

The CEA Voice

Welcome back!

Welcome back! We at the CEA are preparing for a great school year. However, we are starting on a bittersweet note. Seventeen teachers from Superintendent Harris' layoff list remain reduced, and we continue to fight for their jobs. However, 96 teachers have been recalled to work (or declined positions), a slight victory for our vigilance. We also hear that the state has received funds that could be applied to teacher salaries, if the governor so chooses.



Rhonda Johnson
CEA President

We have seen the results of last year's tests. Results were mixed. One big marker, our graduation rate, showed a slight dip. But we know it won't stay there long. We've already made a lot of progress, and this year marks the beginning of a redoubled reform plan. Thanks to a \$1.25 million grant from the NEA Foundation, CEA, along with the school district and United Way of Central Ohio, will begin implementing our effort to increase academic achievement in the Briggs and Linden-McKinley feeder patterns. Thirteen schools will be the intense focus of a community-wide effort to help their children and families address obstacles blocking success.

2010-11 also is a big contract year for us. Negotiations will begin this school year. CEA expects this round to be tough, and we will need your help. Keep watching for the surveys we will distribute, and be ready to meet with us to discuss the items and issues you would like considered.

Meanwhile, don't forget that this November marks a pivotal election. We will vote for governor and reevaluate the performance of many of our legislators. TBS will keep you informed about the issues.

Remember: CEA is here for you. Let us know if you have questions or concerns, and have a wonderful year!

Warmly,

Rhonda Johnson
Rhonda Johnson
CEA President

Got a religious holiday coming? File your request early

Our contract ensures that teachers have the right to participate in their religious traditions. Article 702.11 of the contract allows teachers to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off.

This provision is particularly important to Muslim and Jewish members, since some of their major holidays do not fall during the breaks found in the regular school calendar.

Remember that a request must be made in writing to the Department of Human Resources at least five school days prior to the holiday.

Salary schedule for 2010-2011

The following is the salary schedule for teachers and certificated personnel for 2010-2011. It reflects a 2 percent increase in pay across the board. If you have questions about your salary, call the CEA Office at 253-4731.

902.09 Effective August 23, 2010, 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	31,183	42,333	42,333	43,390	44,211	47,041
1	32,435	42,333	42,333	45,111	46,011	48,956
2	33,726	42,333	43,546	46,911	47,850	50,912
3	35,095	44,016	45,268	48,789	49,728	52,911
4	36,465	45,776	47,107	50,745	51,723	55,033
5	37,951	47,615	48,985	52,780	53,797	57,240
6	37,951	49,493	50,941	54,892	55,949	59,530
7	37,951	51,489	52,975	57,083	58,218	61,944
8	37,951	53,562	55,088	59,353	60,526	64,400
9	37,951	55,675	57,279	61,739	62,952	66,981
10	37,951	57,905	59,587	64,204	65,456	69,645
11	37,951	60,253	61,974	66,786	68,078	72,435
12	37,951	62,639	64,439	69,447	70,816	75,348
13	37,951	65,143	67,021	72,225	73,633	78,346
14	37,951	67,765	69,721	75,120	76,607	81,510
15	37,951	67,765	69,721	75,320	76,807	81,710
16	37,951	68,097	70,053	75,652	77,139	82,042
19	37,951	69,602	71,558	77,157	78,644	83,547
23	37,951	71,912	73,868	79,467	80,954	85,857
27	37,951	75,105	77,061	82,660	84,147	89,050
30	37,951	78,446	80,402	86,001	87,488	92,391

903

Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective August 23, 2010, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$30.62 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, 2010:

Years of Experience	Hourly Rate
0, 1 or 2	\$33.42
3, 4 or 5	34.66
6 or more	35.94

1010

Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective August 23, 2010:

Years of Experience	Hourly Rate
0, 1 or 2	\$30.62
3, 4 or 5	31.68
6, 7 or 8	32.78
9 or more	33.87

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 23, 2010	\$30.62

Women got the vote and reformed education

Aug. 26 is Women's Equality Day. At the behest of Rep. Bella Abzug (D-NY) in 1971, the date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote.

It's a great opportunity to teach your students about one of the seminal struggles for civil rights. This massive, peaceful movement by women began in 1848 at the world's first women's rights convention, in Seneca Falls, New York.

The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment but also calls attention to women's continuing efforts toward full equality. That includes schools.

In 1915, five years before they got the vote, female teachers were tightly scrutinized. They had to promise "not to keep company with men; to be home between the hours of 8 p.m. and 6 a.m. unless in attendance at a school function; not to loiter downtown in ice cream stores; and not to get in a carriage or automobile with any man except her father or brother."

In 1965, the Utah Supreme Court upheld the right of a school board to fire a teacher because she became pregnant. For many years, teachers could be fired for joining a professional organization or labor union.

