

Contract Corner by Don Luckie, CFT Field Representative

The CFT Leadership would like to congratulate everyone on an enthusiastic start to the school year! By now, most of you have met your students' parents and I'm sure many of them share your optimism as we move forward in the 2008-09 school year.

Developing a good relationship with the parents is a positive way to insure student success and your development as a professional. The CFT encourages such contact and the CBA highlights your responsibilities to par-

ents and students in *section 220 Teaching assignments (p.28-8a.(1))*.

Please review this section of the contract and pay particular attention to lines 20-26 which states, "Parents are encouraged to contact teachers if they have concerns about student progress. However, neither parents nor other visitors shall be permitted to interrupt class or come to a teacher's room during class time unless they have made an appointment with the teacher." This information should be shared at staff meetings

and ILT as well as with parents.

Communicating and enforcing this policy is important to not only maintaining the positive relationship you've developed, but enhance the opportunities for parents and the community to be active supporters of your school.



Confused About Criminal Record Checks? OSBA has the Answer

After three years, four pieces of legislation and a code of conduct, it's understandable to be confused about employee misconduct.

OSBA (Ohio School Boards Association) can help. They have created an Employee Misconduct Tool kit, available on their website (www.osba-ohio.org). With links to bills, bill analysis, FAQ's and the Revised Code, they have gathered the information you need, all in one place. They have included FAQ's produced by OSBA and also added others



produced by the Ohio Department of Education. This site contains detailed information on HB 79, 190, and 428, effective September 12, 2008, changed the legal landscape with regard to criminal record checks, misconduct reporting, licensing and suspension of employees.

This page will be updated as new information and resources become available. OSBA hopes you will find this page useful as you begin to work with this new law. As always you may contact OSBA with your questions. OSBA is your source for the latest legal

and legislative information.

T.B Testing: A Thing of the Past...

The Ohio Department of Health rescinded the rule requiring tuberculin, or TB, testing for school employees. This rule, Ohio Administrative Code section 3301-15-04, was repealed this summer. This means that as of September 1, there is no longer a statewide mandate requiring TB testing of school district employees, unless the district

CFT/ACPSOP Dues & Fair Share Deductions

	<u>Year/Day</u>	<u>26 Checks</u>	<u>21 Checks</u>
Full Time CFT Dues:	\$717.60	\$27.60	\$34.17
Part Time CFT Dues:	\$422.58	\$16.25	\$20.12
Daily Rate Substitutes:	\$2.00/day		
Teacher Fair Share Full Time: 84.80%	\$608.52	\$23.40	\$29.77
Teacher Fair Share Part Time: 84.80%	\$358.34	\$13.78	\$17.06
Daily Rate Substitute Fair Share:	\$1.70/day		
		<u>26 Checks</u>	<u>20 Checks</u>
ACPSOP Full Time Dues:	\$527.41	\$20.28	\$26.37
ACPSOP Part Time Dues:	\$327.43	\$12.59	\$16.37
ACPSOP Fair Share Full Time: 84.80%	\$447.24	\$17.20	\$22.36
ACPSOP Fair Share Part Time: 84.80%	\$277.66	\$10.67	\$13.88
		<u>26 Checks</u>	<u>21 Checks</u>
UC Interns Full Time Dues:	\$275.01	\$10.57	\$13.09
UC Interns Fair Share Dues: 84.80%	\$233.20	\$8.96	\$11.10

Don't Forget!!!

Dependent Eligibility Forms **must be postmarked no later than September 26, 2008** in order to be included in the Limited Amnesty Program



CFT/ACPSOP Building Representative Workshop Synopsis

By Ralph Jackson, Dir. of Organization

During the August 7, 2008 CFT Building Representative workshop, the following topics were covered:

- What is a grievance? What is a complaint?
- New guidelines for the Local Professional Development Committee and planning Professional Development.

- Class Size for primary grades and Special Education.
- Teacher Evaluation System and a review of TES Intervention Documentation for 2008-2009.

During lunch, Lynne Bryant-Shirley (Douglas School), Co-Chair of the Professional Development Fund discussed the revised guidelines for the PDF. In the last session of the afternoon, Denise

Hewitt and Bob Suess discussed the ILT and did a small group activity on Where the ILT and the Professional Learning Community Comes Together. Interim Superintendent Mary Ronan and Rolanda Smith, Executive Director of Parents for Public Schools also addressed the Building Representatives.



