

The CEA Voice

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Volume XLI, No. 21

Columbus Education Association

January 24, 2011

MLK Dinner recap

Rev. Al Sharpton posed a number of rhetorical questions for the dinner audience at the CEA Dr. Martin Luther King, Jr. Awards Dinner on Jan. 13. He wanted to know when the black community allowed others to co-opt their educational and economic goals.

He wondered why education has become an ostracized path among black youth and why elevating “gangstas” and drug dealers has become more acceptable than honoring and respecting teachers.

Every question, submitted in trademark preacher style, was followed by an outpouring of acknowledgement.

Sharpton, a noted civil-rights activist, talk show host and this year’s keynote speaker, shared the podium with honorees, Kevin Boyce, recipient of the CEA Dr. Martin Luther King, Jr. Humanitarian Award and Barbara Yarborough, recipient of the Helen Jenkins Davis Award. Each honoree voiced personal concern for the future of the students of the Columbus City Schools.

Boyce, former Columbus City Council member and State Treasurer, talked about his grandmother’s life lessons, then thanked the educators in the audience for “giving our young people a chance.”

Yarborough, who is in the midst of her 52nd year of teaching said she has no plans to retire as of yet. “I’m in there for the kids,” she said.

Sharpton punctuated the evening’s purpose—to remember Dr. Martin Luther King, Jr., and the civil rights he fought for—with a fiery speech that begged the question: What would Dr. King say if he were still alive?

He began with what he labels the civil rights issue of the 21st century: education. Despite gains in classroom access, one area still holds black youth back. It is not the lack of caring adults. It is the lack of mentors, successful blacks in every profession, who have allowed black entertainers, athletes and other popular cultural figures—many of them criminals as well—to become the main black role models.

“Quick money and notoriety are goals to which many black youth aspire,” he said. “Somewhere along the line someone convinced us that pursuing educational excellence was something we didn’t care about,” he said. He asked: When did we decide that blackness was synonymous with ignorance?

Later he said, “The 21st-century form of racism is low expectations.” “The solution,” said Sharpton, “is mentorship and tough love.” It’s up to us. He urged teachers and others to take their places on the front lines. “You never know when one of those you invest in will carry you through.”



Rev. Al Sharpton



Kevin Boyce



Barbara Yarborough

Bargaining team selected

Due to the weather conditions our interviews were delayed a week but have now been completed. We are pleased to present a team who represents the diversity of the bargaining unit. The 2011 Bargaining Team includes the following members: Tripti Agarwal, Karen Andermills, Christine Ault, Michael Barnes, Jimmie Beall, Scott Buckley, Brenda Chandler, John Coneglio, Gerry Curran, Janice Davis, Claudia Eschelbach, Victoria Evans, Jan Fleming, Charlene Gomer, Phil Hayes, Al Hernandez, Robin Jeffries, Brian Johnson, Jeannette Johnson, Tracey Johnson, Gabrielle Karpowicz, Renée Kelley, David Leatherwood, Robin Lucas, Deborah McCoy, Elizabeth McNally, Ajat Mehta, Gary Metzenbacher, Ezetta Murray, Rosie Perry, Jenny Plemel, Deb Starr, Christy Van Aman, Diana Welsh and Matthew Yuhasz.

As leaders of the Association, the Board of Governors are invited to participate in the ongoing bargaining process.

The first bargaining team meeting will be Tuesday, Jan. 25, at the OEA Media Center located at 225 E. Broad St., from 4:30–6 p.m. We look forward to members’ participation in the negotiations activities.

Bargaining survey: Will you get the message?

CEA uses e-mail to send important messages and urgent member alerts. There are more than 4,500 members, yet CEA has only 3,648 valid personal e-mail addresses. This means that CEA cannot communicate electronically with one out of every five of our members. An additional 300 members have chosen to “opt-out” of SurveyMonkey, meaning they do not receive any surveys from CEA.

Each day, those unconnected members place themselves at risk of missing important job-related information and opportunities, such as the upcoming negotiations process. With the timeline for bargaining drawing near, CEA will survey our members about the issues that need to be resolved at the table. This year, the traditional paper-and-pencil survey that frames our bargaining issues will be replaced by an online version through SurveyMonkey. The link to that survey will be sent to members’ personal e-mail addresses.

If CEA does not have your personal e-mail address, if you have unsubscribed from CEA e-mails or if you opted out of SurveyMoney, you will not receive the link to the upcoming Bargaining Survey. (Note: If you did not receive the link to the CEA Columbus’ Best Survey, you may have opted-out of SurveyMonkey.)

To be sure you get the bargaining survey and to make your voice is heard, send a message with your personal e-mail address to telcea@ceahio.org. Include your name and building/unit in the e-mail message.

Go to www.surveymonkey.com/OptOut.aspx to unblock your e-mail address.

