

The CEA Voice

Rhonda Johnson, President

www.ceaohio.org

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Columbus Education Association

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CEA Web site new and improved

Your Association has communicated with its thousands of members on a weekly basis for 39 consecutive years through *The CEA Voice*. Arriving in members' mailboxes every Monday of the school year, CEA is the only teachers union in the state that publishes a weekly newsletter.

CEA was one of the first teachers unions to establish a Web site to expand communications with members. Located at www.ceaohio.org, our Internet presence has evolved over time to meet the changing needs of CEA's members. Updated on a daily basis, our Web site keeps teachers informed about their rights and benefits as members of the Association.

The most recent upgrade of CEA's Web site improves members' access to a wealth of information regarding pending legislation, educational news, contract negotiations and financial opportunities. The Web site now features a searchable index and an online calendar that is updated with pertinent CEA events. The past 30 years of *The CEA Voice* are now archived and searchable on our Web site. Keep reading *The Voice* for future spotlights on CEA's online presence.

The CEA staff would like your feedback on the CEA Web site. Send your comments to bhern@ceaohio.org to let us know how we can improve our communications to you.



Performance pay not news to us

The Columbus Education Association has been a leader in school reform at the local, state and national level for many years. Performance pay may be a buzz word now, but it is nothing new to the members of CEA.

Over the past decade, CEA has negotiated multiple performance pay programs. In 1997, CEA negotiated the Gainsharing program and, later, the Performance Advancement System (PAS). Nearly \$2 million was awarded to teachers for improved student achievement for the 2007–2008 school year.

Gainsharing is a method of distributing funds for improved education and student achievement in Columbus City Schools. Teachers assigned to buildings for at least 120 days are eligible to receive a bonus if the school makes Adequate Yearly Progress (AYP). Teachers who do not work full time in a building may participate in Gainsharing through service agreements.

PAS is a program for all members of the CEA bargaining unit to engage in classroom action research. If teachers' projects post mean student achievement gains greater than the district, CEA members will receive cash awards of \$2,500 for meeting the PAS gain criteria.

In recent years, the district adopted the Teacher Advancement Program (TAP) in eight schools. TAP is a com-

prehensive school reform system that restructures and revitalizes the teaching profession with a goal of achieving measurable gains in student performance. Teachers received bonuses ranging from several hundred to several thousand dollars for knowledge and skills and student growth in the 2007–2008 school year. The master and mentor teachers also received a stipend for extra duties and responsibilities.

Our 114 National Board Certified Teachers (NBCT) receive a \$1,500 annual stipend from CCS, above and beyond the state stipend. At the Superintendent's sole discretion, teachers who agree to work in high-needs schools can receive an additional stipend.

Any system that involves alternative pay should meet the "APPLE criteria" developed by the National Board for Professional Teaching Standards. Systems must be administratively feasible, professionally acceptable, publicly credible, legally defensible and economically affordable.

"This is a time for innovation and opportunity in the field of education," stated CEA President Rhonda Johnson. "I am proud to be a member of an organization that has always been on the cutting edge of school reform."

STRS Board elections endorsements

The State Teachers Retirement System (STRS) Board elections will be conducted throughout the month of April 2009. One active member and two retired members will be elected. The STRS Board plays an important role in setting policy that impacts the future retirement security of our members. The economic crisis places an even greater importance on the upcoming Board election.

The Ohio Education Association (OEA) and the Ohio Federation of Teachers (OFT) have endorsed Carol Correthers, a special education teacher and member of the Lorain Education Association, for the active member seat.

OEA and OFT have also endorsed James McGreevy and Dave Preslan for the retired member seats on the STRS Board. McGreevy and Preslan are retired teachers from Zanesville and Toledo, respectively.

STRS Ohio members can vote by mail, through a toll-free phone number or via a special Internet site. Members are encouraged to vote by phone or Internet, as this results in a cost savings to STRS Ohio.

Any STRS Ohio member who believes they are eligible to vote and does not receive a ballot package by Apr. 10 should call VR Election Services customer service line at 800-218-4026. The customer service center is open from 8 a.m.–5 p.m. CDT. The deadline for voting is May 4, at 4:30 p.m. EDT.



