





## Section 220 Teaching Assignments

Now that you've had time to absorb all of the new initiatives, let's try something really "new", let's see if we can't get the administrators to actually follow the contract! Section 220 Teaching Assignments is one of the most difficult sections of the CBA to enforce because it covers such a wide array of stipulations (p.24-30). For this addition, I will focus on Evaluations of Para-Professionals(#12) and Preparation for Instruction(#13).

As always the CFT leadership is all for anything that can improve teaching and learning, that's why it is imperative that the Para-Professionals in your buildings are being used to maximize instruction. Part 12 of Section 220 states that "Classroom Para-Professionals shall be evaluated by the

teacher(s) they assist in the classroom. If a "Para" is assigned to a teaching team, the team members shall complete the evaluation. If a "Para" is assigned to more than one teacher, but not to a team, the two teachers in whose classes the "Para" spends the most time shall jointly complete the evaluation. The Board shall provide an orientation to teachers who will conduct such evaluations" (p.30). The CBA also stipulates that "Para-Professionals who serve the school as a whole, if any, shall be evaluated by the principal". We strongly encourage teachers to review the goals and expectations with your "Para" within the next few weeks. Remember, at the end of the semester you are to meet with the "Para" to assess and improve working conditions.

Under Preparation for Instruction (#13), the CBA states that, "Teachers

shall be responsible for providing direction to the Para-Professional assigned to their classrooms". It has recently been reported to the CFT office that some administrators have tried to enforce guidelines on teachers which would limit the teachers negotiated right to use the "Para" to enhance the lessons in which they teach. The CFT leadership believes that Para-Professionals are an important factor in improving student performance. If the administrators want to see better results, stop "pulling" them from the classrooms to be substitutes, get them out of the computer labs, music and art rooms. Keep them in the classroom under the direction of the teachers they assist. Now that would be "new"!



I would like to clarify the Collective Bargaining Agreement (CBA) language for overload pay. The amount estab-

lished in the CBA for overload pay is only \$115,569 each school year. This amount has not changed since the 1999-2000 school year. Primary teachers are to be assigned an Instructional Assistant any time during the school year that they are assigned a class size over the limit of 18. Primary teachers are eligible for overload pay only in the 2<sup>nd</sup> semester for the 26<sup>th</sup>, 27<sup>th</sup> and/or 28<sup>th</sup> student over 25 students along with the Instructional Assistant. Teachers in grade 4-12 should not at any time have more than 4 students above the class size limits for their grade level. Overload pay was established to pay teachers

for the 1<sup>st</sup> and 2<sup>nd</sup> student above the grade level limit. When a teacher has a 3<sup>rd</sup> and/or 4<sup>th</sup> student above the limit an Instructional Assistant needs to be assigned and overload pay will cease. Teachers should never be paid more than the contractual amount due to them for 1 or 2 students over the limit. If an Instructional Assistant is not assigned when the 3<sup>rd</sup> and/or 4<sup>th</sup> student is assigned or a new teacher is not added with the arrival of the 5<sup>th</sup> student or more above the limit for the grade level, a grievance should be filed to address the contractual violation once your principal does not address the issue. Our students are best served when we adhere to the contractual guidelines and provide Instructional Assistants and additional teachers to all overloaded teachers as soon as the overload starts. That being said everyone knows it is difficult to hire these employees quickly. The only solution would be to

hire a substitute until the hiring process is completed.

The CBA does not allow any overload for Special Education; these overloads by contract should not exist. The CBA states that the number of students served in or assigned to an Intervention Specialist shall not exceed the limits set by the Ohio Department of Education (ODE) these limits can be found on pages 58-59 of the CBA. When the district uses part of the \$115,569 to pay Intervention Specialist to violate the CBA by accepting students above the CBA and ODE limits they take away money from other teachers that are due overload pay. This is done by paying everyone a percentage of every dollar because they will not spend over the \$115,569. The only way to correct this problem is to be diligent in the enforcement of the CBA.

## Overload Pay By Ed Jaspers

### Curriculum Council Chairs

Council Name	Chairperson	School	Council Name	Chairperson	School
Social Studies	Sara McGuire-Jay	Taft High School	Early Childhood	Mary Beth Paff	Westwood
Foreign Language	Vacancy		Librarians	Steve Hays	College Hill
Specialists	Katie Hofmann	Fairview	Career Paths	Cecilia Schroer	Withrow Intl.
Communication Arts	Cathy Hunter	College Hill	Audrey Coaston-Shelton	Educational Support Personnel	Old Douglas Bldg
Intervention Spec.	Cindy Miller-Wehrle	Westwood	Science	Daphne Horstmeier	Cheviot
Mathematics	Vacancy				



GE Foundation

More than 300 educators, including 40 CPS participants, from across five other GE-funded school districts attended the 5<sup>th</sup> annual Developing Futures conference in Orlando, Fla., July 26-31. The main themes focused on topics of leadership, change and teacher talent.

CPS attendees represented six categories: student leadership, teacher leaders, CFT leadership, principals, central office administrators and board members. The week started with discussing the nature and power of culture and how to assess and shape it, followed by

strategies to design and lead culture change.

