

The CEA Voice

www.ceahio.org

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Columbus Education Association

October 15, 2007

Your dollars count

There are many reasons to fill out the the United Way envelope in your mailbox. Here is one of them: The After-School Counts program.



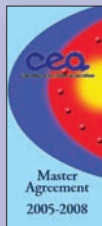
This initiative helps train staff and volunteers, so they can more effectively work with the young people who attend their after-school programs. Thousands of central Ohio youth participate in after-school programs each day (many of them your students). These after-school programs offer important opportunities to help youth stay in school and succeed.

United Way has invested \$130,000 in this project over the past three years, working with partners such as the City of Columbus, Franklin County Educational Council, The Ohio State University and Columbus City Schools. Already, close to 1,500 staff members of after-school programs have received training, and 85 percent of them reported an increase in knowledge as a result of that training.

Let's keep this and other programs alive. We invite you to complete your pledge form and return it to your campaign key worker. If you did not receive a pledge form, notify your key worker or CEA Vice President Sally Oldham at 253-4731. Thank you for doing what matters. Thank you for supporting United Way.

Know the contract: Professional behavior for administrators

There are ways to behave in a professional setting, and building administrators should follow these guidelines and not display displeasure with a teacher's work in front of staff, teachers, parents and students. Sections 404.02 and 404.06 of the *CEA Master Agreement* stipulate the following:



- ❖ A teacher shall not be given a formal written reprimand or warning, or be disciplined for any alleged infraction of rules, delinquency, or unprofessional performance, without just cause.
- ❖ Since direct, verbal criticism of a teacher by an administrator in front of students or parents tends to reduce the teacher's effectiveness, parties agree that this practice should be avoided.
- ❖ Administrators or other district representatives shall not subject members of the bargaining unit to repeated and/or extreme verbal abuse.

This is not intended to limit the right of the administrator to give direction to the teaching staff. But there are established procedures in place through which to handle problems. There are grievance procedures. Any teacher who feels criticism has been lodged inappropriately may request a conference with the administrator to discuss the incident and may include a representative from the superintendent's office and a representative from the Association.

If you have questions, please refer to your contract book, or contact CEA.

Open enrollment for insurance benefits

The annual open enrollment period for insurance benefits is Oct. 15–Nov. 15. Insurance applications and waivers must be returned to the Benefits Office during the open enrollment period or no later than 30 days from date of hire. Failure to comply will result in loss of insurance benefits. If the application is not returned by the deadline, the employee must wait for the next open enrollment period to reapply.

Notification due to life changes (i.e., marriage, divorce, birth of a child, adoption and deaths) must be submitted to the benefits office within 30 days of the occurrence.

Columbus City Schools has been experiencing average annual medical claim expense increases of approximately 9.0 percent year after year. Market medical claim expense increases are around 7.5 percent to 9.5 percent. For prescription drug claim expenses, CCS has been experiencing average annual increases of approximately 14.1 percent year after year. Market prescription drug claim expense increases are around 10.5 percent to 14.5 percent. Based on this data, the insurance rates have calculated to the following amounts:

Type of Insurance	Plan A–21 Pays	Plan B–26 Pays
TRADITIONAL CHOICE (CMM)		
EMPLOYEE ONLY	\$121.83	\$98.40
FAMILY	328.93	265.68
AETNA CHOICE POSII (PPO)		
EMPLOYEE ONLY	24.42	19.73
FAMILY	65.95	53.27
AETNA SELECT (EPO)		
EMPLOYEE ONLY	19.84	16.02
FAMILY	53.56	43.26
DELTA DENTAL		
EMPLOYEE/EMP FAMILY	3.71	3.00
LIFE INSURANCE		
ADDITIONAL \$50,000	5.71	4.61

Additionally, the Columbus Board of Education provides a \$50,000 term life insurance policy as a benefit to full-time teachers and provides a \$25,000 term life insurance policy to halftime teachers. An additional amount of \$50,000 (or \$25,000, respectively) term life insurance may be purchased by the employee.

