

The CEA Voice

Rhonda Johnson, President

www.ceahio.org

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Columbus Education Association

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Hello and welcome!

Every year is a new and exciting challenge. I want to offer all of you the sincere wish that you achieve all of your professional goals and continue to touch young lives in the special ways that only you can.



Rhonda Johnson
CEA President

I want to urge you to remain positive, and remember how fortunate we are. So many people we know have lost their jobs or taken pay cuts. Their children sit before you, feeling both hope and despair as they look ahead to the years in front of them.

As school-funding fights rage across the nation, we in Columbus City are fortunate. Our residents passed a levy, allowing us to restore classroom hours and maintain important programs. Our governor is addressing funding inadequacies. CEA members just negotiated a 1.75 percent pay raise and cash bonuses. Our insurance benefits for members and their families have been maintained and enhanced, in spite of the current economic climate.

Many of our test scores are steadily improving, which means you are making progress and our children are making important gains. You should feel proud.

We offer support and comfort to our friends in this and other school districts. Teaching is a team effort, encompassing the city, state, region and country. You've all got what it takes. You are tough. You are compassionate. You are teachers.

Please let CEA know how we can be of assistance to you as you start this exciting new year. If you have questions and concerns throughout the year about your job or district policies, please give us a call at 253-4731. Feel free to e-mail me at rjohnson@ceahio.org.

May this be wonderful year!

Rhonda Johnson
Rhonda Johnson
CEA President

Welcome (back), retirees!

Retirees who have returned to work in our schools part-time recently received the good news that they now may enjoy full CEA representation in employment matters.

CEA is proud to be the first district in Ohio to offer full union involvement to these valuable and experienced educators. These returning teachers—400 hired this year, or 200 full-time equivalent (FTE)—will pay half of the annual dues rate, commensurate with their half-time status.

We want to thank CCS for working with us to add this to our negotiated contract. Students greatly benefit from the dedication and efforts of our most experienced employees. They deserve to be included.

Salary schedule for 2009–2010

The following is the salary schedule for teachers in 2009–2010. It reflects the addition of step 16 to the salary schedule and index changes in longevity steps, as well as a 1.75-percent raise.

902.01 Effective August 24, 2009, Teachers and School Nurses possessing a valid School Nurse certificate, shall be paid in accordance with the following:

Years Experience	Community Schools	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours	Ph.D.
0	30,571	41,503	41,503	42,539	43,345	46,119
1	31,799	41,503	41,503	44,227	45,109	47,996
2	33,065	41,503	42,692	45,991	46,912	49,914
3	34,407	43,153	44,380	47,832	48,753	51,873
4	35,750	44,879	46,183	49,750	50,709	53,954
5	37,207	46,682	48,024	51,745	52,742	56,117
6	37,207	48,523	49,942	53,816	54,852	58,363
7	37,207	50,479	51,937	55,964	57,077	60,730
8	37,207	52,512	54,008	58,189	59,340	63,138
9	37,207	54,583	56,156	60,529	61,718	65,668
10	37,207	56,770	58,419	62,945	64,173	68,280
11	37,207	59,071	60,759	65,477	66,743	71,015
12	37,207	61,411	63,176	68,085	69,428	73,871
13	37,207	63,866	65,707	70,809	72,190	76,810
14	37,207	66,436	68,354	73,647	75,105	79,912
15	37,207	66,436	68,354	73,847	75,305	80,112
16	37,207	66,599	68,517	74,010	75,468	80,275
19	37,207	68,071	69,989	75,482	76,940	81,747
23	37,207	70,331	72,249	77,742	79,200	84,007
27	37,207	73,455	75,373	80,866	82,324	87,131
30	37,207	76,723	78,641	84,134	85,592	90,399

903

Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective August 24, 2009, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$30.02 per hour.

904

Full-Time Hourly Professional Employees

904.01 During the term of this Agreement, full-time hourly professional employees (other than "tutors" who are governed by Chapter 1000) shall be paid in accordance with the following: (Full-time is a minimum of six (6) hours per day on a regular basis.)

