

The CEA Voice

www.ceaohio.org

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Columbus Education Association

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Race to the Top update

Race to the Top (RttT) is the \$4.35 billion federal education program funded through the American Recovery and Reinvestment Act. RttT is a competitive grant designed to encourage and reward states that are creating the conditions for education innovation and reform; achieving significant improvement in student outcomes, including making substantial gains in student achievement, closing achievement gaps, improving high school graduation rates, and ensuring student preparation for success in college and careers; and implementing ambitious plans in four core education reform areas:

- Adopting standards and assessments that prepare students to succeed in college and the workplace and to compete in the global economy
- Building data systems that measure student growth and success; and inform teachers and principals about how they can improve instruction
- Recruiting, developing, rewarding, and retaining effective teachers and principals, especially where they are needed most
- Turning around our lowest-achieving schools

Ohio was one of ten winners of Round 2 of RttT. The state was awarded \$400 million with just more than half being distributed to the 488 participating districts and charter schools over the next four years. The anticipated total allocation to CCS over four years is \$20.5 million.

The Reform Panel will serve as the district's Transformation Team. The team will advise and guide implementation of the scope of work and will provide feedback on each reform area. To ensure transparency of the process, a communications plan will be developed to keep the public informed of RttT implementation and to provide an opportunity for feedback to the district.

The joint committee process will be used to guide the scope of work and oversee implementation of each of the reform areas. The teacher members and co-chairs of the committees are as follows:

Standards and Assessment: Co-Chair Kriston Crombie (Centennial HS), Ezetta Murray (CEA), Jenny Meade (Northgate Center), Merele Wilder (Weinland Park ES); **Using Data to Improve Systems:** Co-Chair Dean Fowls (Northgate Center), Greg Mild (Northgate Center), Tyree Rivers (PAR Office); **Great Teachers and Leaders:** Co-Chair Tracey Johnson, Kristy Leigh (Northgate Center), Joyce Auer (PAR Office), Jodie Fissel (Avalon ES); **Principal/Teacher Evaluation Committee:** Co-Chair Rhonda Johnson, Alt. Co-Chair Sally Oldham, Vern Miller (Yorktown MS), Tracey Johnson (CEA Office), Nancy Butterman (Northgate Center), Thomas Trang (International HS), Beverly Carter (Nurses), Lori Cannon (Northland HS), Kathryn Righter (Northgate Center); **Turning Around the Lowest-Achieving Schools:** Co-Chair Judy Wright (Northgate Center), Rosina Bell-Games (Columbus Global Academy), Sally Oldham (CEA); **Compensation:** Co-Chair Rhonda Johnson, Margilee Hilson (Northgate Center), Sally Oldham (CEA)

To read the "Scope of Work" for the Columbus City Schools, go to <http://bit.ly/fzhSKS>.

Sick leave: Follow the rules

Sick leave is an important part of our negotiated contract, there for you when you are ill. It is important to understand how this benefit works and to be aware that these days are to be used when you or a family member is not well.



CEA has been representing a number of members whose leave has been questioned. Generally, these hearings have been unwarranted, but we do not want our members to put themselves at risk for disciplinary action (or termination) because they failed to follow the rules. Review Article 701 of the contract. Help us stay true to our negotiated agreement by following these rules:

- Each full-time bargaining unit member earns 15 days of sick leave per year, accruing them at the rate of 1.5 days each month from September through June.
- New employees are allowed to go five sick days in the hole during their first year until they accumulate enough sick days.
- Sick leave is for personal illness, absence due to illness in the immediate family or for death in the immediate family. See the contract for the parameters.
- If you are absent for one full school day or more, you must report your absence to the principal or to the district's Substitute Employee Management System. When you return to work, you must complete an absence form within three days. It is your responsibility to make sure this gets done.
- Absences longer than 10 continuous school days require an Application for Leave. Before you return from leave, you must have a doctor's statement and district pre-approval.
- Absences of three consecutive school days to care for a family member also require a doctor's statement.

If your supervisor has a question about your use of sick leave, he or she can hold a conference with you at the building. You may be represented by your faculty representative or a CEA consultant. After the conference, your administrator may require you to provide written documentation from your physician. This is especially true if you are absent before or after a holiday, Mondays, Fridays or other specific times of the year.

You don't have to use your sick leave. In fact, if you have been employed by CCS for at least five consecutive years, you may receive severance pay for unused sick leave when you retire. Article 810 of our contract explains the requirements.

Remember: We bargained in good faith. Let's live up to our agreement.

Know your CEA governor

The CEA Constitution and Bylaws designate the Board of Governors (BOG) as the Association's executive arm. This week's *Voice* features Alice Munnerlyn, Governor of District 8.

Alice currently teaches English/Language Arts to ninth-grade students at Independence HS. She has been a longtime member of the CEA BOG, having been elected a term as a Minority Governor-at-Large and most recently as the Governor of District 8. Alice has also been involved in various CEA committees and is currently a member of the Local Professional Development Committee.



