

The CEA Voice

Rhonda Johnson, President

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Check your pay

The first paychecks under the new salary schedule will be distributed on Friday, Sept. 14. It is a good time to check that you are being paid correctly. Below is a complete chart showing the gross pay (salary before deductions) for a two-week period. *Please note that due to differences in rounding, amounts may vary slightly.*



Plan A 21 Pays					
Yrs Exp	BA	BA+	MA	MA+	PhD
0	1895.00	1895.00	1942.29	1979.04	2105.71
1	1895.00	1895.00	2019.33	2059.62	2191.43
2	1895.00	1949.29	2099.90	2141.95	2279.05
3	1970.29	2026.33	2183.95	2226.00	2368.48
4	2049.10	2108.67	2271.52	2315.33	2463.52
5	2131.43	2192.71	2362.62	2408.14	2562.29
6	2215.48	2280.29	2457.19	2504.48	2664.76
7	2304.81	2371.38	2555.29	2606.05	2772.86
8	2397.62	2465.95	2656.86	2709.38	2882.76
9	2492.24	2564.00	2763.67	2817.95	2998.29
10	2592.05	2667.33	2874.00	2930.05	3069.95
11	2697.14	2774.19	2989.62	3047.38	3242.42
12	2803.95	2884.52	3108.71	3170.00	3372.86
13	2916.05	3000.10	3233.05	3296.10	3507.05
14	3033.38	3120.95	3362.67	3429.19	3648.67
15	3033.38	3120.95	3372.19	3438.71	3658.19
19	3100.48	3188.05	3439.29	3505.81	3725.29
23	3203.43	3291.00	3542.24	3608.76	3828.24
27	3345.71	3433.29	3684.52	3751.05	3970.52
30	3494.62	3582.19	3833.43	3899.95	4119.43

Plan B 26 Pays					
Yrs Exp	BA	BA+	MA	MA+	PhD
0	1530.58	1530.58	1568.77	1598.46	1700.77
1	1530.58	1530.58	1623.31	1663.54	1770.00
2	1530.58	1574.42	1696.08	1730.04	1840.77
3	1591.38	1636.65	1763.96	1797.92	1913.00
4	1655.04	1703.15	1834.69	1870.08	1989.77
5	1721.54	1771.04	1908.27	1945.04	2069.54
6	1789.42	1841.77	1984.65	2022.85	2152.31
7	1861.57	1915.35	2063.88	2104.88	2239.62
8	1936.54	1991.73	2145.92	2188.35	2328.38
9	2012.96	2072.46	2232.19	2276.04	2421.69
10	2093.58	2154.38	2321.31	2366.58	2518.04
11	2178.46	2240.69	2414.69	2461.35	2618.88
12	2262.81	2329.81	2510.88	2560.38	2724.23
13	2355.27	2423.15	2611.31	2662.23	2832.62
14	2450.04	2520.77	2716.00	2769.73	2947.00
15	2450.04	2520.77	2723.69	2777.42	2954.69
19	2504.23	2574.96	2777.88	2831.62	3008.88
23	2587.38	2658.12	2861.04	2914.77	3092.04
27	2702.31	2773.04	2975.96	3029.69	3206.96
30	2822.58	2893.31	3096.23	3149.96	3327.23

KRONOS: Teachers do not swipe

The district has installed a new automated time and attendance system called Kronos. The purpose of the system is to make the current process more efficient, accurate and timely. The question being asked by the regular teaching staff is whether we need a new ID badge and if we need to swipe a time clock—the answer is NO!

Our labor agreement requires teachers to make one phone call, usually to the SEMS system, unless otherwise directed by their administrators. The Kronos system is linked to SEMS, so if you report your absence to SEMS, it will show up in Kronos.

The one thing you need to do is login to the Kronos System and review and approve your *time cards* (attendance) at the end of each pay period. It is in your best interest to approve the time each pay period. It is easier to correct things before they are submitted to payroll rather than undo an error.

Other benefits to staff will be the eventual elimination of sick leave forms, the ability to check your sick leave balances, and as a union, the ability to implement a sick leave bank. According to the district, it will be running parallel systems for the first several pay periods to verify and reconcile a properly functioning process before completely transferring over to the new system.

Ten years out; charters still failing

For the 10th year in a row, Ohio's public schools did better academically than the state's publicly funded, privately operated charter schools.

The Ohio Department of Education report cards show that of the 213 charter schools included in testing, 68 percent received lower ratings this year than last.

Here are some highlights: Economically disadvantaged students in public schools did better on all 28 achievement tests by an average of 15 percentage points.

Public school students with disabilities outperformed charter school students on the tests by an average 19.1 percentage points.

Students in both of the above categories combined did better by an average of 15.4 percentage points.

Charter schools operated by traditional school districts also did better than those managed by companies: an average difference of 12 percentage points.

Last school year, 310 schools enrolled nearly 77,000 students and more than 45,000 students came from Big 8 urban districts, such as Columbus.

But the numbers don't add up. More than \$2.7 billion in tax money has been spent on charter schools in Ohio while academic achievement continues to fall.

CEA President Rhonda Johnson, along with several organizations including the Ohio Education Association, Ohio Federation of Teachers, the Coalition for Public

Education, parent and civic organizations, have been vocal about the successes of the public system.

