday March 30<sup>th</sup>. This workshop will assist any teacher.

Lead Teacher applications are due back to HR by Monday, April 10<sup>th</sup> at 4:30.

## 2006 OFT Convention Call

The 68<sup>th</sup> Annual Convention of the Ohio Federation of Teachers will be held March 9, 10 & 11, 2006 – Millennium Hotel, Cincinnati, Ohio

DELEGATES TO THE CONVENTION WILL BE ELECTED AT THE FEBRUARY 8<sup>th</sup>, CFT/ACPSOP MEETING, 5:00 p.m., Laborer's Hall, 3457 Montgomery Road. At least three elected delegates shall be ACPSOP Members. (The CFT President, CFT 1st Vice President & ACPSOP president are automatic delegates.) Any CFT/ACPSOP member in good standing who wishes to have her/his name placed on the OFT Convention Ballot must send in their name, **IN WRITING, to Jerri Clements, c/o CFT office, no later than 4:00 p.m., Tuesday, February 7, 2006.** Send via the pony or e mail: [jclements@cft-aft.org](mailto:jclements@cft-aft.org) (No phone calls.)

# of delegates to be elected & delegate expenses will be decided upon after Budget Committee meets.

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

Effective January 2006

Salary Steps	Class II BA Degree	Class III BA + 150	Class IV MA Degree	Class V MA + 30 hrs	Class VI Doc- torate
2 * *	35823.59	36465.80	39418.25	41549.21	45143.86
3	38110.91	38751.04	41678.47	43811.50	47404.07
4	39726.85	40369.05	43657.21	45786.05	49382.81
5	41369.88	42012.08	45273.14	47404.07	51000.83
6 * * *	43963.71	44605.92	47558.38	49691.40	53283.97
7	45915.33	46557.54	49818.59	51949.52	55546.28
8	47866.96	48509.16	52103.83	54234.76	57829.43
9	50152.20	50794.39	54722.67	56855.71	60448.28
10 (a)(b)	52771.05	53413.25	57652.20	59781.05	63377.79
11	55698.49	56340.69	60911.16	63044.18	66636.76
12	58934.52	59576.71	64480.81	66611.74	70208.49
17#	62879.47	63521.68	68425.76	70558.78	74153.45
22#	65456.62	66098.82	70975.80	73108.82	76703.49
27#(c)	69424.05	70085.52	75108.80	77305.82	81008.33

### OFT Backs Brackett, Fredrick for Retirement Board

The Ohio Federation of Teachers is backing two candidates for seats on the State Teachers Retirement Board. John Brackett is a professor of Italian history and chairman of African and African-American Studies at the University of Cincinnati (UC). Mark Fredrick teaches high school English in the Cleveland Municipal Schools. Both are OFT members.

Brackett is a union leader in higher ed. He is immediate past president of the UC chapter of the American Association of University Professors (AAUP). He also is an at-large member of OFT and a member of the

collective bargaining congress of AAUP on the national level. As chapter president, Brackett led the drive for the University of Cincinnati chapter of AAUP to affiliate with OFT/AFT/AFL-CIO.

Fredrick is head of the English Department at Max S. Hayes Vocational High School where he teaches grades 9-12. He serves as chapter chairman for the Union Conference Committee of the Cleveland Teachers Union.

Two active teacher seats are up for election in 2006. Last year, OFT members Mary Ann Flannagan and Jeff Chapman were elected to the board.

Brackett and Fredrick must qualify for the ballot by submitting at least 500 signatures of teachers and professors contributing to STRS, including at least 20 from each of 10 counties including the county in which the candidate is employed. Nominating petitions must be filed by Feb. 24. All OFT locals will receive petitions in early January and will be asked to obtain signatures. STRS will mail ballots to members in early April.



### Hands Off Our Health Care: What Are They Up to Now?

What are they up to now? State leaders who are pushing a mandatory health care plan for education employees have missed their own deadlines to appoint a new State School Employees Health Care Board. And an un-bid contract was given to a consultant that was to have been selected by that board.

No one really knows what they're up to now, but we suspect legislators are putting together a plan behind the scenes to force a quick vote of the board and General Assembly to approve it. The day after the Hands Off Our Health Care Coalition questioned the un-bid half million dollar contract, Senate President Bill Harris named his appointees to the

board. They are M. Scott Nealy (Athens), John R. Wahle (Cincinnati) and Larry Morgan (Canton). Despite a Nov. 13 deadline to establish the board, Gov. Bob Taft and House Speaker Jon Husted have yet to name their appointees.

Once approved by the legislature, the statewide health care plan will eliminate collective bargaining on health care and force school employees to enroll when their current collective bargaining contracts expire. The mandatory plan is likely to cost educators more and provide fewer benefits than are typically achieved through collective bargaining.

OFT, OAPSE, AFSCME Council 8,

Columbus Education Association, Akron Education Association, SEIU and the American Association of University Professionals are members of the Hands Off Our Health Care Coalition working to stop the plan. Call or write your representative and senator to tell them to vote no on enacting a statewide health plan for education employees. To learn more and send a pre-written email letter to your legislators, visit:

[www.handsoffourhealthcare.org](http://www.handsoffourhealthcare.org)

**If you sent an email letter earlier in this campaign, please visit the site now to send a new letter (letters have been changed to focus on different reasons for legislators to vote no).**

# Classifieds



## **Congratulations to Newly Certified National Board Teachers!**

CFT/ACPSOP congratulates our newly certified National Board Teachers:

**Nancy Crossley** - Carson

**Sarah Doepke**—Dater Montessori

**Eileen Duffy** - North Avondale

**Sarah Hellmann**—Burton

**Norma Quinteros**—Consulting Teachers

**Mary Strohmeier** - Dater Montessori

Candidates for National Board Certification complete a series of performance based assessments which include the development of portfolios of student work, videotapes and other documents. Candidates are also assessed in their knowledge of content and pedagogy. Educators who hold a Bachelor's Degree and who have held a state teaching certificate or license for three years are eligible to apply for the certification process.

Teachers and counselors interested in National Board Certification are encouraged to call 1-800-22TEACH or visit [www.nbpts.org](http://www.nbpts.org)



### **FOR SALE**

I am getting married and we have lots of duplicates!!

Treadmill—\$60.00

Aerobic Bike—\$50.00

Two Computers—\$80.00

Microwave—\$40.00

(or best offer)

Call Kellie Hawkins-Hyde at 363-7578

### **FOR SALE**

Xavier University Vouchers

If interested call Kelly at 363-7818 or 794-9606



### **FOR SALE**

Royal Crown Vacation week in Sedona, AZ at The Ridge on Sedona Golf Resort.



Surrounded by the red rock formations of Oak Creek Canyon.

2 BR, full kitchen, fireplace, washer/dryer, whirlpool, ceiling fans etc...

Full service, whirlpool spas, swimming pools, steam saunas and a fitness center. Many Amenities!

June 16-23, 2006

\$975

Call Susan Fischer 513-688-1550



### **HOUSE FOR SALE**

Delhi—West Side near Ebshoff Park

4 Bedroom Traditional

10 minutes to Downtown. Move in Condition

Upgrades include: hardwood entry, tile kitchen, finished basement with walkout, 3 tier deck with spa, 2.5 baths.

Immediate Occupancy

\$219,000

Call Tim @ 200-9345 for showing

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

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