Effective July 1, 2009:

Years of Experience	Hourly Rate
0, 1 or 2	\$32.77
3, 4 or 5	33.98
6 or more	35.24

1010

Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective August 24, 2009:

Years of Experience	Hourly Rate
0, 1 or 2	\$30.02
3, 4 or 5	31.06
6, 7 or 8	32.14
9 or more	33.21

1105.01 Latchkey teachers shall be paid at the following rate per hour for work time that is authorized and approved by the Supervisor of Early Childhood Education or designee:

Effective Date	Hourly Rate
August 24, 2009	\$30.02

Don't give up your students' recesses

The *CEA Master Agreement* affords the right of each elementary staff to conduct a written ballot to determine whether or not there shall be one or two 15-minute recesses per day. This ballot vote must be taken by the SrFR and be posted on the school's bulletin board. In case of a tie, the principal makes the final decision. This decision will remain in effect in future school years unless the ABC or the principal calls for reconsideration. Reconsideration can only be requested once per school year. However, a change in the status quo can only be implemented after the first two days of the school year with the principal's concurrence. It is clear—once you give up your contractual right to recesses, it is harder to reinstate them back into the schedule.

As stated in the classes we attended at the Partnership for Leadership Conference, physical activity pays intellectual dividends in the classroom. Students who were physically active did better on tests. Let's pay attention to the data and not give up our hard fought for rights.



New school year; fresh funding perspective

CEA and OEA have been watching and lobbying for increased state funding for Ohio's schools. We achieved that and more.

Because of Gov. Ted Strickland's unwavering attention to education as a basis for Ohio's future success, Ohio now is providing \$6.8 billion in 2010 and \$6.79 billion in 2011 for education. It also has revamped its funding methods to address imbalances highlighted by four successful state funding lawsuits. CEA is grateful and recognizes the sacrifices made to achieve this goal.

Here are the major details:

- ◆ In addition to increases in state funding, Ohio also received a 5.78 percent boost in federal funds from \$788 million in federal Title I and IDEA stimulus funds over the next two years.
- ◆ A new school-funding system—the Ohio Evidence Based Model—defines the components of a high-quality public education and ensures that they are available to all children.
- ◆ An increase of a portion of some voted tax millage to produce more local revenue when property values increase
- ◆ The Education Challenge Factor: adjustments to the formula base for teachers' salaries (set at \$49,914) based partly on concentrations of poverty, district property wealth, parent education levels and local student needs
- ◆ Reduction of the dollars school districts must guarantee on their own before being awarded state funds
- ◆ Funds for all-day kindergarten, increases for joint vocational schools, updated special education weights, a new transportation formula, and gifted identification testing and additional enrichment activities

As we begin the new school year, let us be grateful for the progress that has been when it comes to school funding.

Fee waivers available

Fee waivers, also known as college scrip, are outlined in Article 802 of the *CEA Master Agreement*. Fee waivers are available through a reciprocal agreement with Capital University (and the University of Dayton through Capital), The

Ohio State University and Otterbein College. The Autumn 2009 Fee Waiver Applications should be in all buildings on Monday, Aug. 24. Please check with your administrator if you do not have one, or call Norma Oldham at Northgate Center at 365-5049. The completed fee waiver application is due back to Northgate by Friday, Aug. 28, 5 p.m. If you have a Priority I or a Priority II status, be sure to include the proper documentation with your completed application. Your priority status will automatically become Priority III without the proper documentation and may affect whether or not you receive a fee waiver.

Federal education laws: It's time

It's time again for Congress to reauthorize the seminal piece of education legislation that governs programs and spending priorities—the 44-year-old Elementary and Secondary Education Act (ESEA), first passed during President Lyndon Johnson's administration.

You may know it as the *No Child Left Behind Act* (NCLB), a dramatic departure from the previous compact. NCLB set explicit federal requirements for student outcomes, required all states to use a particular method for gauging student progress and established federal sanctions for schools where students did not measure up to federal requirements.

Many of us were not satisfied that these regulations would help children. Now we know we were right. Since NCLB was passed, there has been a growing chorus of protests about the impact of the law. While educators support the goals of the legislation—improving student learning and closing achievement gaps—seven years of experience has made it clear that the law is not working and needs to be overhauled.

CEA joins NEA, a host of children's groups and 149 national organizations (including the National Governors Association and the National Conference of State Legislatures) in urging sweeping changes to the law. We call on the Obama administration to lead the charge and get the U.S. House and Senate working on these changes, summarized by the NEA:

- ▶ A partner approach of federal government and state efforts
- ▶ Access for *all* children to education essential for success in the 21st century—especially those most disadvantaged
- ▶ Correct identification of schools in need of assistance and provision of effective interventions and supports for staff and students
- ▶ Mandated state remedies to address inequities in educational tools, opportunities and resources
- ▶ Respect for collective bargaining for school employees
- ▶ Support for programs such as English language acquisition, Impact Aid, and rural schools
- ▶ A bank of knowledge about teaching practices available to teachers

Special note

- ☐ We need your **personal e-mail address** and **cell phone number**. Please fill out the card you will get from your faculty representative or e-mail jnelson@ceaohio.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.

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