

The Voice

www.ceaohio.org

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Columbus Education Association

October 1, 2007

United Way

The kickoff for the United Way campaign in Columbus City Schools is Thursday, Oct. 4. When you receive your pledge form, please take a minute to consider the organization's mission: to measurably improve the quality of people's lives by bringing the community together to effectively address human needs and potential.



United Way provides critical services—many of them for the families of your students. Our goal this year is \$390,000. If you have never participated, please begin this year. If you have supported United Way in the past, please consider increasing your pledge.

We invite you to complete your pledge form and return it to your Senior Faculty Representative. If you did not receive a pledge form, notify your SrFR or one of the chairpersons:

- ☎ CEA, Sally Oldham at 253-4731;
- ☎ CSEA/OAPSE, B.J. Simmons-Talley at 365-6606;
- ☎ Administration, Krista Morelli at 365-8869; and
- ☎ CSCSA, Steve Zwelling at 365-8904.

Thank you for helping our district's drive for United Way!

Class size reorganization

A good problem to have is too many students in your buildings. Principals should work *with* staffs to come up with creative solutions in cases of limited classroom space.

The *Master Agreement* (page 35) provides guidelines:

- Classrooms for grades one through five should have approximately 25 students each, but no class will exceed 29 students in K-2 and 30 students in 3-5.
- Middle school classrooms should not exceed an average of 30 students per class and no more than 180 students per day.
- High school classes should average 28 students in each departmental area, but not exceed 36 students. No high school teacher shall instruct more than 150 students per day.
- Physical education, music, art and other activity type classes may exceed 150/180 students.

Teachers can agree to handle more students if they so elect and the principal so elects.

The *CEA Master Agreement* also states that teachers who are staff reduced due to reorganization are to be given two days to move to a new building:

- Elementary teachers were given Thursday, Sept. 27, to pack and Friday, Sept. 28, to unpack. Elementary teachers should be prepared to teach in their new buildings on Monday, Oct. 1.
- Middle and high school teachers should have

packed their materials on Friday, Sept. 28, and will have Monday, Oct. 1, to unpack. Middle and high school teachers will begin teaching in their new assignments on Tuesday, Oct. 2.

The deadline to reorganize is Oct. 1. If your school still hasn't decided how to reorganize your classes to meet class size requirements, district administrators will intervene to assist you. If at any time class sizes exceed contractual limits, HR will add a teacher to that school.

While staff reorganization may be an inconvenience to all involved, CEA is pleased to report that this year's staff reorganization did not create any layoff of teachers. If you have questions about this process, please contact CEA.

Capital Day on Oct. 19

Capital Day this year will be a single conference-style event at the Columbus Convention Center. There will be a keynote speaker, breakout sessions, exhibitors and lunch.



Teachers will be able to take advantage of a variety of professional development opportunities. The day will begin at 7:30 a.m. You will have the opportunity to participate in raffles, and exhibitors will be presenting their products. A pep rally will be held at the conclusion of the day.

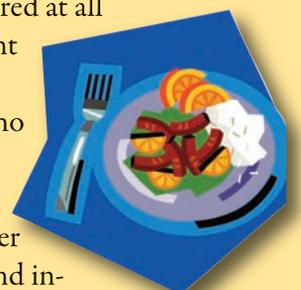
Teachers do not have to participate in professional development activities provided by their own school staffs. You may participate in the professional development activity of your choice.

Breakfast benefits every student

One goal of the district is to increase participation in the universal breakfast program offered at all Columbus City Schools. Any student can eat breakfast free of charge.

Research shows that students who eat a nutritious breakfast have fewer visits to the school nurse, fewer absences, lower rates of tardiness, higher retention rates of materials taught and increases in math and reading test scores and overall grades. Increased participation in the breakfast program will allow more students to have a nutritious start to their school day, and it will assist the district by increasing federal reimbursement, allowing more general fund dollars to be used to directly support classroom instruction.

Building administrators have been asked to work with their staffs to develop a plan to increase breakfast participation in their schools. You can select from various options for serving breakfast that have been proven successful in other school districts. Options include the traditional cafeteria breakfast, *grab and go* breakfasts (students taking a con-



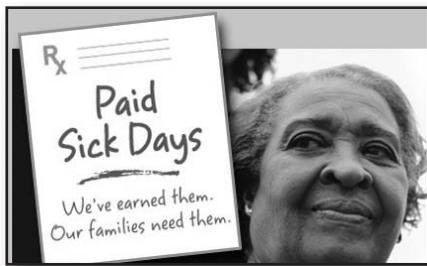
tainerized meal and consuming it at a designated location in the building), breakfast in the classroom, breakfast after first period and other creative approaches to get students to eat breakfast. It is imperative that administration collaborate with staff in selecting the program that is best for everyone in the building.

