

Know Your Rights!!



Recently, teacher members requested that the union representative investigate the working conditions during a staff meeting. CFT responded by informing Victoria Gentry Crook, Assistant Director of Student Services, that a field representative would be observing the “working conditions” evident during the staff meeting. The administrator informed the field representative that she did not want him to be at the staff meeting because it would be disruptive. The field representative told her he would not disrupt and would only quietly observe “terms and conditions of employment” as allowed by the CBA. She again said she did not want the representative to attend.

The field representative then approached Dr. Winston, Director of Student Services, about the observa-

tion of “working conditions” according to CBA Section 130.2.d. Dr. Winston also said the field representative should not attend. When she was told the CFT’s legal counsel had given his opinion that it was our contractual right to be in attendance, Dr. Winston requested that the field representative email her what the CFT’s legal counsel had said so she could then get back to the field representative about attending. The field representative sent the information stating the opinion and waited for a response from Victoria Gentry Crook or Dr. Winston. The field representative did receive a telephone call from Cynthia Dillon, legal counsel for CPS, who advised him that “he could not attend the staff meeting.” The field represen-

tative asked for this to be sent in writing by the morning of the staff meeting, but no clarification was received by the field representative from the Assistant Director of Student Services, Director of Student Services, or the CPS Legal Counsel. An email was received from the CPS Legal Counsel still not allowing the field representative to attend the staff meeting on Monday, 1/29/2007, at 8:44 PM, after the staff meeting was over.

CBA Section 130.2.d states, “ If the teacher members are denied this right, then teacher members can file a grievance according to the contractual bargaining agreement. Teacher members should remember that the investigation of working conditions and terms of employment are contractual guidelines that must be followed. A grievance was filed on 2/5/07.

CFT/ACPSOP Scholarship Fund Applications Available NOW!

By Peggy Maloney, CFT/ACPSOP Scholarship Committee Chairperson

The CFT/ACPSOP Scholarship Committee has mailed the 2007 applications to all building/floor representatives. The goals for the scholarships are:

- To encourage Cincinnati Public School students to pursue teaching careers;
- To increase the number of minority teacher applicants for Cincinnati Public Schools;
- To assist the children of CFT members to obtain a college education, and;
- To assist ACPSOP members who wish to pursue further education leading to a BA/BS degree.

Guidelines for awarding the scholarships are attached to each application. It is important to note that **every guideline must be followed in order to be considered for a scholarship. All incomplete applications will be disqualified without notification to the applicant.**

A brief summary of guidelines is as follows:

1. Proof of financial need (copy of Student Aid Report).
2. Applicants must be entering college for the first time, except ACPSOP members pursuing their own education.
3. The parent(s) of applicants must have been CFT/ACPSOP full share

- members for at least one full year.
4. A completed Cincinnati Scholarship Foundation (CSF) application must be submitted to the CSF Office **no later than April 30, 2007**. (Refer to actual guidelines for special instructions and mailing address).
5. Applications may be obtained from school building or floor reps, or at the CFT Office located at 2721 Central Parkway.
6. ACPSOP members pursuing a BA/BS degree must complete the **gold, adult form**. In order to be considered for additional scholarships, please enclose your Financial Aid Award report.

William P. Sheehan Scholarship

Sue Taylor, President, Cincinnati Federation of Teachers and Chad P. Wick, President and CEO, KnowledgeWorks Foundation, have announced the establishment of a new scholarship program for Cincinnati Public School students in honor of Mr. William P. Sheehan, who retired from KnowledgeWorks Foundation’s board in September 2006. Mr. Sheehan had served as Secretary/Treasurer of the Cincinnati AFL-CIO Labor Council.

A total of \$5,000.00 of scholarship funds will be available to the recipient(s) selected.

Applicant qualifications include:

1. First generation in family to attend college

2. Economically disadvantaged
3. Civic or Community Service Involvement
4. A minimum of 2.5 GPA

The award will be made through the Cincinnati Federation of Teachers to a graduating, public high school senior that embodies the qualities characteristic of Mr. Sheehan (courage, cooperation and perseverance in overcoming challenges). Ms. Taylor and Mr. Sheehan will interview selected applicants.

Applicants must submit an essay citing example(s) from their lives that demonstrate these characteristics:

1. Courage
2. Cooperation
3. Perseverance

The deadline for submitting all applications is **April 30, 2007**. CFT/ACPSOP is pleased to provide these scholarship opportunities.

If you have any questions, please call the CFT Office at 961-2272, or the CSF Office at 345-6701.





CFT Elections This Spring

Any member interested in running for a CFT office, please take notice. Per the CFT constitution, CFT must conduct an election this spring. **Only** members in good standing for at least one year prior to the March membership are eligible to run for office and **only** members in good standing prior to the March membership meeting will be eligible to vote. Fair share fee payers **ARE NOT** eligible to participate in the election process.

A committee will be formed to draft election groundrules. These ground rules will be presented to members at the March membership for approval. If you are interested in serving on this committee please submit your name to:
Terri Wessel, c/o Dater High School.

Interested candidates must declare their intent to run or be nominated for an office before the motion to close nominations is accepted at the March 14th, membership meeting. The following offices will be on the ballot.

7 Officers:

President, First Vice-President, Second Vice-President, Third Vice-President, Treasurer, Secretary and Chief Labor Delegate.

9 Committee Chairpersons:

Collective Bargaining, Educational Policies, Grievance, Legislation / Political Action, Member Services, Publications and Social.

11 Area Coordinators:

- 1 area coordinator who is an ACPSOP member elected by the members of ACPSOP.
- 1 area coordinator who is a daily substitute elected by daily rate substitutes.
- 9 area coordinators who are elected by members who are neither ACPSOP nor daily substitutes.



