

The CEA Voice

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211 process to begin

It is almost the time of year when vacancies are posted and interviews are conducted. The contract language in Article 211 details the assignment and transfer process for members. It contains procedures and protections that are designed to keep the process fair and free of errors.



Principals and faculty representatives will participate in Article 211 training at Northgate on the following dates:

- Elementary: Feb. 11, 9–11:30 a.m. (Div. 1 & 2); & 1–3:30 p.m. (Div. 3 & 4) in Rm. D
- High schools: Feb. 12, 8–10:30 a.m. in Rm. D
- Depts./district offices: Friday, Feb. 20, 8–10:30 a.m. in Rm. D

Members who are to be staff reduced due to enrollment or program changes shall be notified by Thursday, Feb 26. Teachers who are in their second year of a job fair position or who have been assigned by Human Resources are subject to automatic staff reduction. Staff-reduced teachers are still employed by the district, but must interview or attend the job fair to obtain a new position.

Round 1 postings will open Monday, Mar. 9, and close Friday, Mar. 13. Members who are interested in applying for open positions must submit cover letters, résumés and copies of their teaching certificates/licenses. Round 1 interviews will begin Thursday, Mar. 12, and end Friday, Mar. 20.

Round 2 postings will open Wednesday, Apr. 1 and close Wednesday, Apr. 8. Round 2 interviews will begin Monday, Apr. 6, and end Wednesday, Apr. 22.

Members who have signed a three-year commitment may apply and interview for any position in the district for which they are qualified.

Copiers can't operate without paper

Section 206.01 of the *CEA Master Agreement* states that "copying machine(s) (or technologically more advanced equipment) and computers shall be made available...and reasonably maintained in a timely manner in each school for the use of teachers in carrying out their professional tasks." This includes having enough copier paper available in order to operate the copier.

- ☐ Teachers should not have to buy paper.
- ☐ Paper should not be locked up and unavailable.
- ☐ Paper should not be doled out.
- ☐ Teachers should not have to fill out paperwork to get paper.

- ☐ Teachers should not be told there is no more money in the budget to purchase paper.
- ☐ The district should duplicate materials such as, curriculum guides, pacing guides and reading books.

If you have been told your school is out of paper or you have been allotted reams of paper, contact the CEA office immediately so that we can file a grievance on your behalf.

CEA's Reach Out and Read Community Book Drive

Since CEA began participating in the Reach Out and Read Community Book Drive, more than 5,500 books valued at nearly \$35,000 have been donated by our members. CEA is proud to announce the campaign and is asking for your support.



"Reach Out and Read" is a pediatric literacy program dedicated to encouraging family literacy activities in the home. In conjunction with Nationwide Children's Hospital, pediatricians give new, age-appropriate books to children 6 months to 5 years old during well-child visits. Older children get gently-used books. It is estimated that 90 percent of the children serviced through Children's Close to Home clinics are future Columbus City Schools' students.

CEA is asking that each member donate at least two new books for children ages 6 months to 5 years old to the campaign. We would like to exceed last year's effort and hope everyone will participate.

Last year, Hilltonia MS conducted an awesome campaign that involved the staff and their students. Penny drives were held, and gently-used books were collected and exchanged for new books at Half Price Books. CEA applauds them and all schools that participated in previous campaigns.

CEA is partnering with Barnes & Noble. During the week of Feb 9–14, Barnes & Noble will donate 15–25 percent of the sales to our Reach Out and Read Campaign if customers mention the campaign or give the book fair number #364646.

The kickoff date for CEA's campaign is Monday, Feb. 9, and will run through Mar. 6. Your Senior Faculty Representative will have a location in your building for you to place your donated books. For more information regarding the campaign, please contact Tracey Johnson at 253-4731, or e-mail her at tjohnson@ceaohio.org.

CEA members are dedicated to our students and the community. We are committed to working together to ensure that all children start school ready to learn.

Speakout: Governor's education plan

Gov. Ted Strickland recently revealed in his eight-year plan for reform for Ohio's public schools. Proposed changes include a longer school year, universal all-day kindergarten, elimination of the OGT and initiatives to reduce achievement gaps and dropout rates.

Gov. Strickland's budget would increase school funding by at least four percent each year for the next two years. The Governor's funding formula would consider multiple factors, including students' poverty and individual needs, school enrollment and community wealth.

How do you think Gov. Strickland's proposed education reform plan and two-year budget will impact the learning experiences of our students?

CEA would like you to respond to the newest Speak Out on The CEA Blog. All comments can be submitted anonymously and will be added once your reply has been moderated.