GE Foundation

John Rowe, Teacher Coordinator

Learning Teams, which began with a focus in math in 2007-08, are now expanding to include all teachers in all content areas. The purpose of Learning Teams is to improve student achievement by changing the culture of teaching to one where teachers work collectively to reflect on and improve their practice. Learning Teams are teams of 4-8 teachers organized vertically in the elementary schools and by department in the high schools. These teams use a seven-step protocol for collaboratively planning a lesson, then critiquing and revising that lesson after it has been taught. Fully functioning Learning Teams serve as peer-supported professional development at the school site.

Learning Teams are a part of the GE Foundation grant and are supported by CFT, CPS administration, and Mayerson Academy. In 2007-08, the teachers leading Learning Teams and the principals participated in monthly training provided at Mayerson Academy by Pearson Achievement Solutions. Twelve schools were identified by Pearson as potential on-model Learning Team schools. In a collaborative effort involving CFT, CPS, and Mayerson Academy, these schools were invited to vote to use the 2008-09 professional days as hours for bi-weekly Learning Team meetings. Eight schools voted to make this change. Therefore teachers in those schools will not work on the district-wide professional development days. Instead, they will spread those twenty-four hours throughout the year into their bi-weekly Learning Team meetings. Pearson Achievement Solutions has moved an advisor to Cincinnati to work closely with these schools in Learning Team implementation.

All other schools will hold Learning Team meetings during the time designated for the first staff meeting each month and for at least one hour on each district-wide professional development day. Instructional Support Team coaches will serve as advisors in these schools, attending the planning sessions with the principal and teacher leaders and providing assistance to individual Learning Teams where needed. All principals and some teacher leaders will attend a one-day Winter Institute with Pearson Achievement Solutions on January 22, 2009.

For Learning Teams to become fully functional, they should meet no less than bi-weekly. Instructional Leadership Teams may vote to add the six hours of school-level professional development to Learning Team time. Some schools will continue to incorporate more Learning Team time during the school day. The first Learning Team meeting in each school should occur the week of October 13, the staff meeting date for October. The September meeting is devoted to analyzing the Ohio Achievement Test or Ohio Graduation Test data from 2008 as the first step in revising the school's OnePlan.



CFT Standing Committees

CFT has the following Standing Committees. Following is a listing of each committee, along with the Committee Chair. We hope you will become actively involved in one of CFT's committees. If you are interested in serving on a committee, please contact the Committee Chair listed below for information on dates/times their committee meets.

- **The Legislation and Political Action Committee** shall screen and initiate resolutions for consideration by the AFT, OFT and the local pertaining to all levels of government. It shall present the record of government officials, influence legislative bills, and screen political candidates. **Committee Chair: Jane Simon, Schiel**
- **The Collective Bargaining Committee** shall prepare and substantiate contract proposals. Prior to the commencement of negotiations, it shall present these proposals for approval of the members. **Committee Chair: Barb Luken, Sands**
- **The Grievance Committee**, consisting of the chairperson and up to seven other members shall monitor the processing of teacher complaints and grievances; shall make the initial determination--subject to appeal--in regard to level three grievance appeals (arbitration); shall recommend to the membership policy on grievance-related issues. **Committee Chair: Latefah Kituku, Bond Hill**
- **The Educational Policies Committee** shall develop and propose resolutions and positions on curriculum, teaching methods, and related issues. **Committee Chairs: Jennifer Ray, Hughes and Amy Tischer, Mt. Airy**
- **The Social Activities Committee** shall be responsible for the annual cocktail party for all members and implement any other social activities approved by the Executive Council or general membership. **Committee Chair: Steffanie Volk, Carson**
- **The Member Services Committee** shall seek the cooperation of assorted businesses and monitor their services. **Committee Chair: Nicole Patterson, Silverton**
- **The Human Rights Committee** shall recommend policy regarding racial, philosophical, gender, and ethnic identity. **Committee Chair: Nicole Keith, Education Center**
- **Retirement Committee** meets to discuss CPS retirement and STRS retirement issues. **Committee Chair: Sondra Parsons, Hughes Center**

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