

# The CEA Voice

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

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Columbus Education Association

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## 211 training is vital

CCS is beginning the assignment and transfer process. Article 211 of your negotiated agreement details the procedure. Faculty Representatives and administrators will receive an official notice about training sessions from Dean Fowls. Training for principals/supervisors and faculty representatives will be held at Northgate Center, Room G, on the following dates:

✧ Divisions I & II	Feb. 2, 9–11:30 a.m.
✧ Divisions III & IV	Feb. 2, 1–3:30 p.m.
✧ High Schools	Feb. 4, 8–10:30 a.m.
✧ Dist. Program Offices	Feb. 4, 1–3:30 p.m.

This training is important. Those attending the sessions are expected to train the other members of their interview teams.

Additional dates for the Article 211 process can be found on the CEA Web site.

## The signs of homelessness—you can help

You may know that we have more homeless students in our district now because of the economic downturn. Last year, Columbus City Schools identified more than 1,600 students in the district who were living in transitional circumstances.



You can help. The McKinney-Vento Homeless Assistance Act is a federal law that works to ensure access and stability of education for students experiencing homelessness. The act provides dollars to help us link students to the resources they need to support academic success.

The act defines “homeless children and youth” as those who lack a fixed, regular and adequate nighttime residence, such as:

- ✧ Sharing the housing of other persons due to loss of housing, economic hardship or a similar reason;
- ✧ Living in motels, hotels, trailer parks or camp grounds due to lack of alternative adequate accommodations;
- ✧ Staying in emergency or transitional shelters;
- ✧ Awaiting foster care placement while living in emergency shelters;
- ✧ Living in migratory families

Additionally, this could include unaccompanied youth (children not in the physical custody of a parent or guardian).

Common signs include a lack of continuity in education, poor health/nutrition, transportation and attendance problems, poor hygiene and social and behavioral difficulties. Families also may be defensive about disclosing their living situations.

Students and families often experience internalized shame about their living conditions. But you can help by:

- ✧ Recognizing the signs and asking the student, “Are you living in transition right now?” (Do not use the term “homeless” because it generally brings up the stereotype of homeless people.)
- ✧ Ensuring that the non-residential student have full access to all comparable programs available to other students such as sports, choir, after-school programs, tutoring and credit recovery.
- ✧ Communicating with parents about school performance.
- ✧ Talking to the student about the ability to complete outside assignments and offering help obtaining any extra materials.

Should you have questions about this federal law or are concerned about a student, please contact Project Connect at 365-5140 x225.

## CCS, others at Race to the Top starting line

The application period for Ohio’s public school districts and charter schools to join the state’s Race to the Top (RttT) application expired on Friday, Jan. 8.

The most recent list released by the Ohio Department of Education (ODE) contains the names of 483 traditional public school districts and charter schools as participating Local Education Agencies in the state’s RttT efforts.

As of January 12, ODE reported that less than half of Ohio’s 610 traditional public school districts had joined the state’s RttT application, compared to two-thirds of the state’s 332 charter schools.

Five of the eight school districts that comprise the Ohio 8 have signed on to the grant application. The Ohio 8 is a strategic alliance of the superintendents and teachers’ union leaders of the state’s eight largest urban districts. Ohio 8 RttT signatories include Akron, Cincinnati, Cleveland, Columbus and Toledo. Canton, Dayton and Youngstown City Schools declined to join the state’s application.

At the time *The Voice* went to press, 10 of Franklin County’s 16 school districts had joined. They include: Bexley, Columbus, Dublin, Grandview Heights, Hilliard, Reynoldsburg, South-Western, Upper Arlington, Whitehall and Worthington.

Ohio could receive up to \$400 million, if the state’s application is approved. By law, 50 percent of RttT monies will automatically be distributed to participating school districts based on their share of students who qualify for free- and reduced-price lunch.



## We continue to work out grievances

CEA works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise our members to try working out problems mutually first, we know this isn't 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
<b>CCS Administration</b>	The CEA/Board Agreement was violated when administration developed a K-1 split.	That the Board/Administration immediately hire a teacher/adjust numbers to make all classes in the building compliant with the kindergarten or 1-5 categories as required by the contract.	Based on the information presented at the 2nd step grievance hearing there was no violation of Art. 211.03. This decision was based on the language in Article 301, class size - Administrative Policy on class size, Effective Aug. 1, 1997, number (1) there can be variations to class size because of different grade level enrollment. In lieu of the above, the relief requested is denied.
<b>Parkmoor ES Stacy Harris-MacCarthy</b>	Adm. failed to provide teachers with their daily ten- (10) to fifteen-(15) break.	Adm. develop a schedule allowing teachers to receive their daily ten-(10 to fifteen-(15) break.	No violation of the contract has occurred therefore the grievance and the requested relief is denied.
<b>Maize ES Renea Williams</b>	Adm. failed to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom and within the building that is conducive to learning and provides support to teachers that is legal and consistent with the <i>Guide to Positive Student Behavior</i> and the PEAK Program.	Adm. provide all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom and within the building, utilizing a plan that includes the <i>Guide to Positive Student Behavior</i> and the PEAK Program; that the adm. provide an atmosphere within the school building that is conducive to learning; that all School Form 190s be returned to teacher in a timely manner, reviewing individual student's behavior to determine when discipline should be progressive, and following through on assigned discipline to make sure it is fairly and consistently enforced.	Step I Hearing Pending

### Take advantage of super severance

The deadline to notify CCS of your retirement and be eligible for "super severance" pay is Feb. 1. The district needs to know early for hiring and planning purposes. The advantage for you in meeting this early deadline is a larger amount of money for remaining sick and personal leave.

