

Contract Corner



Teacher preparation (Prep Time) and Team Planning time.

Team planning time defined by the CBA states that at team based schools, the ILT shall adopt a schedule in which teachers assigned to a team are scheduled for one class period daily or the equivalent amount of time during the week for team planning, if possible, but no less than 3 class periods/week. It also says teachers shall not be required to remain at school beyond the contractual workday for team-based meetings unless compensated. *The thing I would like to make clear is the teachers daily Prep time is separate and not interchangeable.* Your personal preparation and/or conference time should not be taken up by team planning time. The intention of the negotiated contract language was to allow team based schools to have additional time for team planning.

Class size changes starting 3rd Quarter in primary

We wanted to remind you that the new CBA allows for the following changes to primary class size

✪ K-3 Academic	18
✪ K-3 Academic with IA	19 - 28 (2 nd semester, 26 – 28 overload pay)
✪ *New Teacher Added	29
✪ K-3 Specialist	28

Grievance Updates

Since the beginning of the school year, CFT has seen an increase in the number of cases that we've successfully resolved for our members.

Many of the grievances filed during the first quarter centered around the issues of Teaching Assignments (Section 220), Transfer Procedures (Section 250), and Schedule E.

Teaching Assignments was at issue because of the budget processes that occurred before the school year began and continued after the start of the year. Staffing and surplusings led to about 60% of the grievances that were filed during this period. The success of the Teacher Allocation Committee allowed most of the grievances to be resolved to the satisfaction of the member and the schools in general.

Continued on pg 3

H.B. 190 Mandates Additional Background Check Requirements for Licensure

On Nov. 14, Gov. Ted Strickland signed H.B. 190. In brief, a portion of the bill requires the State Board of Education to request an FBI criminal records check of an applicant for educator licensure in addition to the BCII check in current law. Both checks must be completed before ODE issues or renews a license.



Nov. 14. Any applications that have already been received by the Ohio Department of Education as of November 19, 2007 can be processed without the FBI check if the applicant has lived within the state of Ohio for the previous five years. The five-year residency question will be irrelevant after November 19, 2007.

Since the bill had an emergency clause, it went into effect immediately upon Gov. Strickland's signature on

ODE will communicate procedures for individuals holding eight-year, non-tax and permanent certificates as time-

lines are finalized that incorporate provisions of H.B. 190. *All eight-year, non-tax and permanent certificate holders are asked to wait for instructions on how to proceed before applying for renewals.* For questions or more information in the interim, please contact the Office of Educator Licensure at licensure@ode.state.oh.us, or call (614) 466-3593 or 1(877) 644-6338 (toll free).

In Memoriam – Bebe Freeman

Long-time CFT member and social justice activist Bebe Freeman passed away at her Mississippi home on November 2, 2007. Bebe was one of CFT's Field Representatives in the early 80's; a union organizer in Sacramento; and taught at Clifton and Kilgour for many years as well as in schools in Meridian, MS, Luling, LA and Washington DC.

Upon her retirement from Cincinnati Public Schools, Bebe and her husband, Harry, moved to New Orleans, where she remained active in issues and causes she was passionate about.

Besides Harry, her childhood sweetheart, Bebe is survived by her mother, son Ben, daughter-in-law Missy and grandson, Richard.

Memorials may be sent to: Cincinnati Federation of Teachers, 2721 Central Parkway, Suite B, 45225 or to the Southern Poverty Law Center, 400 Washington Ave., Montgomery, Alabama 36104, or to a Democratic organization of choice.

Health Care Update by Kelly Singleton

Now that open enrollment is over for the CPS Employees health care plan, it is time to focus on what needs to be done to be ready for the 2008 changes in our health plans.

Humana Health Assessment

Remember that any employee who is a Humana member, who wishes to receive their benefit bank allotment in 2008, must log on to Humana.com and complete the Humana Health assessment. This is an important tool negotiated to keep health care costs down. Completing the Health Assessment is voluntary, however; remember if you do not complete the survey, you will not receive your Benefit Bank deposit for 2008.

When you visit www.humana.com you will be asked to log-in as a Humana member. If you have not logged into the website before, click on the orange *Register for My Humana* button in the upper right corner of the webpage. The Humana website will guide you through the process of setting up an account. You will need your Humana insurance card to create your log-in. You do not need to have an email account to access the HHA. If you don't have an email account or you don't want to share an email address with Humana, just leave that space empty when prompted for an email address.

Once you have created a login, your My Humana webpage will appear on the screen. Go to the section at the bottom left portion of the screen under **Recommended** and select the *Health Assessment* link. You will then see a Welcome screen. Click on the *Launch Humana Health Assessment* link. Depending on how you answer your questions, the survey should take you between 10-20 minutes to complete. It is recommended that you print your personal and confidential results at the end of your survey for your files. Computers

are not 100% foolproof and you may need this if there is any problem in receiving your Benefit Bank allotment. Your HHA results can be accessed any time after you have finished the survey by following the steps above. This time when you click on the Launch link, your *results* will show and you do not have to redo the survey. In the upper right corner of the "Your Health at a Glance" there is a button to enlarge. Click that button to open the printable version of your results.

