

# The CEA Voice

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

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## Complete the bargaining survey

CEA is asking our members to frame our negotiations issues by participating in the 2011 Bargaining Issues Survey. This *online-only* survey asks you to submit the items and proposed solutions that you want addressed during bargaining. These items will be ranked in another survey you will receive after the bargaining team compiles the responses from this survey.

The link to the Bargaining Issues Survey has been sent to your personal e-mail address and will close at midnight on Sunday, Feb. 6. For security reasons, members will be unable to take the survey on district computers or while connected to the CCS network. If you have not received the Bargaining Issues Survey, send a message with your personal e-mail address to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org). Include your name and building/unit in the e-mail message.

If you do not wish to complete the survey online, you can propose changes (with solutions) in two other ways: You can send a message to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org), or you can call CEA and leave a voicemail message. Include your name, your building/unit and a preferred phone number.

If you have opted out of SurveyMonkey and would like to receive future surveys from CEA, go to <http://www.surveymonkey.com/OptOut.aspx> to unblock your e-mail address. If you have questions, leave a message for Bargaining Team Chairperson Deborah Huffman-Mirib at CEA at 253-4731.

## Legislative update

In the aftermath of the 2010 elections, significant challenges to Ohio's public school employee unions lie ahead. In addition to a budget deficit in the range of \$8 billion or more, the Governor, the Speaker of the House and the Senate President have indicated an intent to make drastic cuts in support for public education, as well as revisiting Ohio's Collective Bargaining Law in an effort to reduce its strength.

Legislative issues that are likely to develop include:

- + **Budget cuts to public schools:** Based on projections of an \$8 billion state budget deficit, some legislators have estimated potential cuts to public education in the range of 10–20 percent.
- + **Reduction in collective bargaining rights:** Governor Kasich, Speaker Batchelder and Senate President Niehaus have communicated their intent to revisit Ohio's 27 year-old Collective Bargaining Law. Eliminating the right to strike for public employees is likely to be proposed, along with seniority rights and binding arbitration. It is not clear how far the effort to change collective bargaining rights will go. The ability of members to collectively bargain wages, benefits and teaching and learning conditions could be negatively impacted.
- + **Repeal of part or all of the Ohio Education Opportunity Act (HB 1):** Governor Kasich has indi-

cated that he wants to repeal Ohio's new school-funding system. Other efforts in the legislature are underway to eliminate school reforms, such as universal all-day kindergarten, family and civic engagement teams, Closing the Achievement Gap initiative and reducing class size in kindergarten through third grade.

- + **Pension reform impacting STRS:** All of Ohio's public pension systems have developed recommendations to the legislature to make changes that ensure the financial viability of the systems. However, the STRS Board has been sent a message from legislative leaders that Governor Kasich will not sign a bill that includes any increase in employer contributions or fails to bring the funding period within 30 years.

How can CEA members get involved to advocate for our profession and influence the decisions of policy makers?

- + Sign up to cyber lobby your legislators as an ACE (Advocate for Children and Education). Go to [www.ohea.aces.org](http://www.ohea.aces.org) to learn more about pending issues in the legislature and to get background information, talking points and form letters you can quickly send to decision makers.
- + Request a meeting with your legislator.
- + Speak with your colleagues to keep them informed and advocating on behalf our profession and the students we serve.

To get more information about these activities, visit OEA's website at [www.ohea.org](http://www.ohea.org).

## Re-elect Hayden to STRS Board

The OEA Board of Directors has voted to endorse Moler ES teacher Tai Hayden, a member of the CEA Board of Governors, for re-election to an active seat on the STRS Board. The board will conduct elections throughout the month of April. CEA is collecting signatures from our members to secure her place on the ballot.

Hayden must collect signatures of at least 500 members. Active teachers and faculty contributing to STRS are eligible to sign nomination petitions. Forms have been sent out to each local president and each OEA field office. These petitions cannot be copied or reproduced. You can request that petitions be sent to you directly by contacting Robert Davis in OEA governmental services at [davisr@ohea.org](mailto:davisr@ohea.org).

This is a critical time for public pensions in Ohio. OEA seeks to ensure that all members are represented by board members who are knowledgeable and dedicated representatives. Hayden has valuable experience. She is committed to making sure that STRS is able to meet its long-term obligations to Ohio's teachers and that the pension plan continues to offer economic security through a defined benefit plan and access to affordable health care.

MAKE IT YOUR

# MISSION

TO FIGHT HEART DISEASE IN WOMEN



## Celebrate National Wear Red Day® on Friday, February 4, 2011, or any other day

Most of us in the teaching profession are women, so we've got a lot in common. Unfortunately, one of those things is heart disease, and not enough of us realize it.