Carol Correthers



James McGreevy



Dave Preslan

Grievances update

CEA's main role is to advocate in your best interests by making sure the administration adheres to the practices required by our mutual agreement. We always advise our members to try working out problems internally, but this is not always possible. Each month, we will inform you of the grievances CEA is working on for you. This month's grievances are listed below.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Medina MS Michelle Myles	Adm. failed to give reasonable support and assistance to teachers with respect to maintenance of control and discipline in the building. Adm. failed to utilize the Positive Behavior Supports program as adopted by the CCS district to maintain an environment conducive to learning. Adm. failed to give reasonable support when they failed to respond in a timely manner or give appropriate responses to 190s.	Adm. will provide all reasonable support and assistance to teachers with respect to maintenance of control and discipline in the classroom and within the building. Adm. will consistently enforce their discipline policy and will give appropriate and timely responses to 190s.	The district agrees to revisit and revise the school's discipline plan and 190s will be responded to within 72 hours. The district asks that the informal process be used more diligently to resolve matters prior to grieving matters. However, no violation of the contract has occurred. (DeWayne Howard) Moved to Step 2
Sullivant ES Lisa Stamos	Adm. subjected grievant to verbal abuse.	Adm. will apologize to the grievant for her conduct that occurred within earshot of children and other staff; that the administration will work with the principal to control such behavior in the future.	Step 1: Hearing Pending
Highland ES Jamie Taylor	The principal failed to use instructional asst. to reduce the number of duties performed by teachers, which has resulted in teachers having an excessive number of duties.	Instructional assistants be used to relieve teachers of duties; that the instructional assistants will supervise students under the direction of a teacher, allowing the fullest possible utilization of teachers' professional training and will have the teachers' non-teaching duties minimized; that the one-half time instructional assistant be used to reduce the number of duties that teachers at Highland ES are required by the principal to do.	Step 1: Hearing Pending
Mifflin HS (1) Jonathan Stevens Amy Dennis	The asst. adm. redirected a staff member in front of students and fellow staff members during the district-wide tornado drill.	The asst. adm. will apologize to the grievant for her conduct that occurred within earshot of students and other staff; that the administration will work with the asst. adm. to control such behavior in the future and give her a letter of reprimand for repeated behavior.	Step 1: Hearing Pending
Mifflin HS (2) Jonathan Stevens Amy Dennis	The asst. adm. redirected a staff member in front of students and fellow staff members during the district-wide tornado drill.	The asst. adm. will apologize to the grievant for her conduct that occurred within earshot of students and other staff; that the administration will work with the asst. adm. to control such behavior in the future and give her a letter of reprimand for repeated behavior.	Step 1: Hearing Pending

Bargaining update

Columbus Education Association President Rhonda Johnson, Chief Negotiator Rick Logan, Bargaining Team Chairperson Deborah Huffman-Mirib and members of the Core Negotiations Team met with the Board's negotiations team on Apr. 7 and Apr. 8. Both sides began to dialogue regarding each other's proposals. Prior to the meeting, the CEA Negotiations Team had written their positions on the proposals the Board had submitted to your Association.

A SERB mediator was present to guide negotiations following the Enhanced Conventional Negotiations guidelines. Keep reading *The Voice* for future updates.

Awards & retirement banquet

The 33rd Annual CEA Awards & Retirement Banquet will be May 29 at the Hyatt Regency Columbus with the social hour starting at 6 p.m. and dinner at 7 p.m. Tickets cost \$30. Reservations can be made by calling Judy Nelson at CEA at 253-4731.

The evening will be a special one for our retiring colleagues. The banquet is at no charge to them and to Senior Faculty Representatives. In addition to honoring retirees, awards will be presented for Friend of Education, Innovator in Education, Outstanding Faculty Representatives and Outstanding Member. Five scholarships will be awarded to the children of members.

"Friends" honorees in the past have included former CCS Board Member and State Rep. W. Carlton Weddington, former Ohio Sen. C.J. Prentiss and Ohio Sen. Jim Hughes.

Take the survey

A Joint Special Education Committee has been researching teacher preparedness for the implementation of the Ohio Core. A survey has been developed to solicit input from regular education teachers, special education teachers, tutors and related services personnel to help guide professional development.

CEA members will be sent a link to the survey to their personal e-mail addresses. Members will be able to complete this five-minute survey from the CCS network or from home. The survey will be online by Friday, Apr. 25, at 5 p.m. and will close at midnight, May 4.

If CEA does not have your home e-mail address, you will not be able to complete the survey online. Additionally, you may have unintentionally opted out of all e-mail messages from CEA when you opted out of one message. If this has happened to you, send your personal e-mail address to bhern@ceaohio.org.

Attorney referral program

CEA members are eligible for attorney referral through CEA's lawyers, Cloppert, Latanick, Sauter & Washburn. The firm now has a "members only" area of its Web site you may use to review special CEA member service pricing. The firm will also take questions via e-mail at cealegalquestions@cloppertlaw.com

Visit www.cloppertlaw.com or call 461-4455 for more information.

Special notes

- ❑ **Reminder:** The **deadline to submit an application** for the **CEA Scholarship** is **Friday, May 8, at 5 p.m.** Five scholarships are available for members' children who are high school seniors. Contact Judy Nelson at CEA at 253-4731 for more information. Download an application at <http://tinyurl.com/c2e8sy>.
- ❑ All **textbooks** being considered for final recommendation to the Columbus Board of Education for **adoption** will be **on display until Apr. 30** at the Lower Level Hallway, Columbus Education Center, 270 East State Street, from 9:30 a.m.-4:45 p.m.
- ❑ **CEA-R is collecting funds** to provide a granite paver in memory of **John Grossman** at the Discovery Park at the STRS Building on Broad Street. People wishing to contribute to the project can send their checks to the CEA office in care of Marilyn Allen.