Eligibility Audit

To insure that CPS is only covering eligible members, CPS has contracted with Mercer Consultants to perform an Eligibility Audit of the CPS Health Care plan, as negotiated in April 2007. In the next month, all employees will receive a letter from Mercer listing the type of plan you carry and everyone you are covering. It will ask you to verify that all listed are in fact eligible for health care coverage through CPS. You will be asked to sign the letter and send it back. By signing the letter, you are confirming that the members listed are valid. If there are members listed on this letter, that are not valid recipients of coverage, now is the time to exclude them from the list as the time period for amnesty is only a brief window. If you ignore the initial letter or do not sign it within the time allotted, you will be sent another letter, this time requiring proof of marriage, birth, adoption, full time students, etc...in the form of marriage certificates, birth certificates and so on. It will be mandatory that every employee with health care coverage through CPS complete the eligibility audit.

CPS has over 4000 employees enrolled in our health plan with over 7,000 dependents. Of the 4000+ employees, 1500 will be randomly selected for a more concentrated audit of eligibility. These people selected will also have to show proof of marriage, birth, college



enrollment, adoption etc.. Please be prepared to submit copies of confirming certificates, schedules, report cards and any other legal document verifying that dependents are eligible for coverage. Be proactive and if you don't have these documents readily available to you now, start requesting copies because there is a 1 in 3 chance that you will fall into this concentrated eligibility audit.

Health Care Changes for 2008

Some of you may have received a letter from Humana stating that one or more of your prescriptions will be affected by changes in 2008. Visit the CFT website (www.cft-aft.org) to view which prescriptions will be moving tiers and if your scripts are now falling under quantity limits or will now require pre-authorization by your doctor before they can be refilled in 2008.

Other changes that will affect you on January 1, 2008 are Co-Choice (POS) members will have to meet a deductible in 2008. The deductible for single policy holders is \$100 and the deductible for employees with family coverage is \$200.

The Out of Pocket maximums for the POS Co-Choice plan will also increase to \$1200 for single plan holders and \$2200 for family plan holders.

The mail order prescription co-pays, for both the POS Co-Choice and HMO New Health plan will increase to 2.5 co-pays for 3 months from the previous 2 co-pays for 3 months.

The final benefit change is that certain Over The Counter (OTC) drugs will be permissible submissions to the Benefit Bank for reimbursement. Once the new deposits have been made to the Benefit Bank (after all the data is collected from the HHA's and names of people eligible to receive deposits are submitted to the Treasurer's Office from Humana), the Treasurer's Office will release information about which of the OTC drugs will be allowable for submission to the Benefit Bank.

Grievance Updates con't

There was a caseload of about 20 grievances that were carry over from the spring Transfer Process and CFT was able to resolve most of those by monitoring school budgets, staffing needs and following the guidelines set forth in the CBA, coming to a successful resolution in 19 of the cases.

The Alternative Grievance Panel also successfully argued it's only case, which allowed the member to return to her former position after she had been improperly assigned during the spring staffing process.

One of the critical components of the grievance process is the ability of the CFT to take grievances to arbitration. During the first part of the year we were unable to get much movement from the district in scheduling these hearings. The decision was made to charge the district with unfair labor practice. We officially filed the claim in November. The CFT feels that we have presented strong evidence to support our claim and feel confident that on the next "update", we'll be reporting that most if not all of those cases will be resolved.

Classifieds

VACATION FOR SALE— Dec 21-28, Fairfield Myrtle Beach at Ocean Boulevard, 2BR/BA deluxe, Ocean Front paradise, full kitchen, living/dining rooms, washer/dryer. Activities; Tues & Thurs nights are Diamond Cruise Casino Night. No admission to board boat. Live entertainment. \$595 for the week. Call Susan Fischer 513-688-1550 or www.cincitravel.com

HOUSE FOR SALE— Beautiful 2 story Transitional w/ many upgrades. 3BR/2BA. 42 oak kitchen cabinets w/ crown molding. Lg 17x11 Sun Rm. 2 story great room w/ gas fireplace. 1st fl laundry. Family room. 7002 Elizabeth's Oak Ct., 45248. Call 513-574-4842

FOR SALE—3 Miami University Graduate Hours. First 500.00. Call Bob 600-2461

NATIONAL TEACHERS HALL OF FAME SEEKS NOMINATIONS

The National Teachers Hall of Fame honors exceptional career teachers, encourages excellence in teaching and preserves the rich heritage of the teaching profession in the US. The 2008 nomination packet for the National Teachers Hall of Fame is now available on its website. Nominations must be postmarked or submitted online by Jan 2. The individual being nominated must have taught for at least 20 years at the PreK–12th grade level in a public and/or private school, and hold a valid teaching certificate or license from the state in which he/she is teaching or has taught. Maximum award: \$2000. The hall of fame will announce the inductees in April. Access complete details and the nomination packet at www.nthf.org/nominate.htm.

ING UNSUNG HEROES AWARDS PROGRAM

The ING Unsung Heroes awards program recognizes innovative and progressive thinking in education through monetary awards. Maximum Award: \$25,000 to Grand Prize Winner. Eligibility: Full Time educators, teachers, principals, paraprofessionals or accredited K-12 public or private school. Deadline: April 30, 2008. Visit <http://www.ing-usa.com/us/stellent2/groups/dc/documents/companylobininformation/0011143.pdf>



CFT/ACPSOP Winter Break Office Hours

Dec. 24, 2007–Jan. 7, 2008

Monday–Friday

8:00–3:00

Clerical Staff Only—Teaching Staff returns on 1-7-08

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

Non-Profit Organization
US Postage
PAID
Cincinnati, Ohio
Permit No. 1834