That's why the American Heart Association urges us to wear red on Feb. 4, Go Red for Women Day, and draw attention to this urgent issue. Visit [www.goredforwomen.org](http://www.goredforwomen.org) and download your free kit of materials to help you teach others about warning signs and lifestyle decisions that can impact their lives. You'll find printable posters, information about eating habits (including healthy recipes you can share), and Heart Health cards you can hand out to remind everyone about the mission to fight heart disease in women. The cards contain ten tips to help women take care of their hearts.

You also can stage a Wear Red Day Get-together event. Invite friends, family and neighbors. Make some heart-healthy snacks, show the "Go

Red For Women® Presents—"Choose To Live" TV special available on DVD from [ShopGoRed.com](http://ShopGoRed.com).

This is a serious issue. Cardiovascular disease claims the lives of nearly 500,000 American women each year—more than breast cancer—yet women do not typically pay attention to this "older man's disease." The reason? Heart disease research has focused largely on men. This has led to an oversimplified, distorted view of heart disease and risk. For women the picture is more complex; the symptoms more varied and subtle.

The Go Red For Women movement works to make sure women know they are at risk so they can take action to protect their health. The movement also provides research dollars for this neglected half of the population.

So let's Go Red and save lives! Your Valentine will love you for taking care of your heart.

## Jury duty: What to do if you are dismissed

Many of us are asked to serve on juries. This is a civic duty we take seriously. However, we recognize that some aspects of taking the day off for this service are not expressly covered in our contract.

For instance, there is no defined procedure that addresses dismissal of a teacher who is released from jury duty, either because a jury wasn't seated for a particular case or because he or she wasn't selected that day.

Article 702.13 notes: "Upon submission of proof of jury service and any funds received for jury service, the teacher shall be paid his/her regular salary for the number of days involved."

CEA and the administration interpret this statute as a requirement to return to school after being dismissed from court during jury duty, or face a loss of pay or deduction from accrued leave. Those who leave early won't typically have any pay that day or any proof of service.

It is true that since the jury pool typically gathers from 8 a.m. to 4 p.m., a substitute teacher is likely to be working in your place. Do not be concerned that you are displacing the substitute or denying this person pay. When you return to school, the substitute should be assigned by the school principal to perform such tasks as hall monitoring, study hall assistance, lunchroom assistance, playground duty, classroom assistance, tutoring and/or office help. In this way, the temporary teacher will work a full day and be paid for a full day.

## One & Done: Week One

For more than 90 years, the State Teachers Retirement System (STRS) of Ohio has provided retirement benefits to Ohio teachers. Currently, STRS has more than \$58 billion in assets and serves nearly 470,000 active, inactive and retired Ohio public educators.

STRS's governing body is the organization's eleven-member retirement board. Five retirement board members are active teachers, elected by more than 150,000 of their peers. Capital District President Tai Hayden has served the educators of Ohio and the members of CEA as an unpaid retirement board member since 2006.

This week, we ask our CEA members to participate in Week One of One & Done by signing a petition to place Hayden's name on the ballot for the spring STRS elections. A strong retirement system attracts and keeps talented educators in our state, professionals who work each day to serve our students and ensure great public schools for every child. Support CEA and STRS Board Member Tai Hayden by signing her petition and getting your building/unit colleagues to do the same. Call CEA at 253-4731 to get a petition.



## Filing your taxes early? Think again!

The IRS says it needs until mid-to late February to reprogram its processing systems because Congress acted so late this year cleaning up the tax code. The bill, which includes deductions for state and local sales taxes, college tuition and teacher expenses, wasn't signed into law until Dec. 17, 2010.

The delay affects both paper and electronic filers who itemize deductions on Form 1040 Schedule A—including the Educator Expense Deduction. Feel free to work on your tax return, but the IRS urges you not send it in before it is ready to process the returns.

## 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.**
- 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**. There are a few seats left. The trip includes **seven 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. This trip is valued at more than \$5,000.** For an additional fee, you can include a **trip to Israel** for four days. A \$500 deposit per person is required by **Feb. 1**. The final payment is due 60 days prior to departure. Make checks or money orders payable to **Bexley Travel** and send to Marty Adler, 2940 E. Broad St., Columbus, OH 43209. Contact **Carol Wagner** or **Ezetta Murray** at 253-4731 for details.
- Feb. 1** is the deadline to notify CCS of your retirement and be eligible for **super severance**. You already receive the value of half of your personal leave days when you retire, but if you file by Feb. 1, you could receive additional monies for your sick leave. **The deadline for tutors is Mar. 1.**
- Some CEA members may be able to deduct a portion of their **union dues** on their **income tax returns**. If you are a **full-time employee** and are on **Pay Plan A** (21 Pays), you can deduct **\$774.96**. If you are on **Plan B** (26 Pays), the amount is **\$774.07**. If you have **switched from Plan A to B**, the amount is **\$720.18** and if you **moved from Plan B to A**, **\$828.85**. **Half-time employees on Plan A** (21 Pays) can deduct **\$436.46** and **Plan B** (26 Pays) would allow a **\$436.46** deduction.