Alice Munnerlyn

Munnerlyn was elected Governor of District 8 in 2007. Schools in District 8 include: Buckeye MS, Cedarwood ES @Stockbridge, Fairwood ES, Lincoln Park ES, Marion-Franklin HS, Southmoor MS and Southwood ES.

Vote for CCS Pepsi grant proposal

The Gifted and Talented Department needs your help to get a Pepsi grant proposal approved. The \$50,000 grant proposal has made it through the preliminary round of the "Pepsi Refresh Project" to earn a spot on the Pepsi website. Now we need votes. Proposals with the most votes by Jan. 31, 2011, will receive funding. The CCS proposal will fund college readiness summer camps, Saturday AP test prep sessions and high school academic competitions in English, math, and science.

More information about the proposed activities and budget can be found at <http://pep.si/gXi7tY> or www.refresheverything.com/apbootcamps. You can vote once a day on the website or from your mobile phone by texting 105416 to Pepsi (73774). Please spread the word to as many people as possible (especially parents, teachers and students).

Dues deductions for 2010

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. Search for "union dues."

The table above shows your deduction for NEA, OEA and CEA dues for the 2010 tax year.

Full-Time		
Plan A (21 Pays)		\$774.96
Plan B (26 Pays)		\$774.07
Switched from:		
Plan A to B		\$720.18
Plan B to A		\$828.85
Half-Time		
Plan A (21 Pays)		\$436.46
Plan B (26 Pays)		\$436.46

Never lose another pay stub

CEA encourages you to reduce paper by using IPay, an online method of viewing your pay statements. IPay allows you to:

- See your information on Tuesday before the Friday payday. It allows you to get questions resolved before payday.
- Keep track of your previous pay statements and, if necessary, print them. Your pay statement history remains on the IPay website for three years.

You may enroll in IPay with pay statements you receive beginning Dec. 17 and continuing through Feb. 25, 2011. The sooner you enroll, the sooner your available history begins to build. To register for IPay:

1. Go to: <https://paystatements.adp.com>.
2. Click on **Register Now**.
3. Enter the Self Service Registration Pass Code: **CCSBOE-PCSDFC**.
4. Select **IPayStatements**.
5. Enter the required information from your most recent pay statement.
6. Answer the security question.
7. Create a password consisting of 8 to 20 characters, with at least one alpha and one numeric character.
8. Remember to click on "**Go Paperless**" under "**Things You Can Do**" on the right-hand side of the screen.

You have the option of choosing to receive an email when your pay statement and/or W2 is available.

Retired? CEA-R is for you

Many CEA members join CEA-R when they retire. This group is instrumental in getting our work done. CEA-R members help us throughout the year, assisting us in office projects and charitable campaigns—United Way contributions and counting out issues of *The Voice* each week.

CEA-R is involved in much more than office projects. Their newsletter lists dozens of activities you may enjoy. For instance, there are a number of fun tours planned this year, including a tour of the Crema peanut butter factory and the Rutherford B. Hayes Presidential Center in Fremont. Members who live or will be in Florida on Feb. 24 can enjoy a trip to Cabbage Key, between Punta Gorda and Sanibel Island. The organization also has organized a Bahamas cruise Nov. 6–13, starting with a bus trip from Columbus to Charleston, S.C., to board the ship.

A great activity that we locals often overlook is a tour of The Depot Rail Museum on Columbus' northwest side. CEA-R is offering a trip to the museum on Apr. 29, including lunch. The museum's centerpiece is an 1880s train depot that was formerly located in the village of Brice, Ohio.

Check out the website, www.cea-retired.com, to learn about benefits for retired CEA members. Stay involved! Stay in touch! If you have retired from CCS or are about to, call President Judy Valentine at 235-4572 for more information about CEA-R.

Correction: CEA omitted from the Jan. 10 *Voice* the attendance of the Guidance Counselors and Gifted & Talented faculty representatives at the CEA Legislative Assembly on Dec. 6, 2010. We apologize for this error.

Special notes

- ❑ The **declaration period** for CEA elections will end on **Feb. 4**. Contact CEA if you are interested in running for any of these open seats: **2011–2012 OEA Delegates; 2011 NEA Delegates; Governors for Districts 1, 4, 5 and 10** (formerly District 11); **Middle School Governor At-Large**; and **Minority Governor At-Large**. **Campaigning** is Feb. 7–18, with **voting** Feb. 22–Mar. 7 and **ballot tallying** Mar. 8.
- ❑ The **CEA Travel Group** is planning a **trip to Egypt** from **June 10–22, 2011**. The trip includes eight nights at a five-star hotel in Cairo and four nights on a cruise on the Nile. The price is \$1,995 plus \$1,600 for airfare. For an additional fee, you can include a **trip to Israel** for four days. Final details are being worked out as to itinerary and additional cost for this side trip. A \$500 deposit per person is required by Feb. 1. The final payment is due 60 days prior to departure. Checks or money orders should be made payable to **Bexley Travel** and sent to Marty Adler, 2940 E. Broad St., Columbus, OH 43209. Contact **Carol Wagner** or **Ezetta Murray** at 253-4731 for details.