

The Voice

Rhonda Johnson, President

www.ceahio.org

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Columbus Education Association

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190 and PEAK forms revised

Reporting student misbehavior is now easier. The district, through the joint CEA/Administration Discipline Committee, has redesigned the discipline forms used at all levels by shortening the explanatory sections and adding categories to better pinpoint behavior that should be addressed by an entire school.

The major features of the forms—used for elementary PEAK referrals, and for more serious behaviors at all levels—now include categories of behavior by level and by location. The section requiring a teacher narrative has been modified so that teachers may skip a description or provide additional comments if they wish.

Elementary PEAK students must write a few sentences about their offenses, describe how they will change their behavior and sign the form.

The changes were made to give teachers an easier, more consistent reporting method but also to help the district track types, levels and locations of offenses. The changes are consistent with a district-wide change to a more targeted disciplinary method called Positive Behavior Interventions and Supports (PBIS). Training for this method began last year. The ultimate goal is to help school buildings develop cohesive plans with agreed-upon responses to student behavior. Aggressive, unsafe behavior is discouraged. Respect and responsibility are valued. Differences are also valued. And the effects of the plans are monitored and regularly evaluated.

The PBIS relies on three “zones” of behavior: green (the zone of most students), yellow (the zone of occasional misbehavior) and red (the zone of chronic, serious offenses).

“We want to grow the ‘green,’” said Elaine Bell, Director of Student Assistance, Intervention and Outreach.

CEA President Rhonda Johnson said, “This is an important step that will help us better understand which behaviors are recurring and where they are happening. Then we can address problems where they are, rather than applying methods where they might not be needed or effective.”

Bell said teachers will learn more about PBIS this year, with special training that will focus on positive classroom-level steps to positive behavior encouragement. The training begins Sept. 11.

the next employment contract. Having your personal email address—the one you use at home—will allow us to communicate with you away from the school setting.

This is important information that will affect your employment relationship. Your email address will NOT be shared with anyone. Call CEA if you have any questions.

Now forming the bargaining team

The Columbus Education Association is now forming the Negotiations (Bargaining) Team. Our current contract is set to expire in June of 2008. This posting begins our process for the next round of negotiations. Our comprehensive team will represent the diversity and varied experience levels of all of our members. Inside your contract book, you will find a list of 38 members who helped guide us through the process during our last round of negotiations.



We are looking for teachers who want to be involved in the future of CEA. As a teacher representative on the Negotiations Team, you will have an opportunity to work as part of a large team of dedicated teachers. As a part of the team, your responsibilities will include:

- identifying the current needs of teachers,
- communicating and disseminating information to our members, and;
- serving as liaisons to keep members updated throughout the year.

Interested applicants should send a cover letter highlighting your interests and qualifications along with a resumé to: Deborah Huffman-Mirib, CEA Negotiations Chairperson, CEA Office, Route 1. The selective interviewing process will be utilized to select the Negotiations Team members.

Gift of Life

Organ donors are very special people. Annually, hundreds of people in our community receive the “Gift of Life” because someone else has offered to donate a kidney, bone marrow or other vital organs. Many donations are from living donors.

We encourage everyone to consider joining the list of potential organ donors. One of our own has faced the frustration of waiting in line for an organ. Jeff Corbin is in need of a kidney. He has been waiting for more than a year. There were three potential donors, but all proved to be incompatible.



Jeff Corbin

Jeff had been a faculty representative, governor and committee chair for our Association. His work on behalf of Columbus teachers is well noted. Now, he needs our ongoing support. Most importantly, he needs a donor.

The “Gift of Life” is a unique opportunity to tremendously improve the quality of life for an individual and is even more rewarding when it is for someone you know. Please contact CEA for more information.

You've got the card...

It's bright yellow. You can't miss it. And on it we'd like your email address.

We would like to keep you personally informed of our progress in bargaining

Making Strides—walk for cancer research

Breast cancer can be deadly without a timely diagnosis and proper treatment. But it's also one of the most treatable of cancers—and research is increasing hope all the time.

You can help by raising funds for this life-saving effort. On Sunday, Oct. 14, thousands will gather for the annual “Making Strides Against Breast Cancer” walk. The walk begins at 10 a.m. at COSI, 333 W. Broad Street.

There is no fee to register, and you can go online to sign up. Surf to: <http://www.ceahio.org/newsPage.aspx?artID=242>, and you'll find all the details.

In 2006, 450,000 walkers in more than 120 communities raised more than \$40 million in the united fight against breast cancer. Join the American Cancer Society in this effort.