“We have the best means for educating *all* children,” said President Johnson. “We have many, many decades of experience. Our teachers get the best training, the best resources and we are making substantial progress.”

To read more about these results, visit www.ohea.org, and read *Ten Years and Still Failing*.

Step out for a cure

The annual Making Strides Against Breast Cancer walk is Sunday, Oct. 14, 2007. CEA is a corporate sponsor of this fund-raising event, and we hope to have every school involved by forming a team.

The first 50 walkers registered by Sept. 19 will receive a free Making Strides T-shirt. The top three teams with the highest per capita amount raised will win pizza parties.

Many of our members have battled breast cancer—so lace up your shoes and join more than 450,000 walkers nationwide in the effort to fight breast cancer.

Please call Ezzetta Murray at 253-4731, or surf to: <http://www.ccaohio.org/newsPage.aspx?artID=261> for details on how to register yourself or your team.



CEA's president speaks out about challenges

CEA President Rhonda Johnson was among 30 union leaders who spoke candidly about education issues in a new report, *Leading the Local: Teachers Union Presidents Speak on Change, Challenges*, just released by Education Sector.

The report covers such subjects as reforming teacher pay, coping with the *No Child Left Behind* Act, competition from charter schools and the challenges of leading multiple generations of teachers whose views often clash.

Johnson spoke about the varying needs of teachers who are at different points in their careers. “Younger teachers expect immediate, direct service,” she said, “while older teachers remember the struggle to organize and see the organization as a fraternity of educators upholding their rights for the long term.”

She also addressed alternative compensation, a highly controversial concept, noting that CEA has been and is willing to explore various approaches.

Johnson also highlighted the importance of good administrative leadership to the success of a school teaching team.

Read the full report at: http://www.educationsector.org/usr_doc/UnionLeaders.pdf.

CEA Fall Fling

All members of the Association are invited to attend the CEA Fall Fling on Friday, Sept. 28, at the Aladdin Shrine Center. The fun and festivities will begin at 3:30 p.m. and end at 7:30 p.m. Food and soft drinks are free. Beer and wine cost \$1 per drink. There will be door prizes, music and dancing. If you would like to volunteer to help, contact Ezzetta Murray at 253-4731 or at emurray@ccaohio.org. We hope to see you there.

Seeking bargaining team members

We are looking for members who want to be involved in the future of CEA. The time is approaching for our employment contract to expire (June 2008), and we are forming the Negotiations Team.

Our team will represent the diversity and varied experience levels of all of our members.

Interested applicants should send a cover letter and a résumé to: Deborah Huffman-Mirib, CEA Negotiations Chairperson, CEA Office, by Oct. 5. The selective interviewing process will be used to select team members.

Short term disability

If you have fewer than five years of experience or have signed up for the “defined contribution” retirement plan with STRS, you are not eligible for STRS disability retirement, which provides a reduced paycheck and insurance for up to five years. Short term disability payments are available through Colonial Insurance and Horace Mann. Colonial is a new provider of disability insurance, which has several optional plans. In order to take part in this program, you must sign up during the open enrollment period from Sept. 1–Oct. 31. Payroll deduction is available to pay the premium for the program.

Representatives from Colonial, which is handled locally through the William Meyer Agency, will be attending CEA district meetings to explain the different plans and the procedures for enrollment. Information will also be available online and at the CEA office.

CEA recommends that all new teachers and teachers with fewer than five years of experience consider getting disability insurance. More experienced teachers with just a few days of sick leave may want to look into disability insurance also.

Gainsharing: Article 908

In 1997, CEA negotiated an alternative approach to compensation known as gainsharing. Gainsharing is a method of distributing funds for improved education and student achievement in Columbus City Schools.

Two years ago, the school board awarded more than \$1,126,220 to teachers for increasing academic achievement for the 2005–06 school year.

A Joint Gainsharing Committee of CEA and administration representatives develops the criteria for allocating funds. Teachers assigned to buildings for at least 120 days are eligible to receive gainsharing if the school makes Adequate Yearly Progress (AYP).

Any teacher not assigned to a school building full-time who wishes to attach herself or himself to a building for gainsharing purposes must have a Service Plan on file in the Labor Relations office (365-5636) by Oct. 1. Although the form is entitled “Gainsharing Service Plan for Teachers on Special Assignment,” it may be used for any member assigned to more than one building or location. Gainsharing forms have been sent to principals and will be available on the CEA Website. Gainsharing for the 2007–08 school year will be paid during the 2008–09 school year.

Special notes

- ❑ Candidates who filed to run in the **CEA fall elections** may **campaign Sept. 10–14**. **Voting** will take place in all building/units from **Sept. 25–Oct. 8**. The Elections Committee will **tabulate the votes on Oct. 9**.
- ❑ The **open enrollment period** for the **Comprehensive Legal Services Plan ends Oct. 31**. You must enroll by Sept. 30 to have the fee payroll-deducted. The Comprehensive Plan provides extra services not provided in the basic plan, which is a benefit to all members. The annual retainer cost is \$425 per year for six hours of consultation services with a \$100 deductible for the first hour. Hours beyond six will cost \$100 each. Contact Judy Nelson at the CEA office to sign up or for more information.

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