Comprehensive legal services plan

It's not too late. CEA offers an opportunity for you to have legal expertise in the matters that life often presents. The Comprehensive Legal Services plan includes services for such matters as personal injury, workers compensation, estate planning, domestic relations and credit problems. Even though the deadline has passed for payroll deduction, the open enrollment period doesn't end until Oct. 31. All CEA members are entitled to enroll. Coverage provides services for an annual retainer of \$425, including six hours of consultation services with a \$100 deductible for the first hour. Consult your *CEA Membership Handbook* (p. 87) for more details.

Time off for those in need

Many people have to make tough choices: Take care of a sick child, or get paid? Help an ailing mother, or keep a job? Stay home with the flu, or go to work sick? In fact, almost half of working Ohioans have faced at least one of these dilemmas because their employers don't allow them to earn paid sick days.



The Ohio Healthy Families Act would change this. The act would require employers of more than 25 paid workers to provide seven paid sick days for all full-time employees (30 hours/week or more) and a pro-rated amount for part-time employees. These sick days could be used for your own preventive health care or recovery, including doctors' visits and physicals and care for a spouse, child, parent or parent-in-law.

Ohio business owners and organizations are opposed to this idea. They say it will cost employers money and could put jobs at risk. But we disagree. Time to deal with health issues is a right every worker should have. It's a right we, as CEA members, have fought for and won. Imagine what our lives would be like without it?

Several organizations are working to put this initiative on the November ballot. CEA endorsed the Healthy Families Act at the Legislative Assembly on Sept. 13. We encourage you to let your legislators know that you support it, too. If you want to get involved, visit www.sickdaysohio.org, where you will find petitions you can print out and take around to get signed. You also can find out more about the campaign by contacting Megan Vahey of Ohio Healthy Families at (614) 404-3990 or by emailing her at mvahey@seiu1199.org.

Supplemental insurance open enrollment

CEA has selected Colonial Life & Accident Insurance Company to assist you with making benefit choices for your needs. The enrollment period is Oct. 1-31, 2007.

The following voluntary benefits are available:

- Short-term disability insurance
- Accident insurance
- Cancer insurance
- Life insurance

To enroll, complete the Colonial Worksheet, Application and sign the Deduction Authorization form that was mailed to you via interoffice mail. Plan on returning this informa-

tion during the group meetings being conducted across the district. Watch for announcements of the exact date and times of the group meetings.

If you cannot attend one of the scheduled group meetings, login to <https://harmonyenroll.coloniallife.com> to apply for coverage through Colonial's online enrollment system.

For technical assistance in accessing or using the system, call the Help Center at 1-866-875-4772. The hours of operation are 8:30 a.m.-6 p.m.

Walk to make strides

Making Strides Against Breast Cancer is a noncompetitive walk to help fight breast cancer and to provide hope to people facing the disease. Your participation will support the American Cancer Society's lifesaving research, prevention, early detection and support programs for thousands of patients and their families. Please walk with CEA. Surf to the CEA Website to register for this event on Oct. 14.



Special notes

- The **kickoff** for the **2007 United Way Campaign** in CCS will be held at **Africentric School** on **Thursday, Oct. 4, at 4:30 p.m.** FRs should attend to receive their campaign materials and to be eligible for door prizes.
- Como ES** has recruited **100 percent of its staff** to join **TBS**. CEA SrFR Dale Rucker reported, "CEA members willingly join after knowing what TBS is all about and realizing the importance of solidarity in the political atmosphere of public education."
- The CEA **Negotiations Team application deadline is Oct. 5**. Send a cover letter and a résumé to Deborah Huffman-Mirib, CEA Negotiations Chairperson, CEA Office.
- Voting for candidates in the **CEA fall elections** is from **Sept. 25-Oct. 8**. The Elections Committee will **tabulate the votes on Oct. 9**. Please see your SrFR if you have not received a ballot.
- CEA Scholarship Assistance** is available for members who have **dependent children who are seniors in college**. Eligibility requirements and forms are available on the **CEA Website** at www.ceahio.org and from CEA by calling 253-4731. Send completed applications to the attention of Cora Miller. The deadline is Nov. 2.
- On Oct. 2, the Columbus City Schools **Teacher Quality Enhancement Partnership (TQEP)** will be sponsoring its **first Roundtable on Urban Education** featuring Dr. Joseph L. White. For more information please contact LaShaun Carter at 365-8600 or scarter4491@columbus.k12.oh.us.
- The responses from the **CEA Professional Staff Survey** are back on the CEA Website. The web-based edition was created for the purpose of sharing the information with members in an easy-to-use format. Instead of receiving the information for only your building, you can now compare your building's results with those of other buildings. You can also compare results from year to year to determine if there are trends in the perceived and reported quality of building leadership and activities. To access this information, surf to: <http://ceasurvey.ohea.org/>.

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