Teachers for Better Schools needs you

The Teachers for Better Schools (TBS) needs to increase its ranks. TBS is an organization of CEA members who have decided to be active in the political arena.

Through regular payroll deduction, TBS can count on a reliable financial revenue stream that provides stability and ensures political influence of CEA at the statehouse. Through simply donating one dollar a paycheck, CEA members will be active in supporting our political clout.

TBS and CEA screen and endorse candidates from both political parties. Through rigorous and challenging questions, TBS identifies candidates who advocate for the rights of collective bargaining, understand the concerns of CEA members and are interested in maintaining an on-going dialogue with our Association. Candidates actively seek our endorsement and our financial support. TBS funds also support school levy campaigns. Your union dues dollars cannot go toward political contributions. That is why joining TBS is so important.

See your Faculty Representative to complete the TBS membership form. You can also download the TBS form at the CEA Website at www.ceahio.org.



Time for celebration

It's fall, and for many teachers that means important religious holidays. Among them are the Jewish holidays Rosh Hashanah, Yom Kippur and the Muslim celebration of Ramadan, which includes a month-long daylight fast.

According to the negotiated agreement, teachers are entitled to take three days for religious holidays. This time off cannot be deducted from other leave. Teachers also are entitled to two personal leave days each school year and may use these days for personal reasons.

Those who need to take a religious holiday should take note: Teachers must notify building principals and the district human resources department at least five school days prior to the holiday. Questions? Call CEA.

After school tutoring

The CEA Foundation, a non-profit organization, has been certified by the Ohio Department of Education to provide supplemental education services under the federal *No Child Left Behind* Act. We are in the process of selecting the first ten elementary buildings where we will offer after-school tutoring for grades K–2.

A tutor will work with only three–five students for one and one-half hours, three days a week (Tuesday, Wednesday and Thursday). Instruction will be given in reading. All staff

will be highly qualified. The rate of pay will be \$30 an hour. Watch for the announcement of schools to be served.

The program will be coordinated by Columbus retired teachers Linda Lohr and Pam Million. If you are interested in being part of this effort, please contact them at 253-4731.

Insurance eligibility audit status

Columbus City Schools (CCS) finished its first round of audits of employees receiving health insurance. Covered employees should be receiving notification of their status.

Some may find their dependents dropped because they are not eligible for coverage.

The detailed look began after the State Auditor looked at district expenditures and found \$8,021 paid to ineligible participants and identified several procedural and record-keeping concerns.

The district contracted with the auditing firm, Chapman Kelly, to take a closer look at claims. So far, the firm has discovered that 605 dependents were ineligible for coverage. Those dependents have been dropped. This amounts to more than \$2 million in savings.

The firm continues to collect evidence of dependent eligibility. Those declined coverage will be granted an appeal but cannot add dependents back to the policy until the open enrollment period, Oct. 15–Nov. 15, for a January 1, 2008, effective date—and only with evidence of eligibility.

Legal services open enrollment

The open enrollment period for participating in the Comprehensive Plan covering legal services ends Oct. 31. You must enroll by Sept. 30 to have the cost payroll-deducted.

The Basic Plan is a benefit for all CEA members. But the Comprehensive Plan provides extra services. The new annual member retainer cost is \$425 per year and provides six hours of consultation services with a \$100 deductible for the first hour. Hours beyond six will cost \$100 each. Consult your *CEA Membership Handbook* (p. 87) for more details.

Special notes

- The following positions are open in the **CEA fall elections: One Middle School Governor-At-Large, Governors for Districts 1, 4 and an unexpired term for District 8 and OEA delegates** to the 2007–2008 OEA Representative Assemblies. Members may **declare** their candidacy for these positions from **Aug. 29–Sept. 7**. Candidates may **campaign** from **Sept. 10–14**. **Voting** will take place from **Sept. 25–Oct. 8**. The Elections Committee will **tabulate votes** on **Oct. 9**.
- The **CPS/OSU Outreach Courses for Autumn Quarter** are now available for viewing online. Pre-registration for these classes opened on **Monday, Aug. 27**. For more information and to register, surf to: www.columbus.k12.oh.us/osu.
- Current and retired educators can save 25 percent** on purchases for personal and classroom use from **Borders Bookstores** from **Sept. 26–Oct. 2**. Bring proof of educator status.

Editor's Correction: The hourly rate for latchkey teachers was incorrect in the Aug. 27 issue of *The Voice*. The following is the corrected amount. We apologize for this error.

Effective Date	Hourly Rate
August 27, 2007	\$28.78

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Please contact us today and allow our experience to work for you.

(614) 461-4455 or www.cloppertlaw.com