Please study your options carefully before submitting the appropriate applications.

PAS awardees

The Performance Advancement System (PAS) is a program for all members of the CEA bargaining unit to engage in classroom action research. Last school year, 172 members fully participated in the program, and 59 of the participants were engaged in replicating their successful projects from the year before. Sixty-four percent of the teachers replicating their projects posted mean student achievement gains greater than the district. This clearly shows that our teachers know how to make classroom action research work for improving student achievement.

Congratulations to the following CEA members who will be receiving cash awards of \$2,500 for meeting the PAS gain criteria and/or disseminating their successful practice from the previous school year.

Judith D. Andria	Suzanne G. Hatch	Amy M. Page
Thomas E. Antes	Jennifer M. He	Tad B. Page
Susan C. Arnold	Dawn L. Heideman	Ruth E. Palmer
Joyce L. Auer	Laticha L. Henry	April K. Pendery
Glenna P. Austin	Michele E. Hersey	Wendi A. Pifer
Vicki L. Ayotte	Michael P.V. Hicks	Emilie J. Pitzner
Eileen K. Baesmann	Danielle K. Hittle	Kristine P. Plisga
Alan M. Barnes	Christine M. Hoell	Bari J. Pollyea
Jody L. Barnes	John M. Hoell	Jennifer I. Reed
Bethany A. Batdorff	Christina M. Hoerig	Lori H. Reeves
Suzanne E. Bell	Carl R. Hople	Christine A. Richards
Sherrie N. Berry	Nicole S. Horston	Tyree A. Rivers
Linda S. Bierkorte	Judith P. Hubin	Taesen L. Romine
Stacey B. Blackstone	Natalie M. James	Amy L. Roush
Carol A. Bobbitt	Donna J. Jarrett	Lindsay E. Santen
Sandra M. Bopp	Shelley D. Justice	Sharon L. Shanks
Katherine M. Boushie	Susan F. Kinsel-Wilson	Diane W. Shimp
Beth A. Boyd	Martha Klingshirn	William M. Shrum
Kristin L. Brant	Lindsey S. Kubli	Betsy L. Smith
Jacquinetta R. Brown	Jennifer C. Kuhns	Micheolle R. Smith
Buffy M. Burroughs	Karen A. Kurapat	Pamela P. Snyder
Jeanne M. Byrer	Cynthia L. Lacey-Hester	Sue Strahan (Andrix)
Darrell J. Byrom	Kenneth J. Lacure	Janis D. Strominger
Isabelle Cadenel-Newkirk	Kristen E. Leigh	Karen L. Sullivan
Adrienne D. Carter	Kathryn G. Lown	Lori D. Sutton
Tammera S. Cervi	Christie A. Lukasik	April R. Taylor
Catherine C. Chaney	Dawn M. Marsh	Sequoia M. Temple
Susan I. Chmielewski	Sarah R. Matheny	Michelle Torka
Phyllis J. Cline	Susan P. Mayhugh	Thomas C. Trang
Mira D. Cremeans	Kathleen A. McAfee	Nancie N. Turkal
Julie A. Crosby	Kelly N. McAllister	Beth L. VonBlon
Marjorie P. Davis	Charlene M. McChesney	Stephanie L. Wade de Castro
Julie M. DeGarmo	Beth A. McConaughy	Kathleen M. Walters
Sheila M. Deschaine	James W. McMahon	Vernell Washington
Deborah T. Dettra	Gay V. McQuirt	Jane A. Welin
Deborah S. Eberhardt	Traci M. Michalak	Kathleen M. Welton
Janice M. Eddey	Lata Mohan	Marilyn J. Wilcox
Carolyn C. Egan	Marsha L. Moore	Summer D. Wiles
Deepa N. Ganschinietz	Kathleen M. Murnane	Cynthia Ann Wilimitis
Anita K. Gerberry	Deborah D. Nagy	Deborah A. Wood
Ashley Goode	Carol J. Neague	
Trent A. Grove	Sandra A. Neumer	

Blog update

With the recent launch of the *CEA Blog*, the Columbus Education Association joins a small and distinguished group of teacher unions to host their own weblogs. Association members now have an opportunity to take part in an interactive forum where they and others can voice their views on both education and labor issues of local, national and global importance.

