

SUMMARY OF JOINT COMMITTEES AND
PROJECTS BETWEEN CINCINNATI FEDERATION OF TEACHERS AND
CINCINNATI BOARD OF EDUCATION

JOINT COMMITTEES AND PROJECTS ESTABLISHED BY COLLECTIVE BARGAINING
CONTRACT:

1. Peer Assistance and Appraisal.

Pilot project established by Collective Bargaining agreement February 1985. Joint Committee developed program guidelines by June '85. On-going Peer Review Panel (5 teachers, 5 administrators) governs the program. It selects consulting teachers who assist and evaluate both first year teachers (interns) and some veteran teachers believed to be having serious performance problems. It also reviews Consulting Teachers work and votes on their recommendations regarding contract renewal or termination. The panel's vote constitutes an effective recommendation to the superintendent, who, by law, retains final authority to retain or dismiss teachers with Board of Education approval.

2. Health & Safety Committee. Monitors hazards, educates employees. Can make inspections, initiated Employee Assistance Program.

3. Grade Appeal Committee resolves disputes between teacher and principal over student grades or teacher's decision to promote or retain a student. Consists of two teachers and two principals from schools other than where dispute arose.

4. Teacher Allocation Committee administers class size provisions of contract and monitors compliance. Issues guidelines (i.e. rules) interpreting or amplifying contract provisions or to resolve unanticipated issues. Allocates a reserve pool of teaching positions to reduce overcrowded classes. Also allocates Instructor Assistants to overload classes and administers overload pay as provided in the contract.

ON-GOING JOINT COMMITTEES ESTABLISHED BY INFORMAL AGREEMENT

1. Employee Benefits Committee. All Unions represented as well as administration. Oversees all fringe benefit programs. Studies and implements cost containment measures. Studies and implements new benefits, where this can be done, by reducing costs elsewhere or at some cost (e.g. new dental plans, improved Rx plan) or with School Board approval (e.g. Employee Assistance Plan). Also paves the way for more informed bargaining regarding benefits with less conflict by exploring all benefit options. Educates employees regarding options and intelligent use of benefits. Established guidelines and oversees Employee Assistance Program.

2. Calendar Committee. Recommends annual school calendar to Superintendent.

JOINT PROJECTS/SERVICES

1. Dial-A-Teacher - Homework Hotline established early 1983 as service of CFT in cooperation with Cincinnati Public Schools. Funded initially by local corporations and foundations in response to grant proposal written by CFT. Now funded by Cincinnati Board of Education with small contributions by 2 suburban districts. 10 teachers staff 6 phone lines on rotating basis Monday - Thursday, 4 - 8:00 p.m. Housed at district's Professional Library.

2. Social & Academic Skills Demonstration Schools

Two elementary schools have been selected for a pilot program aimed at finding more effective strategies for improving student achievement and reducing drop out rates. Both are disadvantaged neighborhood schools with persistently low achievement and high drop out rates. Local school autonomy and participatory management are cornerstones of the project.

An ad hoc committee consisting of CFT President, an Assistant Superintendent and Administrative Assistant to the Superintendent developed the proposal.

A Central Advisory Committee with three CFT reps and several administrators refined it and selected the two schools through a competitive application process. Each school has been allocated \$50,000 planning funds this year and \$100,000 in program funds for 1987-88 school year. In addition, a local corporation will fund pre-school classes, which state law prohibits the school board from subsidizing. The principals and teachers along with parent and community representatives will make decisions collaboratively. They are free to spend money in ways they believe will be most effective. They have been given complete autonomy within the law to redesign the school program and organization. The central administration has even offered to seek waivers from state regulations, if necessary, to implement promising ideas or strategies. CFT President has offered to seek waivers from contract provisions.

A trainer and facilitator experienced in participatory management and school-based decision making has been selected by the Advisory Committee to train the staffs, parents and community representatives.

3. Carnegie Forum - both CFT and school district played leading roles in a broad based consortium of local education organizations and institutions that sponsored a series of events featuring Marc Tucker, Executive Director of the Carnegie Forum on Education and the Economy, in March 1987.

SPECIAL COMMITTEES FORMED IN RESPONSE TO SPECIFIC POLICY ISSUES OR PROBLEMS (ACTIVE CURRENTLY OR WITHIN PAST YEAR)

1. Middle School Committee (joint committee) - Will recommend organization, curriculum, staffing, services for middle schools in the district.

PROF. ISSUES-10

2. Minority Recruiting. Developing plans for increasing district's hiring of minority teachers by more extensive and effective recruiting and by encouraging our own high school students to pursue teaching careers.

3. Core curriculum - documented inequities and deficiencies in advanced and/or college prep courses at high school level and recommended major improvements. Middle/Junior High School and Elementary Level Committees are now being formed.

4. Grading & Promotion Policies (joint committee) - will review standards and criteria, K-12, and recommend changes.

5. Student Mobility - documented extremely high rate of student transfer during school year and recommended new policy designed to stabilize enrollment.

CFT plays a major role in other committees which are initiated by the Superintendent, some in response to issues raised by CFT. A few recent or current examples are described below.

NOTE: 1985 contract stipulates that CFT appoint all teacher representatives to district-wide committees.

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