“The conference not only provided participants with great professional development about collaboration and building culture for creating effective schools, but it also facilitated a dialogue among different stakeholders in our school system,” said Kamlesh Jindal, math content specialist and team leader at Bond Hill Academy.

The last two days shifted into conversations about themes of teacher talent, and attendees shared role-alike time every day in small groups to delve deeper into the topics. In the afternoon, each district spent time to reflect on the learn-

ing from earlier in the day and how it could be applied or is relevant at CPS.

An important goal is to continue the dialogue in district with strategies to strengthen existing collaborative structures, identify opportunities where there are gaps and establish concrete action steps to address them.

“We’re all here for the same goals, and I think together we can reach those goals,” said Theresa Allen, 2<sup>nd</sup> grade teacher at Carson Elementary School and area coordinator for CFT. “It has been a very inspiring conference.”

## The Difference Between Full Dues Membership and Fair Share Membership

Full dues paying members vote in CFT/ACPSOP officer elections. Full Dues paying members also vote to ratify contracts (IE.. your pay, benefits, and working conditions). This is a NEGOTIATIONS year. In order to have a voice in the contract ratification, you must be a FULL Dues member. If the CFT/ACPSOP line on your pay stub has FS anywhere on it, you are a FAIR SHARE member. You cannot vote in CFT elections or vote to ratify the contract. See your BR or call the CFT office at 961-2272 to obtain a green card to join CFT/ACPSOP.

Full dues paying members are also afforded many benefits through the AFT Member Benefits program. Visit our website <http://www.cft-aft.org/Membership%20Services.html> to see all the exciting benefits to belonging!



## Substitutes— Daily and Long Term

If you were a substitute in the 2008-09 school year, don’t forget to sign another green membership card. The Board’s computer drops all substitute membership information at the end of the school year. If the CFT/ACPSOP line on your pay stub says “FS”, you are not a full dues paying member and you will not be able to vote on the contract ratification this year. Contact the Building Representative in a school or call the CFT office (513-961-2272) and ask for a Green Membership Card.



## COPE

COPE (Committee on Political Education) is the political arm of CFT/ACPSOP. Members can voluntarily direct CPS to withhold monies from their paychecks. These monies are forwarded to CFT/ACPSOP quarterly. The political action committee meets and presents endorsements to the Executive Council and the membership. Members vote on the disbursement of the COPE funds at membership meetings. NO DUES monies are mixed with the COPE monies. Remember, this year school board members will be elected and a renewal levy will be on the November ballot. If you would like to contribute to COPE there are 2 ways:

- See your BR for an orange deduction card
- Send a check (through the pony) made payable to CFT COPE to the CFT/ACPSOP office in care of Julia Wiant.

## CFT—CTU A People History

In an effort to help our members understand what CFT is all about we will begin to tell you the history of CFT is several different excerpts of the Newsliner. The full history is available at <http://www.cft-aft.org/Unionbusiness.html> and select CFT History link.

**1963**—In November, contact was made, by Roger Stephens, with AFT President Carl Megel in Chicago. In December, Charles Kindler and Stephens chaired the organizing committee after a meeting of 40 teachers initiated by Dick Curp, hosted by James Wolfe at the Brewery Workers Union, and attended by Cincinnati Labor Council President Al Bilik and AFT Secretary-Treasurer Bob Porter. AFT representatives Andrew Leahy and Howard Hussey joined the organizing drive.

**1964** -In March, Bilik, Megel, and City Councilman Jack Gilligan addressed a rally of 400 teachers at Walnut Hills High School moderated by Stephens. In April, Stephens submitted a list of 195 charter members of the Cincinnati Teachers Union to AFT. In May, members elected Kindler president, Carmen Battlstone vice president, Annette Stern-secretary, Richard Gordon treasurer, and James Doerger chief labor delegate. In September, CTU’s first annual teacher Cocktail Party was held.

## Classifieds are Back!



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Contact: Rachel Lewis, Program Representative  
800-895-0036 X 2856 Rachel.Lewis@indwes.edu



#### Cincinnati Education and Conference Center

9286 Schulze Drive, West Chester, OH 45059  
866-IWU-4-YOU • cincinnati.indwes.edu

#### Dayton Education and Conference Center

2912 Springboro West, Dayton, OH 45439  
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#### IWU Marion Education Center

1900 W 50th Street, Marion, IN 45953  
888-IWU-2-DAY

***Wine Over Water...a unique wine tasting event on the purple people bridge. Proceeds benefit Purple People Bridge repainting project and ECHO Soup Kitchen. This third annual charity event takes place on Saturday, September 19<sup>th</sup> from 7-10 PM. Tickets are \$20.00 in advance and \$25.00 at the door. Tickets are available at Kentucky Haus, 10<sup>th</sup> and Monroe in Newport, or online at [www.go2newport.com/wow](http://www.go2newport.com/wow). Local and International wines, hor d'oeuvres, live music and a silent auction will be featured. Ticket price includes a commemorative tasting glass. Please bring your ID with you, as you must be 21 to enter this event. Thank you for your support, Newport Citizens Advisory Council.***

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

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