Grievance update

CEA works hard to maintain the integrity of the negotiated contract. We advise our members to try working out problems mutually first, but sometimes you need backup. Each month, we will inform you of the grievances CEA is working on for you. This month's grievance is listed below.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Parkmoor ES Stacy Harris-MacCarthy	Adm. failed to provide teachers with their daily ten-(10) to fifteen-(15) minute break.	Adm. develop a schedule allowing teachers to receive their daily ten-(10) to fifteen-(15) minute break.	Arbitration in abeyance.

Introducing "One and Done"

It's easy to feel defeated as one person when we see things not going our way, when the perceived enemies of public education are not perceived, but are right here in the flesh. And when all we want to do is hold on to what we have, we know from life's experiences that this moment is not the moment to hang on for dear life, it's the perfect moment for monumental growth. Alone, I cannot save public education for all students, but together we can. Alone, I cannot change the course of elections, but together we can. It is in this spirit that I ask you:

What if our 4,500 members of CEA could do just one thing this year to make our union stronger?

For many of you with busy lives and outside interests, it has been difficult to become involved with your union. Or perhaps you have never been asked. One and Done is an invitation from us to you to give your time and talents just once this year—and be done. For many who have never attended a union event or volunteered in some way, perhaps you were weary of the thought of being repeatedly asked to give more and more. That's an understandable concern with the demands of our busy lives. One and Done is really just that for those who want it to be that. We can't lie to you. We hope that as you learn more, you might want to know more, do more and get more involved. But for right now, imagine 4,500 deeds, 4,500 opportunities for growth and 4,500 engaged members. Our best strength is in our numbers, and our numbers represent caring professionals who want great public schools for every child.

I hope that you will check *The Voice* in the following weeks and months this year for opportunities for your One and Done. Do not accept the status quo. Get involved. We promise you that together we will not just 'hang on' but continue moving forward.

Retiring tutor?

For tutors to be eligible for super severance pay, you must notify CCS of your retirement by Friday, Mar. 1. When you meet this early deadline, you become eligible for a larger amount of money for unused sick leave. Article 1012 of the *CEA Master Agreement* defines how tutor severance pay is granted.

The example on the right represents a tutor with more than nine years of experience with an hourly rate of \$33.87 and 1,610 hours of accumulated sick leave.

Note: The difference is \$6,858.68. You can see the obvious advantage to notifying the district by Mar. 1. All other bargaining unit members must notify CCS of their retirement by Feb. 1 to be eligible for super severance.

If you have any questions, call CEA at 253-4731.

**This example is for illustration purposes only and is not intended for use as an official calculation.*

Notification by Mar. 1*			
Sick Leave	Rate	Hourly Rate	Amount
1st 400 hours x 25%x		\$33.87 =	\$3,387.00
2nd 400 hours x 30%x		33.87 =	4,064.40
3rd 400 hours x 35%x		33.87 =	4,741.80
4th 400 hours x 40%x		33.87 =	5,419.20
10 hours x 45%x		33.87 =	152.42
Total			\$17,764.82
Notification after Mar. 1*			
Sick Leave	Rate	Hourly Rate	Amount
1,610 hours x 20% x		\$33.87 =	\$10,906.14

New teacher forum

How would you like to attend a workshop designed specifically for new Association members where you can gain information, meet colleagues, learn about matters that concern you the most, receive materials and resources and have the opportunity to win valuable prizes?

You can, if you register to attend the Region 1 Ohio Education Association's New Member Forum. The forum will be held on Saturday, Mar. 5, 11:30 a.m., at the Quest Conference Center, 8405 Pulsar Place.

The forum is a popular and helpful program designed specifically for the newest members of our profession. Here are a few representative comments from past participants:

"The forum was well worth the drive. I personally found all of the information valuable and beneficial."

"This was a very informative and professional session. Because of this program I feel secure about being an OEA/NEA member."

The forum is free and open to first, second and third-year Association members. However, you must register in advance and space is limited; so sign up today!

Contact Debbie Roberts via phone at (800) 282-1500 ext. 3116 or e-mail her at robertsd@ohea.org. Additional forum information will be available in *Ohio Schools* magazine.

We look forward to seeing you at the Region 1 New Member Forum on Mar. 5.

Special notes

- ❑ **Fee waiver applications for Spring 2011** will be in mailboxes on **Monday, Jan. 31**. The completed application is due back to Northgate by **Friday, Feb. 11, 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 spring quarter** will be **open for registration on Monday, Jan. 31**. For more information and to register, go to www.columbus.k12.oh.us/osu.
- ❑ **IPay** is the **paperless way to track your pay statements** and see your information on Tuesday before the Friday payday. **Enroll with IPay statements until Feb. 25, 2011.** Visit <https://paystatements.adp.com>. Click on "Register Now." Enter the Self Service Registration Pass Code: **CCSBOE-PCSDFC**. Select "IPayStatements."
- ❑ 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.