



## Reductions In Force (RIF)

Given the \$39 million CPS deficit that must be eliminated for the 2007-2008 school year, CFT is anticipating that there will be Reductions in Force (RIFs or layoffs) this Spring. As of this date, Administration has not engaged CFT in any number or certification/licensure areas to be included in a RIF.

Criteria for determining which teachers to include for layoff, or RIF, are set forth in Section 270.2 of our contract. First the Board must determine which types of teachers, according to certification/licensure and grade level, are to be affected. The Board must next consider the contractual status of teachers. Those with continuing contracts are retained before those with limited contracts. Next the Board must consider "training, experience and individual qualifications." After these steps are addressed, the Board must give preference to seniority, or number of contractual years of service within the district.

An earlier settlement of an unfair labor practice charge before the State

Employment Relations Board (SERB) requires CPS and CFT to negotiate the specific "training, experience and individual qualifications" criteria to be employed when RIFs occur. In the spring of 2005, with RIFs imminent due to declines in student enrollment, CFT and CPS agreed to give "training, experience, and qualifications" credit only to those teachers with: 1) national Board Certification, 2) Montessori training, 3) Lead Teacher status, or 4) Paideia training. CPS wanted to retain these teachers because of their additional training, experience and individual qualifications for which the Board had expended CPS resources to support.

Arbitrator Mitch Goldberg ruled that: "[T]he decision that these areas of special training provide a better benchmark for determining which teachers to retain in this RIF, particularly at the elementary positions, is a reasonable decision based upon the jobs that have been eliminated, and the evidence of the requirements necessary to attain status in these four areas...Even for those teachers who do

not have such advanced degrees, their particular specialized training is believed to be a better indicator for determining comparative training, experience and individual qualifications than an analysis that provides equal or substantial weight to advanced degrees..."

The arbitrator further ruled that the criteria negotiated by CFT and CPS were not "unreasonably discriminatory, capricious or clearly erroneous. I cannot find a contract violation. The Board and the Union determined and applied the criteria of training, experience and individual qualifications in accordance with their contractual obligations."

This ruling sets a very important precedent for any potential RIFs in the future.

No changes to the above RIF process have been negotiated.

All recommendations for non-renewal of contracts or RIFs must be acted upon by the members of the Board of Education on or before April 30.

## Instructional Support Teams by Lesley-Ann Smillie Professional Issues Representative

Recently there have been several questions about the purpose of the Instructional Support Teams and their role in the school buildings. There are 7 Instructional Support teams (5 elementary and 2 High School). Each team is comprised of educators employed by Cincinnati Public Schools, Mayerson Academy, and Hamilton County Educational Service Center.

The purpose of the Instructional Support Teams are:

1. to increase student learning and achievement by supporting principals and teachers in order to maximize educational leadership and instructional effectiveness,

2. to ensure consistency in implementation of district initiatives,

3. to support, sustain and monitor successful teaching, learning and leadership, and

4. to provide focused leadership, guidance, and support to schools to improve achievement for all students.

The role of the Instructional Support Teams is that of coaching and mentoring in the schools. Some examples of things that the IST Coaches **do** are:

Model lessons, co-plan lessons, co-teach, observe and provide feedback to

the teachers, help obtain resources and materials, analyze data with teams of teachers, maintain confidentiality, and help develop a classroom management plan.

Some examples of things that the IST Coaches **do not do** are:

Tutor students, act as a substitute, watch a class while the teacher runs an errand, pull small groups for instruction, evaluate teachers, act as a time-out monitor, take charge of classroom behavior, assess students, or teacher of record duties.



### "Honoring Teachers Who Change Outcomes in Students' Lives"

The Turnaround Management Association is now accepting nominations for the 2007 Butler-Cooley Excellence in Teaching Awards. The award honors classroom teachers who have changed the outcome of students' lives and the communities in which they live. Maximum Award: \$5,000. Eligibility: primary or secondary school teachers employed by accredited schools for at least five years. Deadline: May 1, 2007.

<http://www.turnaround.org/cmaextras/ButlerCooleyEntryPackage2007.doc>

## Governor Plans to Rid State of Vouchers, For-Profit Charter Operators

In his first State of the State address Gov. Ted Strickland announced that he will eliminate a statewide school voucher program and halt the growth of Ohio's poorly performing charter school program. Strickland also said he will prohibit for-profit management companies from running charter schools.

"He campaigned very hard on education topics. We saw today that he is very quickly establishing himself as a solid education governor for Ohio's children," said OFT President Sue Taylor.

Such steps are necessary for improved academic and fiscal accountability, Taylor said.

"School vouchers are simply an opportunity for scams and gaming the system," Taylor said. "It has been widely documented that parents whose children were in private schools re-enrolled them in a public school just to qualify for the voucher money."

This year alone, the state will pay the operators of charter schools a half billion dollars. Yet the state rates more than half of Ohio charter schools as failing.

"The state has been too lax on en-

forcing both fiscal and academic accountability," she said. "Wastefulness such as poorly run and poorly performing charter schools should not be tolerated."

Taylor also applauded Strickland's announced investments in early childhood education to expand preschool opportunities. The Governor's early childhood initiatives include the first expansion of public preschool since 1989. On school funding for the next budget, Strickland announced that the state will increase its share of school funding to 54 percent by 2009, up from less than half now. He also proposes increasing the foundation amount by 3 percent over two years; increasing parity aid by at least 7 percent, increasing poverty-based assistance by 22 percent over the biennium and will authorize securitizing \$5 million in tobacco funds.

All of this leads to a property tax cut. He proposed that homeowners over age 65 would pay zero property taxes on the



first \$25,000 of value of their homes under this new plan.