While it remains true that you receive pay for 50 percent of your personal leave days regardless of when you notify CCS, notifying the district by Feb. 1 means you receive more for your sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is calculated.

The example below represents a retiring teacher with a yearly salary of \$84,134 (Master's at Step 30) with a daily rate of \$431.46 (per diem), 410 sick leave days and 30 personals days.

<i>Notification by Feb. 1</i>				<i>Notification after Feb. 1</i>			
Sick Leave				Sick Leave			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
1st 100 days	x 25%	\$431.46 =	\$10,786.50	410 days	x 20%	x \$431.46 =	\$35,379.72
2nd 100 days	x 30%	431.46 =	12,943.80	<b>+ Personal Leave</b>			
3rd 100 days	x 35%	431.46 =	15,101.10		Rate	Per Diem	Amount
4th 100 days	x 40%	431.46 =	17,258.40	30 days	x 50%	x 431.46 =	6,471.90
10 days	x 45%	431.46 =	1,941.57				
<b>+ Personal Leave</b>							
	Rate	Per Diem	Amount				
30 days	x 50%	431.46 =	6,471.90				
<b>Total</b>			<b>\$64,503.27</b>	<b>Total</b>			<b>\$41,851.62</b>

The difference is \$22,651.65. You can see the obvious advantage to notifying the district by Feb. 1. This is an example for illustration purposes only and may not be exact. If you have questions, please call CEA at 253-4731.

### Quarterly diagnostic test monitoring

Members of the Columbus Education Association are busy administering the second nine weeks' quarterly diagnostics. CEA needs members' assistance to help monitor the latest round of quarterly assessments.

Rather than use an online survey to document potential errors on the second nine weeks' assessments, your Association would like members to e-mail their concerns directly to CEA.

If you find errors on the second nine weeks' Quarterly Diagnostic test(s) that you administer, please send an e-mail to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org) with the following information:

- The test content area and grade level
- The question number(s) and a description of the error(s)
- Any other information regarding the test(s) you administered

The deadline to submit feedback regarding the second nine weeks' assessments is midnight, Sunday, Jan. 24. Your identity

will remain anonymous.

Please note: Even though you will only receive an automated response from [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org), your feedback will be forwarded to the Joint Quarterly Diagnostics Committee.

### Dues deductions for 2009

Tax time is coming. Some CEA members may be able to deduct a portion of their union dues on their income tax returns. These are considered unreimbursed employee expenses and may be deducted on Schedule A (Form 1040) Line 21.

This type of deduction is subject to a minimum: It must amount to more than 2 percent of your adjusted gross income. Consult IRS Publication 529 for more details. Visit [www.irs.gov](http://www.irs.gov). Search for "union dues."

The table below shows your deduction for NEA, OEA and CEA dues for the 2009 tax year.

Full-Time		Half-Time	
Plan A (21 Pays)	\$778.02	Plan A (21 Pays)	\$437.18
Plan B (26 Pays)	\$777.31	Plan B (26 Pays)	\$437.18
Switched from:			
Plan A to B	\$724.20		
Plan B to A	\$831.13		

### CEA election process is in full swing

CEA members are now declaring their candidacy for CEA President; CEA Vice President; Governors for Districts 2, 7, 9 and 10; 2010 NEA delegates; and 2010-11 OEA delegates. The declaration period ends February 4. Campaigning will take place from Feb. 5-19. Voting will take place from Feb. 22-Mar. 8. The Elections Committee will tabulate votes on Mar. 9.

### Special note

- ❑ The **CCS/OSU Outreach Courses** for spring quarter will be available for registration online Jan 25-Feb. 7. For information, go to [www.columbus.k12.oh.us](http://www.columbus.k12.oh.us).
- ❑ **Fee waiver applications for spring quarter 2010** will be in mailboxes on Monday, Feb. 1. The completed applications are due back to Northgate by **Friday, Feb. 12, by 5 p.m.** If you have **Priority I** or **Priority II status**, include the proper documentation. Your priority status will change without proper documentation.

**Correction:** Ft. Hayes Arts and Academic won the U.S. News & World Report award three years in a row. The first time Ft. Hayes won the award it earned the distinction of Silver because of its high Advanced Placement scores and Ohio Graduation Test scores.