

The CEA Voice

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Columbus Education Association

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A dark day in CCS

On Friday, Apr. 23, the administration gave layoff notices to 113 teachers. Based on the staff allocations for next school year, there are more teachers than there are positions. Additionally, the administration projects a loss of 2,500 students for the 2010–2011 school year.

The areas of certification/licensure that are affected include: Visual Arts, English, Integrated Language/Arts, Spanish, Physical Education, Health, Music, Middle Childhood Education, Elementary (K–8 and 1–8), Early Childhood, Kindergarten–Primary, Life Sciences, Entertainment Marketing, Industrial Technology, Electronics and Job Training–Food Management Production.

Based on experience, past practice and history, CEA believes that too many teachers have been laid off for the following reasons:

- The loss of students has been steadily declining, with approximately 800 having left this school year.
- Human Resources hired more than 300 new teachers for this school year.
- More than 100 teachers have given notice that they intend to resign or retire at the end of this school year.
- Each year, about 50 teachers resign over the summer.
- Typically, the district hires no fewer than 100 new teachers each year.
- In past layoffs, teachers were recalled before the next school year started.

We hope that the district is not unnecessarily disrupting teachers' lives and paying unemployment benefits over the summer, only to recall laid-off teachers when school starts.

CEA is working hard to safeguard the rights of laid-off members. Article 704 of the *Master Agreement* explains the process by which reductions in personnel are accomplished and delineates the rights of members while in layoff status.

A meeting for affected teachers will be held at 4:30 p.m. on Monday, Apr. 26, at the Columbus Downtown HS. Those teachers should be released from their school commitments to attend this meeting.

Plan for Teacher Appreciation Week

Teacher Appreciation Week is May 2–8. This is a great time for principals to say *thank you* to the educators who work hard every day to help our students achieve. Gifts, an appreciation breakfast, boxed lunches are all super ideas. Offering to take lunch or recess duty is another way to say thanks.

There are other ways that go much deeper and express the real gratitude principals may feel for their staffs. For instance, following the *Guide to Positive Student Behavior* and not sending your disruptive students immediately back to class; following the contract and provid-



ing your elementary-school staff with a daily 10–15 break in the morning or afternoon; and pledging to always fairly evaluate staff members and provide meaningful feedback to help staff to develop professionally.

Principals are there to provide support for teachers so they provide meaningful instruction for students. They are not there to micromanage classroom activities and place obstacles in the way of teaching. We have many wonderful building administrators in Columbus who know this and who tell their teachers every day how much they are appreciated. We hope they will model these “principles” for their peers. Principals, make it a great week, and let respect shine on all your interactions with teachers.

Victory for OEA Members

More than 800,000 personal records of educators are now protected from outside eyes, thanks to court action sponsored by Ohio Education Association and its allies.

On Mar. 26, Judge Dan Hogan of the Franklin County Court of Common Pleas ruled in favor of OEA, stating that the Ohio Department of Education (ODE) and its agents and employees shall not release or publish the residential addresses, home telephone numbers and personal e-mail addresses of individuals licensed by ODE.

OEA is very pleased with the court's decision. OEA is committed to protecting the privacy and safety of Ohio education employees. OEA has always believed the personal information of our members is not a public record under Ohio law and that teacher protections should be maintained, especially personal information. The Ohio School Boards Association and the Ohio Association of School Business Officials filed “friend of the court” briefs in support of OEA's position.

This court action began last fall, when the Ohio Republican Party requested the records of all licensed Ohio educators, including contact information for teachers, principals and school support staff. The Court of Common Pleas issued an injunction preventing this release pending a ruling.



STRS elections end soon

The voting period for the State Teacher Retirement System (STRS) elections will end on May 4. The Columbus Education Association and the Ohio Education Association have both endorsed Mark Hill and Dale Price for the two active teacher seats on the retirement board. Their election to this board is vital to the future interests of tens of thousands of teachers in Ohio. You may cast your vote for STRS candidates via the internet, over the phone or through the U.S. mail.

CEA banquet May 21

CEA will hold its 34th Annual Awards and Retirement Banquet May 21 at the Westin Hotel. We will recognize a Friend of Education, Outstanding CEA Member, Innovator in Education, Builder of the Association, Distinguished Service recipient and Outstanding Faculty Representatives.

We also will be honoring our retirees and giving scholarships to some very talented students whose parents are members of CEA.

This is one of our most popular and emotionally moving events. It's a great time to socialize with your fellow CEA members and take a moment to thank those who have served the Association.

All retirees and Senior Faculty Representatives are invited to attend at no charge. The cost for others attending is \$30. Call CEA at 253-4731 for reservations.

What if you became ill and had no leave left?

Each year some of our colleagues experience devastating illnesses and injuries that require long recovery periods. That's why we have a catastrophic sick leave bank. An employee who has a life-threatening illness may receive as many as 45 donated days if approved by the Joint Sick Leave Committee. We encourage you to donate days to help those in need.