Higher education funding would increase 5 percent and 2 percent over the next two years for colleges and universities that agree not to increase tuition the first year and by no more than 3 percent the second year.

The budget proposal also includes \$1 million for reimbursement to and stipends for teachers who seek National Board Certification as well as incentives for teachers who are highly qualified and agree to teach in hard-to-staff areas such as math and science.

It will be important for members to continue to be vocal on these initiatives as they move through the legislative budget deliberation process. More information will be provided as we further analyze the budget proposal. Stay tuned.

To read the full text of the governor's speech, click here <http://governor.ohio.gov/Default.aspx?tabid=216>. To view the governor's budget online: <http://www.obm.ohio.gov/budget/operating/executive/0809/>

## AFT 2008 Presidential Election Endorsement Procedure from Ed McElroy, AFT Pres.



A Union of Professionals

As you all know, the 2008 race has begun in earnest with - at last count - 20 candidates, both Democrats and Republicans, who have indicated that they are at least "exploring" the possibility of running for President. Our process is intended to provide the AFT and its members with an opportunity to see and learn as much about these candi-

dates as possible before we make any decisions about endorsement.

The 2008 presidential campaign season has begun in earnest earlier than it has in previous years. Prior to making any decision about endorsing a candidate in the primary and/or general election, the AFT is committed to reviewing the candidates' positions on the issues of importance to AFT's members and their families.

### STEPS LEADING UP TO AN AFT ENDORSEMENT

1. Each announced candidate will be invited to meet with the AFT Executive Council.
2. Each announced candidate will be asked to complete a questionnaire asking for her or his position on issues of importance to AFT members.
3. Starting in March 2007, the AFT will conduct an on-line monthly survey of leaders and e-activists to get their general impressions of announced candidates.
4. Starting in March 2007, AFT publications will provide information about announced candidates and issues relevant to their campaigns, and will direct members to the on-line survey.
5. Starting in March 2007, the AFT will provide an on-line forum for members to offer opinions and ask questions about announced candidates and their positions on issues.

## ODE Begins New Background Checks

To comply with Amended House Bill 79, **effective March 29, 2007**, the Ohio Department of Education will require applicants for any license or permit it issues to complete an Ohio criminal background check, conducted by the Bureau of Criminal Identification and Investigation (BCII). The requirement includes applicants seeking to transition, renew or advance their licenses as well as applicants seeking new and renewal adult education and pupil activity permits. The BCII fingerprint results must be submitted to ODE electronically through WebCheck. (For information about WebCheck and a listing of locations across the state, visit [www.webcheck.ag.state.oh.us](http://www.webcheck.ag.state.oh.us) <http://www.webcheck.ag.state.oh.us/>.)



Any applicant who has not lived in Ohio continuously for the past five years also must complete a federal criminal background check through the Federal Bureau of Investigation. Results of both state and federal background checks are valid for one year. If an application is received on or after March 29 without the appropriate background check results on file, ODE will place the application on hold pending receipt of the results.

ODE will communicate background check requirements in H.B. 79 for individuals holding eight-year, non-tax and permanent certificates as guidelines and timelines are developed. For questions or more information, please contact the Office of Educator Licensure at (614) 466-3593.



## Classifieds

**TOWNHOUSE FOR SALE** –This 3 story townhouse is in the beautiful City West Development located just west of Music Hall. Enjoy downtown living with the luxury of suburban square footage. Open floor plan w/FP, DR opens to large deck. 4BR, 2.5 BA, Laundry room, 2 car garage, Gas & CA, Jacuzzi Tub w/ separate shower. Tax abatement, \$125/mo. HA fee. 1113 Cutter St. \$250,000—Call 513-405-3556



**Teachers! Save the Date! May 19<sup>th</sup>  
10 am – 2 pm**

The Strive Partnership is sponsoring a **Teacher Appreciation Day** and invites you to join us to celebrate **YOU** and all you do for our children every day! A day of fun, food and surprises is planned at Crossroads on Madison Road. Watch your email for registration and further details!



**FOR RENT**— Large first floor apartment in Westwood. Quiet residential street. 2 family Victorian house with a large fenced yard and front porch. High ceilings, freshly painted rooms, hardwood floors & comfortable steam heat. Washer & Dryer on first floor. Call 513-608-9362



### **Online newsletter highlights Ohio High School Program Models**

The Ohio Department of Education has published a new online newsletter, *The Spotlight*, which highlights articles from the schools participating in the Ohio High School Program Models. The program models are frameworks that help educators design innovative curricula that lead to strong learning experiences for all. They set the stage for rigorous high school experiences that promote challenging courses that are engaging, inspiring and relevant to the real world.

Program models in English language arts, mathematics, science and social studies demonstrate ways to organize high school instruction to improve teaching and enhance student learning. To view the newsletter, click here <<http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEPrimary.aspx?page=2&TopicRelationID=308>> , then select *Ohio High School Program Models* at the bottom of the page.

**FOR SALE**— Xavier University Graduate Vouchers: two-one-credit hours and a \$100.00 Tuition Credit for Graduate courses in Education. If interested, call 513-509-4116 or email [danielh@cps-k12.org](mailto:danielh@cps-k12.org).



### **SUMMER VOLUNTEER OPPORTUNITY AVAILABLE!!**

Art, Music, Science, Foreign Language Teachers Needed  
Lighthouse Educational Services—Tri-County Area.  
Call 513-772-6777—Small stipend available

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

2721 Central Parkway, Suite B  
Cincinnati, Ohio 45225  
513-961-2272  
Local 1520, AFT-OFT / AFL-CIO

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