CEA scholarships

It is time to start preparing applications for CEA scholarships. This program, which has been in place for more than 25 years, is designed to provide scholarships for children of Columbus teachers. The fund is financed with interest earned from Association bank accounts.

Two scholarships are available, the \$1,500 Christa McAuliffe Scholarship awarded to an individual pursuing a degree in education and the \$1,000 CEA General Scholarship. Both scholarships are renewable for up to four years but at a reduced level from the first-year award.

Friday, May 8, at 5 p.m. is the final date to submit an application. Teachers may request an application form by completing the tear-off sheet below and returning it to the CEA office. You can also download an application form at: www.ceaohio.org/GD/Templates/Pages/cea/ceaDetail.aspx?page=3&TopicRelationID=129&Content=1556.

This scholarship program is not to be confused with the CEA Members Scholarship Foundation from which funds were disbursed in December.

Deduct your professional expenses

As you file your tax return, keep this in mind: You may be able to deduct personal expenses related to your teaching job. Qualifying expenses include books, supplies, computers and software. The maximum deduction is generally \$250 per teacher but additional deductions may qualify. To learn more, consult IRS Publication 529 available at www.irs.gov and search for union dues; or go to the CEA Web site at: www.ceaohio.org/GD/Templates/Pages/cea/ceaDetail.aspx?page=3&TopicRelationID=129&Content=1518.

Differences between a will and a trust

Wills and trusts achieve the same goal—estate planning purposes. While both can be used together, they are used at different points in time and accomplish distinct objectives.

A will establishes who will assume legal ownership of an individual's property after his or her death. This only includes property that does not automatically pass on to a certain person after the decedent's death.

A trust is an agreement that gives one person the responsibility of legal ownership of property. This person, called a trustee, is only responsible for managing the property of a trust; another individual or group is identified to receive the benefits of the property. Compared to a will, the creator of a trust can put more restrictions on how the property is used by the individual who benefits from it.

In Ohio, trusts must be established before the death of their creator. A trustee must be designated by the creator to assume legal ownership of the property and management of the trust. Trustees can be non-professionals, such as family or friends or professionals such as banks or attorneys. Non-professional trustees generally are not compensated for their services which saves money for the trust. Professional trustees are compensated, but use of their services can prevent mismanaged property or tension among family members.

As with all transfers of money or property, deciding whether to use a will, a trust, or a combination of both will have federal estate, gift and income tax implications. It is prudent to discuss your estate plan with an attorney.

Call the CEA Plan Attorneys at the Cloppert Law Firm at (614) 461-4455 if you have questions about wills and trusts or need legal advice.

Core bargaining team gets training

In preparation for upcoming contract negotiations, the members of CEA's Core Bargaining Team attended OEA's first Collective Bargaining Conference, Jan.



29–31. CEA President Rhonda Johnson, Vice President Sally Oldham, Chief Negotiator Rick Logan, Chairperson Deborah Huffman-Mirib, and the members of the core team joined OEA colleagues from around the state.

Over the three days, members were engaged in sessions covering topics, including current issues in collective bargaining, conflict resolution, school finance, compensation, insurance and communications. In addition, CEA President Rhonda Johnson and staff consultant Tracey Johnson presented sessions on teacher evaluation and our PAR Program.

Bargaining note

- ▣ **Negotiations survey: A form to submit issues for bargaining will be in members' mailboxes on Tuesday, Feb. 10. Complete the form by stating the issues to be addressed, along with possible solutions. The last round of negotiations was abbreviated and only extended the *Master Agreement* for one year. Since then, new problems have come to the forefront and need action. Return the form to the CEA office by Friday, Feb. 13. Our timeline to start negotiations is near.**

Special notes

- ▣ **Campaigning has begun** for candidates for district governors and Association delegates and will continue through Feb. 13. **Voting** takes place in all buildings/units from **Feb. 17–Mar. 2**, and **tabulation** is on **Mar. 3**.
- ▣ Some CEA members **may be able to deduct a portion of their union dues** on their income tax returns: **Full-time Plan A** (21 Pays) \$761.75, **Plan B** (26 Pays) \$761.21; **switched from Plan A to B** \$708.77, **Plan B to A** \$814.19; and **Half-time Plans A & B**, \$427.29.
- ▣ Apply by **Feb. 14** for two open positions on the **OEA Board of Directors: Capital District 1** and an unexpired term for **Capital District 2**. Contact Becky Slaughter at OEA (227-3169) to obtain a declaration form.
- ▣ **Blue Jacket Tickets** are available from the CEA office for the following date: **Feb. 16, Dallas (2)**. Call CEA at 253-4731 to purchase tickets.