ING Retirement Seminar

For some, thoughts of retirement are for the near future and for others, it is a goal for the longer term. Everyone should work on their "Plan for Retirement" every day. Not only does this include "Saving the Money", but at some point it includes "Spending the Money". Gosh....spending never seemed difficult until one thinks about wanting it to last the remainder of a lifetime!

CFT is partnering with ING to offer a seminar for everyone planning to retire—**someday**. It will include discussion on how we receive our Sick Leave Conversion money and the options we have to defer tax on this money. It will include discussion as to consolidation of our saved money and how it can be withdrawn over time. And it will include discussion on a little known opportunity to receive a lump sum amount from STRS to control and invest ourselves.

Please call and let us know you plan to join us on April 4 at 4:15 pm at the CFT Office, 2721 Central Parkway, Suite B. Please RSVP to :

800-451-4702 x4017462

If you have specific questions about your personal situation, you may reach an ING representative through this same number.

Strive

Successful Students • Productive Citizens • Thriving Cities

Strive isn't a program. It's a vision-quest for a better future shared by an amazingly broad cross-section of leaders. Strive aims to create the best education system in the world so that every child in Cincinnati and Northern Kentucky thrives and succeeds from birth through college and into a meaningful career. Initially Strive will focus on our region's urban core cities of Cincinnati, Covington and Newport in order to gain a critical mass of excellence and success that can be modeled throughout the region.

Strive's goals are that every student will be:

Prepared for school through early childhood education

Supported inside and outside the school walls

Successful academically

Enrolled in college (2-year, 4-year or job training)

Graduate and enter a career

Strive has created a "Roadmap to Success" and adopted the Strive Six Sigma process for student success that will help us better understand our needs, our resources, and what must change in order to make more progress more quickly.

The Strive Six Sigma process will:

DEFINE what is important to children and families, and document our children's needs and opportunities for improvement.

MEASURE what we want to improve by identifying community priorities under each goal and creating "student success networks."

ANALYZE how we're doing today; identify what works and measure progress toward goals.

IMPROVE education and support systems by aligning existing resources to improve effectiveness and reach more students.

CREATE AND SUSTAIN education and support systems by filling the gaps and generating "net new" resources.

In addition, Strive will be working over the long term to ensure that our community finds ways to ensure that all resources focused on supporting student success are easily accessible to every student and family. This will require us to weave together Strive's priorities into a coherent system, as well as to engage and educate elected officials, education experts and other leaders to change how adults view (and children experience) education.

Interested in more information, offer suggestion, provide resources, or otherwise help achieve this vision? Go to www.strivetgether.org.

Classifieds

VACATION FOR SALE—Hawaii Vacation Week June 16-23, 2007. Visit the Big Island, 5 star resort, Fairfield Hawai'i at Kona Hawaiian Resort. 2 BR/BA, kitchen, washer/dryer. Visit live volcano, etc. \$925. Call 513-688-1550.

VACATION FOR SALE—On a Lake, Aug. 4-11, 2007—Sandcastle Village II, New Bern, North Carolina—Gorgeous 2 BR w/loft, 2.5 bath, tri-level w/deck, 1500 sq. ft., kitchen, whirlpool, washer/dryer, 2 outdoor pools, 1 indoor pool, 11 tennis courts, 2-18 hole golf courses, bicycle rentals, boat slips. \$850. Call Susan Fischer at 513-688-1550.

VACATION FOR SALE—5-Star Florida beachfront vacation Aug 11-18, 2007—Palm Beach Shores Resort and Vacation Villas—1BR, swimming pool, whirlpool, restaurant, Spa Health Club, Tiki Bar, live entertainment, fishing. \$750. Call Susan Fischer at 513-688-1550.

FOR SALE—2 Miami University tuition credit vouchers. Redeemable for up to 12 semester hours. Face value up to \$5400. Good thru fall semester, 2007. Call Ray Nephew 363-6930 or email nephewwr@cps-k12.org.

FOR SALE—Xavier University Voucher valid for one credit hour tuition Graduate courses in Education. 513-936-9362

HOUSE FOR SALE— Beautifully Restored 3 story Tudor Home—4048 Paddock Road (cul-de-sac backs up to Avon Fields Golf Course). 4-BR, 2.5 BA. New Kitchen, BR's, roof, wiring, HVAC and carpet gleaming hardwood. 1st floor laundry, mud room, deck. ReMax listing: 229-5000

VACATION FOR SALE—Mystic Dunes Resort & Golf Club—5 min. from gates of Disney World—3BR/3BA luxury villa includes all the comforts of home, 2 kitchens, 2 LR, whirlpools. Restaurant, club house, championship golf course, pools, 2 story waterslide, many activities. You name the date in 2007 & I will get the guest certificate. \$840. Susan Fischer 513-688-1550

Advance Your Career – Obtain Your Mater's Degree in Special Education, Early Childhood, or Adolescent and Young Adult (Math or Science)

The College of Mount St. Joseph is currently accepting applications for the Teacher Education Apprenticeship Master's (TEAM) programs which start May 5, 2007. The TEAM programs are accelerated advanced degree programs. At completion you will have a teaching license and a Master's degree.

Applications are being accepted for the following:
(Application Deadline is March 16, 2007)

- Intervention Specialist (TEAM MSE) Special Education, Grades K-12
- Inclusive Early Childhood (TEAM IEC) Grades Pre-K – 3
- Adolescent and Young Adult (TEAM AYA) (Math or Science) Grades 7 - 12

You may apply on line at www.msj.edu, or you may call the Education Department TEAM Office at 513-244-1645 for additional information.

Cincinnati Federation of Teachers Association of CPS Office Personnel

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Local 1520, AFT-OFT / AFL-CIO

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