

# The Voice

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www.ceaohio.org

Volume XXXVIII, No. 4

Columbus Education Association

September 17, 2007

## It takes discipline

Discipline is the crux of a smooth school year. One of the best ways to ensure that everyone knows how to handle student behavior is to establish a school discipline plan and a working discipline committee. This committee should be a joint effort of the administrative and teaching staff.

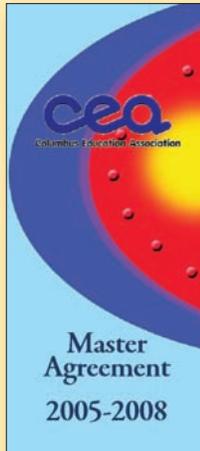
According to the *CEA Master Agreement* (Article 208), every school must have a discipline plan in place within the first 10 days of school. Some schools use their ABCs as the mechanism for this discussion. But others expand it to its membership.

Specifically, the contract requires that the principal, in consultation with the ABC, establish procedures for the administration of *all* forms of discipline in the school, including suspensions (in-school and out-of-school) and recommendations for expulsion.

We recommend that this effort be a true partnership. The payoff can be huge. Achieving consensus about how various disciplinary situations will be handled during the year can avoid a number of conflicts later.

In fact, this is the growing philosophy of the entire district. The Positive Behavioral Supports method relies on whole-building cooperation in implementing an effective discipline policy.

To learn more, visit [www.pbis.org](http://www.pbis.org). If you have questions about the discipline plan/committee process, call the CCS discipline hot-line at 365-4357 or CEA.



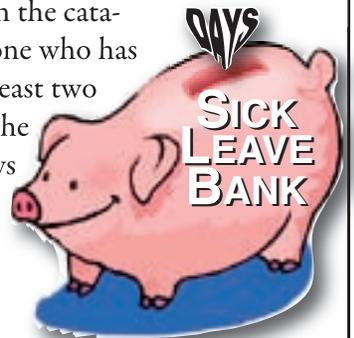
## Kronos update

Teaching staff should be reporting their full-day absences either to SEMS or their building administrator, if so directed. Beginning Sept. 17–19, 2007, teachers should log on to the Kronos System to approve their time for the first pay period (which ended Sept. 14). For directions on how to log on to Kronos, consult the HR or CEA Websites. Remember, staff will have to log on at the end of each pay period to approve their own time—it's in your best interest to know what's being submitted to payroll. Teachers who are paid hourly will continue to use timesheets.

## Sick Leave Bank

With the implementation of the district's new time system, Kronos, the district will have the ability to finally implement the Sick Leave Bank negotiated with CEA in 2001. The bank is different than the catastrophic leave bank in that anyone who has *joined* the bank by donating at least two sick days may take a loan from the bank of up to ten additional days provided they have exhausted their paid sick time. The bank will open on Oct. 1, 2007.

The donation form is available on the HR and CEA Websites along with a detailed description of the plan. Keep in mind, any sick leave you borrow must be repaid when you leave the district.



## Know your ABCs

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school.

Details can be found in your *CEA Master Agreement* (pp. 174–175), or by searching the agreement on the CEA Website. But here are the basics:

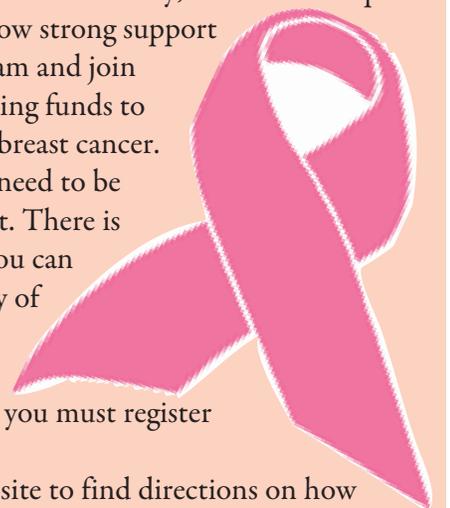
- The ABC consists of the building's senior faculty representative, two other members elected by secret ballot and two members appointed by the principal.
- Larger schools with more than 30 members may have larger ABCs.
- All professional staff members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all teachers in the building.



## Making Strides

CEA is a proud sponsor of the Making Strides Walk-A-Thon which will take place on Sunday, Oct. 14. As a sponsor, we would like to show strong support of this event. Form a team and join thousands of others raising funds to create a future without breast cancer. Team members do not need to be employees of the district. There is no fee to register, and you can register, up until the day of the event. But if you would like a free CEA Making Strides T-shirt, you must register online by Sept. 19.