The *CEA Blog* elevates the work of the education professionals of the Columbus City Schools by putting a virtual spotlight on what our members do best—teach. The entire membership is invited to read as well as post their comments to the blog. However, it is important that Association members read the rules for posting prior to making their first posts.

The *CEA Blog* is a moderated forum. All comments that are submitted by readers must be approved by a moderator prior to becoming public. Therefore, comments pertaining to or about individual students, colleagues and administrators that could be construed as libel, slander or a breach of any kind of confidential information will not be permitted.

Fall Fling

The CEA Fall Fling was one of our most successful to date. More than 600 members came to the Aladdin Shrine Center for this special event.

Columbus Mayor Michael Coleman joined us and praised our Columbus teachers' work and pledged his continued support to us and to our schools.

Listed are the volunteers who helped make the evening special. Many thanks for your hard work.

Paula Baldwin	Deborah Huffman-Mirib	Mary Lee Rippl
Mary Barber	C.J. Jamison	Carla Robinson
Maggie Burnes	Robin Jeffries	Mickie Sebenoler
Jo Annette Byas-Marston	Brian Johnson	Micki Soulen
Bob Chestnut	Tracey Johnson	Beth Stevenson
Thearesa Coursey-Conrad	Cyndi Jones	Dianne Stickle
Ernestine Creasy	Christy Maser	James Sullinger
Kenya Davis	Debbie McCoy	Wendy Tatman
Demond Dubose	Karen McMichaels	Mildred Thomas
Melissa Dudley	Greg Mild	Diana Turner
Barbara Flu-Allen	Vern Miller	Joyce Willeke
Dean Fowls	Melanie Morrison	Dorothy Wilson
Charlene Gomer	Teri Mullin	Jayne Wolford
Greg Goodlander	Alice Munnerlyn	Judy Wright
Vicki Hatfield	Judy Murphy	Dwayne Zimmerman
Tai Hayden	Rosie Perry	Stephanie Zimmerman
Bob Hern	Jenny Plemel	

Special notes

- ☐ **Capital Day** is Friday, Oct. 19, at the **Columbus Convention Center**. The day will start with keynote speaker **Les Brown** and will followed by a series of workshops. Activities will **begin at 8:30 a.m. (registration at 7:30 a.m.)**. Lunch will be served at noon and will be free to those who pre-register. The day will conclude at 3:30 p.m. Door prizes include an iPod, a laptop computer and \$50 gift certificates. **Registration is necessary for planning and preparation of materials by presenters and for lunch count. Participants will receive .4 CEUs for attending the Capital Day event. Your principal cannot require you to document your attendance at Capital Day.** To view the Capital Day flyer and register for the event, surf to: www.columbus.k12.oh.us/staffdev.
- ☐ The **Performance Advancement System (PAS)** is a form of personal professional development. Teachers who participate in PAS can **earn 3 CEUs**. The **deadline** for enrolling in PAS 2007–2008 is **Friday, Oct. 19**. Call the PAS Coordinator at 365-8861 for details.
- ☐ **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**. Send completed applications to CEA by **Nov. 2**.
- ☐ **Blue Jackets tickets** are available from the CEA office for **Oct. 25 (4) St. Louis**. Call CEA at 253-4731 to purchase tickets.
- ☐ **Enhance your legal coverage**. Sign up for CEA's Comprehensive Legal Services plan by Oct. 31. This program **covers many situations outside your job duties**. 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. Contact CEA if you would like to enroll.

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