But thanks to the leadership of Margaret Haley, the Chicago Teachers Federation became a leading voice in national education politics. Haley promoted a more professional approach to teaching, including improved teacher education and teacher involvement in school management. She also fought for traditional bread-and-butter issues: pensions, salary increases and other benefits for teachers.

She was the first woman and teacher to speak from the floor at a National Education Association meeting, speaking on "Why Teachers Should Organize" in 1904. In this speech, she introduced issues that continue to be debated by teachers' unions and the public today.

Help Stewart colleagues recoup supplies

It takes years to assemble the right supplies to meet your students' unique needs. Teachers at Stewart ES in German Village lost theirs in a few swift moments, as flames swept through their building on July 30.

Stewart's teachers will start classes on Aug. 25 at Beck ES. But they need supplies! Please help them replace the thousands of dollars they personally spent on materials. CEA encourages union members to donate a percentage of what they themselves have spent for this school year. Checks can be made payable to CEA and sent to 929 E. Broad St., Columbus, OH 43205.

A number of generous people have already helped: Diane B. Barnes, Keith Bell Sr., Elizabeth Ann Bhasker, Cynthia D. Blake, Krista L. Bower, Jan M. Brown, Dennis Carney, Columbus Administrators Association, CEA Lost Material Fund, Catherine C. Donnell, Sharon Dugan, Gloria Edgerton, Robyn Essman, Mary Ey, Keisha Fletcher-Bates, Pamela Golatt, Adorea E. Harris, Gene T. Harris, Margilee P. Hilson, Sarah A. Howard, Mary Jo Hulett, Walter Jeffreys, Andrea Johnson, Jason Johnson, Elizabeth A. Keller, April D. Knight, Ivelina Koleva, Laura M. Kravitz, Marianne Minshall, Stacey Lynnette Mitchell King, Carol J. Moss, Sally Oldham, RDJ Associates, Jennifer Reed, Pam Reed, Toia Robinson, Melinda Ross, Lynnita C. Scott, Katherine Skopin, Caryl M. Smith, Rita Stattmiller, David Taylor, Marie Terranova Tooker, Charmaine Tinker, Theresa Tracy, Susan Turner, Kathleen Weigel, Susan Wenar, Vondra S. White, Nolicka Williams Robinson, Debra A. Wilson and Mira Wright.

Forecast first, layoff last

This recent round of CCS layoffs has caused a great deal of stress for our teachers. The numbers were excessive: 113 teachers received notices in the spring. This news sent members into a tailspin.

The roller coaster ride came to a smooth halt for 97 teachers, who have been recalled or declined recalls. To date, all the teachers in art, music, English, science, Spanish and 4-9 middle school have been recalled. But seven elementary educators still linger, along with colleagues in specialized vocational areas or with one single certification in physical education or health.

These games have to end. The school district is NOT an amusement park. Each number represents a real person. Perhaps the district's human resources department and allocations team needs to brush-up in statistics and probability from one of our highly qualified teachers (or a review session with those who have more experience in these matters) will help the department do a better job forecasting the number of jobs the school district needs.

Layoffs distress and disrupt lives and interfere with yearly school planning. They also drain district resources. Some of the people who ended up being recalled received unemployment compensation.

Yes, Ohio has received \$361.2million allocated for Ohio teachers. But we cannot sit here hoping that maybe the state will use some of these dollars to help Columbus rehire teachers. It's too big a gamble.

Have a Pepsi, apply for a grant

Pepsi is offering \$1.3 million in project grants, including grants for teachers, as part of its Pepsi Refresh Everything Project. Grant sizes range from \$5,000 to \$250,000.

The deadline is the 15th of each month through Dec. 15. Submissions are accepted in six categories: health; arts and culture; food and shelter; neighborhoods; education; and the planet. To date, 127 projects have been funded with 35 of them in education. This is an excellent opportunity to obtain funding for a major school or department initiative.

The CCS grant approval form must be completed and sent to the Development Office at the Fifth Street Annex prior to making an application. For questions call 365-8733.

Go to <http://www.refresheverything.com/> for the rules and requirements.



Special notes

- ❑ **Fee waiver applications for Autumn 2010** will be in mailboxes on **Monday, Aug. 23**. The completed applications are due back to Northgate by **Friday, Aug. 27, 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.**
- ❑ **CCS/OSU Outreach Courses for Autumn Quarter** will be **open for registration on Monday, Aug. 23**. For information and to register, go to www.columbus.k12.oh.us/osu.
- ❑ 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 may switch during the open period, which **closes Aug. 27**. Those who work in year-round programs must choose Plan B. For questions, call CEA or the district payroll office at 365-6440.

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.

Please contact us today and allow our experience to work for you.

(614) 461-4455 or www.cloppertlaw.com