Visit the CEA Website to find directions on how to register. Remember to register CEA as your team company. After registering, call the CEA office with you shirt size. The first 50 registered walkers will receive a free T-shirt. The walk will begin at 10 a.m. at COSI, 333 W. Broad Street. CEA will have a booth at the walk, and this is where you will turn in your donations. Please call Ezzetta Murray at CEA (253-4731) if you have any questions.



## World Congress meeting

Rhonda Johnson, CEA president, and Dorothy Wilson, former CEA negotiations chairperson, attended the Education International Fifth Annual World Congress in Berlin July 22–26. They joined about 2,000 teachers and education workers from 160 countries around the world who attended sessions on the theme, “Educators—Joining Together for Quality Education and Social Justice.”



At that meeting, they heard debate and voted on a commitment to achieve quality public education for all by 2015.

Delegates passed resolutions on a number of issues facing them as teachers, trade unionists and as global citizens. They included resolutions:

- On trade union rights violations in Ethiopia, where teachers have suffered assassination, torture, imprisonment and persecution for many years;
- On Aboriginal rights violations by the government of Australia, which recently brought in the army to seize control of 64 remote Aboriginal communities; and
- In solidarity with Iraqi workers and teachers, who have been killed and wounded in horrendous numbers.

Education International will continue to uphold members’ human and trade union rights and to defend them where they are violated.

## Legal Services

CEA members are entitled to enroll in a Comprehensive Legal Services plan.

Coverage provides services for an annual retainer of \$425 per year, including six hours of consultation services with a \$100 deductible for the first hour.

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.

Consult your *CEA Membership Handbook* (p. 87) for more details.

## A big goal: 10,000 mentors and everyone graduates

Imagine every student in Columbus having an adult mentor.

While many already do, many more do not. Some students have very few places to turn when faced with life’s challenges. The result is that they lack focus, both personally and academically, and some don’t make the best choices.

Columbus City Schools has developed Project Mentor, a partnership with Big Brothers Big Sisters of Central Ohio. The program hopes to link more than 10,000 mentors with students in every one of the district’s 128 schools.

The long-term goal is to raise the graduation rate from 72.9 percent in 2006 to 90 percent or higher by 2012.

This new program, which will begin this year for 1,000 8th graders, is receiving financial support from a number of local companies, including Nationwide, SOS Video Communications, United Health Care and Fahlgren public relations firm.

Students will be referred to the program by teachers or counselors and must have parental consent and be willing to participate. Mentors meet weekly with their mentees for about an hour during or immediately after school.

Mentors are trained and coached up front and throughout the mentoring relationship. The Mentoring Center of Central Ohio, an affiliate of Big Brothers Big Sisters, will

assist with the training.

The focus is to keep skeptical 8th graders invested by helping develop life skills.

Volunteers will come from local businesses, service organizations, retirement organizations, faith-based organizations and individuals in the community at large. Already, 100 City of Columbus employees have signed up.

CEA believes this program is a huge step forward. Many students, lacking adult guidance and caring, have only peers to rely on. They make negative choices, and other students see them and emulate them. But when making positive choices is the norm, it becomes easier for everyone to do the right thing.

More information about Project Mentor can be found at (614) 839-5437 or [www.projectmentorcolumbus.org](http://www.projectmentorcolumbus.org).

## Extra help with skills still available

Last year, the district implemented the Peer Assistance (PA) program.

This program is NOT the same as PAR (Peer Assistance and Review). The Peer Assistance program is a volunteer program. Teachers are not formally evaluated. Anyone can register for this program. You needn’t be referred, or have any specific problems in your classroom.

Generally, teachers may register because they have recently:

- moved to another teaching level (elementary, middle or high school);
- moved from a non-classroom setting to a classroom setting;
- changed to a new teaching area; or
- been released from PAR and now wish for additional assistance.

To receive help from the program, call the district’s human resources department. You will be assigned a consulting teacher who will be your mentor. Your mentor will provide resources, conduct helpful observations, provide feedback and help you assess your skills. Your mentor will keep a record of your participation. All information will remain confidential.

For additional questions, call HR at 365-8307 or contact CEA.

## Special notes

- ❑ Voting for candidates in the **CEA fall elections** will take place from **Sept. 25–Oct. 8**. The Elections Committee will **tabulate the votes on Oct. 9**.
- ❑ **Law related education**—Oct. 17–18 are the dates of a **two-day seminar** to help **4th- and 5th-grade teachers** gain knowledge and better **prepare their students for the social studies portion** of the Ohio Achievement Test. Contact Curtis Thompson at 877-485-3510 or [cthompson@ocle.org](mailto:cthompson@ocle.org) for more information. This opportunity is presented by the Ohio Center for Law-Related Education.
- ❑ **We need you on the team**—CEA is looking for teachers who want to be involved in the future of CEA. Our **negotiations team** needs to 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, by Friday, Oct. 5.

### 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](http://www.cloppertlaw.com)

