

# The CEA Voice

[www.ceaohio.org](http://www.ceaohio.org)

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Columbus Education Association

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## Four ways to bring health costs down



You may not realize that a special statewide board, the nine-member School Employees Health Care Board (SEHCB), has spent the last three years looking at our healthcare costs. We all know that our premiums have been rising. The SEHCB is recommending specific steps that can reduce costs. Here is a summary of the recommended *best practices*.

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- ↓ Create employee wellness programs with ongoing classes and information (for instance, about healthy eating and exercise and the benefits of health screenings).
- ↓ Organize coverage around certain risk categories and chronic illnesses and offer services to help patients (such as diabetics and people with gastrointestinal or heart conditions) maintain their health.
- ↓ Provide access to specialists and their networks (including oncologists, infertility specialists and cardiologists).
- ↓ Audit all covered employees to see if their claimed dependents are eligible for coverage. Removing ineligible dependents is a cost savings.

The healthcare board is taking public testimony on these proposed practices on Thursday, Apr. 17, and will vote on them Tuesday, May 13. To make comments about the recommendations to the SEHCB, e-mail Cheryl.Reeves@das.state.oh.us.

If you would like to download a copy of the recommendations, go to the CEA Web site at [www.ceaohio.org/news-Page.aspx?artID=322](http://www.ceaohio.org/news-Page.aspx?artID=322).

## Why visit CEA on the Web?

The answer's easy. We have the information you need to answer a multitude of questions. You might even save yourself a phone call.

You can find us at [www.ceaohio.org](http://www.ceaohio.org). Simply type that address in the top line of your Internet browser. You also can type the keyword "ceaohio" into a search engine such as *Google*.

When you get to the site, you will see (among other things):

- ☑ A front page with timely news information and the important upcoming dates you need to know, with links to more information.
- ☑ A complete copy of the contract. You can search it by keyword (using the *control-F* on your keyboard). We also store other publications.
- ☑ Information about CEA committees and community partners.

☑ Our staff survey—posted for your convenience (no paper necessary).

☑ Current and back issues of *The CEA Voice*. You can sign up to receive the newsletter via e-mail.

Don't forget to bookmark us. You can do this by making sure your Internet browser (such as Explorer, Firefox or Safari) is open, then go to the top of the page. Click on *bookmarks*, and then on *add bookmark*. The next time you open your browser, go again to the bookmarks, and select *show bookmarks*. CEA will be listed. Just click on it.

## AFL-CIO partnership

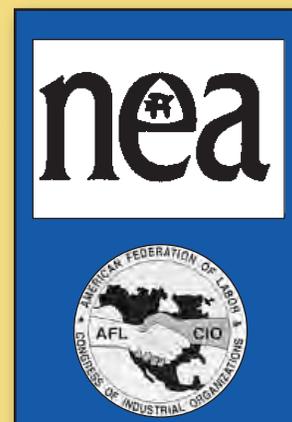
### Reason #4: A Proven Track Record

Talking about working for economic and social justice is one thing, but the AFL-CIO has a proven track record. They have brought about substantive change that benefits working families. The AFL-CIO has been able to effect change at the local and the state level through grassroots activism and supporting progressive candidates.

For example, the Central Ohio AFL-CIO Central Labor Council (CLC) successfully engaged in lobbying for the Columbus City Council to adopt a living wage ordinance several years ago.

The Akron CLC came to the aid of county workers engaged in a three-month strike. By organizing rallies, fundraisers and helping to mobilize political allies, the strike ended and workers won a fair contract. The Cincinnati AFL-CIO played an indispensable role in organizing hundreds of janitors in downtown office buildings. They brought management to the table to negotiate the group's first contract.

The AFL-CIO also supported proposed statewide minimum wage legislation. They gathered signatures that ensured its ballot placement and victory in the 2006 General Election. The officers and leadership of your Association wholeheartedly recommend voting to join the AFL-CIO Labor Solidarity Partnership.



## Thinking about a MySpace account? Think again...

Social networking Web sites like *MySpace* and *Facebook* can be great tools for finding old friends and sharing information. Or they can cost you your job.

Consider these examples: In Virginia, a high school art teacher was fired after posting photos of his *butt art* on the Web, which were viewed by scores of students. The budding artist applied paint to his posterior and genitalia, which he then pressed onto canvases.

A band director from Broward County, Fla., was dis-

missed after school officials viewed his *MySpace* profile that included his musings about sex, drugs and depression.

Other teachers have posted reports about partying, sexual activities and other personal details that ended up on the screens of students and employers.

Last October, *The Columbus Dispatch* looked at *MySpace* profiles posted by Ohio teachers. The newspaper quoted a 25-year-old teacher bragging that she's an aggressive freak in bed, sexy and an outstanding kisser.

The OEA strongly urges all members to remove any personal profiles they may have posted on *MySpace* or *Facebook*. Such profiles can be used as evidence in disciplinary proceedings, and they could cost you your job or your teaching license.

You might ask, isn't that free speech? Isn't my private life protected?

The courts haven't yet decided all of these cases. But it's the general rule that school employees can be disciplined for off-duty conduct if the school district can show that the conduct had an adverse impact on the school or the teacher's ability to teach.