CEA members are in need of donations now. To donate to a specific person, enter your name at the top of the CCS "Report of Employee Absence" form. In the "Comments" section add the words, "Catastrophic Sick Leave Donation" and write in the name of the intended recipient. If you are going to make a general sick leave donation to be used for anyone who needs it, fill out the form with "Catastrophic Sick Leave Donation" in the comments section. Be sure that you and your principal or supervisor have signed the form. We have been experiencing a shortage of donated days for more than a year.

We don't like to think about it, but...

If you'd rather write your will than discuss planning for long-term care (LTC) needs, you're not alone. The emotions surrounding the very thought of losing our independence can paralyze us from taking action. But it doesn't have to be that way. Once people understand the facts about long-term care, the planning process is much easier and offers peace of mind about preserving savings, protecting family members from the burden of caregiving and retaining independence.

Long-term care is the assistance needed by someone who can no longer independently perform daily activities such as eating, bathing or dressing. This care can be received at home, in an assisted living facility, adult day care center or nursing home. Eighty percent of older adults who receive LTC do so in their own homes or community settings.

Yet caregiving affects their personal lives and those of their families. Long-term care insurance might be the best solution to protect your retirement savings, help you control where you receive care and relieve your family and friends from heavy caregiving responsibilities.

Do some of your own research. See the "Shopper's Guide to Long-Term Care Insurance" at www.naic.org or visit the Health & Wellness "Benefits" section of NEAMB.com and click on "NEA Long Term Care Program."



Special notes

- ❑ **Art. 211–Round 2 postings open Monday, Apr. 26, and close Tuesday, May 4. Interviews open on Wednesday, Apr. 28, and close Tuesday, May 18.**
- ❑ **Arts professional development:** Sign up for **Otterbein College's "Art Across the Curriculum,"** with Mim Chenfeld. The course runs **June 14–24**, is three credit hours and costs \$735. Contact Mim Chenfeld at mchenfeld@otterbein.edu or call 823-1356.
- ❑ **The CCS/OSU Outreach Courses for Summer Quarter 2010 will be open for pre-registration until April 29.** For course details and to pre-register, go to <http://www.columbus.k12.oh.us/osu> and click on **Summer 2010 Courses.**
- ❑ **Fee waiver applications for summer quarter 2010** will be in mailboxes on **Monday, Apr. 26.** The completed applications are due back to Northgate by **Friday, May 7, at 5 p.m.** If you have **Priority I** or **Priority II** status, include the proper documentation. **Your priority status will change to Priority III without proper documentation.**
- ❑ **The Capital District Representative Assembly** will be held at the **STRS Building** on **Tuesday, Apr. 27, at 5 p.m.**
- ❑ Teachers interested in learning about the **National Board Certification** process can attend sessions held at Northgate Center on either **Thursday, Apr. 29, 4:30–7 p.m.** or **Tuesday, May 4, 4:30–7 p.m.** Questions can be directed to Carole Moyer at 365-8241.
- ❑ **A retirement party for Sandra Waters-Holley** will be held on **Friday, June 4, at Berwick Manor Party House.** Send checks for \$40 (includes gift) to Freida Morgan at CEC by school mail or to 2950 Fenwood Dr., Columbus, OH 43232.
- ❑ **Starling MS** is throwing a retirement party for **Nancy Walters** on **Friday, May 14** at the **Big Bang Dueling Piano Bar** in the Arena District at 5 p.m. Send an e-mail to Michael Ann Effron (maeffron@gmail.com) if you plan to attend.
- ❑ Each year, teachers have the opportunity to **change pay plans.** Plan A is 21 pays (Sept.–June) and Plan B is 26 pays (Sept.–Aug). You have the chance to switch during the open period, which **closes Aug. 30.** Those who work in year-round programs must choose Plan B. For questions, call CEA or the district payroll office at 365-6440.
- ❑ There will be a **Teachers for Better Schools (TBS) general membership meeting** on **Thursday, May 6,** immediately following the CEA Legislative Assembly to **elect members to the TBS Board of Trustees.**
- ❑ **Friday, May 7, 5 p.m.** is the **deadline** for submitting applications for **CEA scholarships.** Go to <http://bit.ly/98fROO> to download an application.
- ❑ **CEA-R Elections** will be held on **June 16** at the meeting scheduled for the Confluence. Positions for president, vice-president, secretary and eight at-large members will be on the ballot. If you are interested in running for an open position or nominating a member (with his or her permission), contact **Cora Miller, Nominating Committee Chairman** at the CEA office at 253-4731, at home at 471-2765 or by e-mail at cmiller@ceaohio.org.
- ❑ **The 2nd Annual District Poetry Slam** will be held at **Eastmoor Academy** on **Thursday, Apr. 29 at 6 p.m.** and on **Saturday, May 1 at 1 p.m.**
- ❑ **The Central Ohio Labor Council** has requested **volunteers** to help clean up the **Workers Memorial Park** and plant flowers. If interested, you should be at the park at the corner of Front and Long Streets on **Saturday, May 1, at 9 a.m.** If you have gardening tools, bring them with you. Extra wheelbarrows, rakes and shovels can always be used. Please *RSVP* by calling 257-1920.