So please, remember: Never put in electronic form anything that you wouldn't want viewed by a million people, including your colleagues, students and administrators.

## Article 211 dates to know

We are getting ready for Round 2. Buildings should have submitted selection agreement forms and rosters from Round 1 to the Curriculum and PLD offices by Apr. 14.

If you are selected for a position, be sure to keep a copy of your selection agreement form.

All approved 211 rosters are due to HR from the PLD Office and from Curriculum by Friday, Apr. 18.

Round 2 postings will be available Wednesday, Apr. 23, and interviews will be held from Monday, Apr. 28–Tuesday, May 6.

If you have any questions, call CEA. The complete 211 calendar and manual can be downloaded from the CEA Web site at [ceaohio.org/newsPage.aspx?artID=302](http://ceaohio.org/newsPage.aspx?artID=302).



## Legislative update: Right to strike preserved

The *no strike* part of the *No Strike Bill* has been dropped. The sponsor of this bill, Sen.

Carey (R-Wellstone), introduced a new version of SB 264 on Apr. 8, 2008. He is calling it the *Kids First Bill*. He said in committee that he has heard from the OEA, the Ohio School Boards Association and other stakeholders. He stated that the original intent of the bill was to

ensure that students have safe and healthy environments. The substitute version now allows for teachers to strike.

The original bill required binding arbitration, whereas the new version eliminates this dangerous idea. Instead, an arbitrator's findings will be public record. In the event of a strike, school boards would have the option to close schools. Additionally, if schools remain open, this bill stipulates that parents would not be obligated to send their children to school,

where they most likely would be taught by *scabs* and managed by hired security guards. If there is a strike, a weekly report would have to be sent to the governor and the Superintendent of Public Instruction.

CEA has given testimony to the original bill on two occasions and believes this is a step in the right direction.

## Contributions too much

The bipartisan Ohio Elections Commission voted unanimously to fine a pro-charter and school voucher political action committee (PAC) a record \$5.2 million for illegal campaign contributions in the state of Ohio. Michigan-based All Children Matter (ACM) solicited contributions from donors in the state of Virginia, where there are no limits on the amount of money private or corporate donors may give to political action groups.

Records show White Hat founder and CEO David Brennan donated a total of \$200,000 to the PAC. White Hat is a for-profit charter management company that controls Life Skills Centers and Hope Academies throughout the state. Brennan's company was the subject of a recent letter sent to the Internal Revenue Service by the Ohio Federation of Teachers, asking the federal agency to review the tax-exempt status of the management company's affiliated schools.

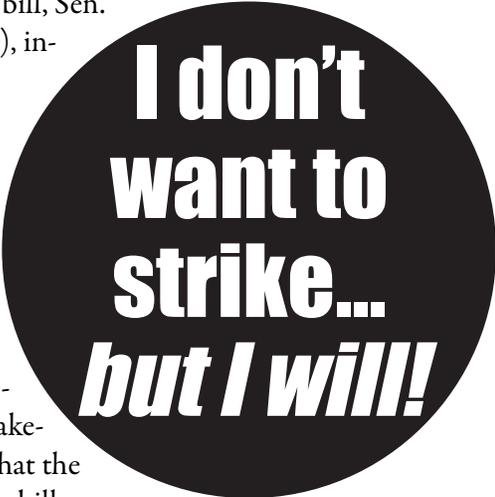
The Virginia affiliate of ACM transferred \$870,000 to its Ohio chapter in 2006, breaking Ohio campaign finance laws, according to the Ohio Elections Commission. Ohio law allows only for a maximum of \$10,000 in contributions by a PAC. A transfer of funds from an out-of-state PAC to an in-state affiliate exceeding \$10,000 is a violation of those laws, the commission ruled.

In the 2006 election, ACM contributed a total of \$93,500 exclusively to Republican state-level candidates, according to the National Institute on Money in State Politics. Virtually all of the group's contributions went to candidates for the Ohio House and Senate, including Ohio House Speaker Jon Husted and Ohio Senate President Bill Harris.

As of press time, neither Husted nor Harris had returned ACM's contributions, deciding instead to await a court's decision on the appeal filed by the PAC challenging the commission's ruling.

## Special notes

- Consider the **NEA Member Benefits Auto & Home Insurance Program**. Save money with this exclusive member-only program, including waived deductibles, discounts, guaranteed rates, summer payment waivers, ID theft coverage and family enrollment. Call 877-999-8954 for more information.
- Safelite Auto Glass'** Inbound Contact Centers in Dublin and Westerville are **offering summer employment opportunities to teachers**. Schedules are flexible and can be part-time. Pay starts at \$10 per hour (bilingual Spanish speakers start at \$13 per hour). Contact Patty Eisele at 901-1733, or e-mail her at [patricia.eisele@safelite.com](mailto:patricia.eisele@safelite.com).
- Does CEA have your personal e-mail address? Send it to [bhern@ceaohio.org](mailto:bhern@ceaohio.org).**



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Download the complete Article 211 Calendar and Training Manual from the CEA Web site at [www.ceaohio.org/newsPage.aspx?artID=302](http://www.ceaohio.org/newsPage.aspx?artID=302).