

The Voice

www.ceahio.org

Volume XLI, No. 25

Columbus Education Association

February 21, 2011

You are the CEA: Stop S.B. 5

CEA recently reported in the Voice that State Senator Shannon Jones (R-Springboro) introduced legislation to eliminate collective bargaining for Ohio's public employees. Some of the changes proposed in Senate Bill 5 that will affect CEA members include:



- ◆ Eliminating salary schedules and step increases and replacing them with a merit pay system
- ◆ Eliminating the issuance of new continuing contracts
- ◆ Removing healthcare from bargaining, permitting school boards to govern healthcare benefit plans
- ◆ Requiring employees to pay at least 20% of their healthcare costs
- ◆ Eliminating class size provisions

On Feb. 15, the Senate Insurance, Commerce and Labor Committee listened to proponent testimony, mostly from the School Boards Association and its clients. On Feb. 17, thousands of public employees, our allies and CEA members gave testimony or witnessed opponent testimony to S.B. 5. If you were not able to join us at the State House last Thursday, you can still make a difference.

- ◆ Contact your state legislators. Call, write, e-mail or visit them. Tell your family members, friends and neighbors to join you in opposing S.B. 5. Go to www.legislature.state.oh.us/ to find your state legislators.
- ◆ Complete an OEA Commitment Card on line. When you do, you will be enrolled in the Advocates for Education (ACEs) program. CEA/OEA will then be able to alert you about important action you need to take. Go to aces.ohea.org to commit on line.
- ◆ Attend your building's CEA 10-Minute Meeting. Each Senior FR has been given direction and materials to hold a meeting with you as soon as possible. This will be an opportunity to discuss important Association business.

As your union, CEA is aggressively opposing S.B. 5 in every way we can. Collective bargaining allows educators a voice in improving opportunities for students, providing better resources for our classrooms and improving teaching and learning conditions. Taking away the union's role in support of teachers will make it easier for politicians to dictate what happens in the schoolhouse and in your classroom.

Remember, *you* are the the CEA, too.

Now more than ever, *your* voice needs to be heard. If you think that CEA should not be involved in politics, get over it. We will get out of politics when politicians get out of education.

211 dates and planning calendar

The annual assignment and transfer process began on Feb. 8 and 10 with the training of the faculty representatives and principals/supervisors on Article 211. This year, there will be a special Priority Round for vacancies at the 11 Priority Schools (Alum Crest HS, Champion MS, Columbus Global Academy, Fairwood ES, Heyl ES, Lincoln Park ES, Linden-McKinley STEM Academy, South HS, Southmoor MS, Weinland Park ES and West HS). All teachers with regular teaching contracts and appropriate certificates/licenses are eligible to apply, regardless of a three-year commitment to their current school.

In the case of vacancies in all other schools and departments, teachers will be held to their three-year commitments, except for career opportunities.

The following dates reflect the major events in the Article 211 process:

Friday, Mar. 11	Priority Round postings open
Monday, Mar. 14	Priority Round interviews open
Tuesday, Mar. 15	Priority Round postings close
Thursday, Mar. 17	Priority Round interviews close
Friday, Apr. 1	Round 1 Postings open
Tuesday, Apr. 26	Round 1 Interviews open
Wednesday, Apr. 27	Round 1 Postings close
Friday, Apr. 29	Round 1 Interviews close
Monday, May 9	Round 2 Postings open
Friday, May 13	Round 2 Postings close
Monday, May 16	Round 2 Interviews open
Friday, May 20	Round 2 Interviews close
Wednesday, June 1	Job Fair: Positions requiring Subject Certificates (7-12 and 4-9 Regular), Special K-12 Certificates (Art, Music, PE, etc.) @ Northgate (Rm. G, 4:30 p.m.)
Thursday, June 2	Job Fair: Positions requiring Elementary Certificates K-8, 1-8, PreK-3 @ Northgate (Rm. G, 4:30 p.m.)

All Job Fair results will be posted June 3.

Staff reductions automatically apply to the following:

- ◆ Teachers assigned through Human Resources in the spring of 2009
- ◆ Teachers who selected a position at the job fair hired in the spring of 2009
- ◆ Teachers staff reduced and assigned by HR due to reorganization or layoffs
- ◆ Teachers staff reduced as part of budget cuts
- ◆ New hires assigned by HR for the 2010-2011 school year

Retire/rehires will not be considered until the June 2, 2011, Job Fair.

To apply for a posted position, a teacher/professional must submit a cover letter, a résumé and proof of, or a copy of, a valid certificate/license to the principal and faculty representative at the schools or departments where vacancies exist. Proof of certification is available on the ODE website at <http://bit.ly/6GJqJl>.

Know your CEA Governor

The Columbus Education Association Constitution and Bylaws designate the Board of Governors (BOG) as the Association's executive arm. This week's Voice features Lori Cannon, Governor of District 10.

Lori is a Transition Coordinator at Northland HS, providing transitional services to graduating students who have IEPs. She has been involved in various CEA committees and is currently a member of the Curriculum Quality Control Council and the Race to the Top Principal/Teacher Evaluation Committee.



Lori Cannon

Cannon was elected Governor of District 10 in the spring of 2007. Unlike Districts 1 through 9, District 10 is comprised of city-wide units. The CEA members in this District have the same job description but work at locations throughout the school system. Units in District 10 include: Guidance Counselors, Neil Avenue Center, NPSS, Tutors, Nurses, OT/PT, Psychologists, Speech & Language, Tutors and Work Study.

Want to change your 211 panel? You must make a request

Now is the time to assemble your alternative interview panels for the 211 process and send that list to CEA President Rhonda Johnson. Article 211 of our contract describes who should be on the interview panel: the principal, the Senior Faculty Representative, one of the elected members of the ABC and two people who represent the parent/community.

Take note: If you want to assemble an alternate panel, you must notify CEA prior to the postings. Any changes to this must be approved by the CEA President. A list of approved panels will be posted in *The CEA Voice*.

Teachers' Dream Grant

The Teachers' Dream Grant is available again this year. Application information was sent to staff in mid-February. This grant provides an opportunity for all teachers to apply for individual school-based grants from \$500 to \$5,000 focusing on academic enrichment, increasing student achievement, closing the achievement gap, improving school/community relations and improving classroom learning climate.

This is an excellent opportunity for teachers to acquire resources to support innovative projects. The grant is to be submitted online by 4 p.m. on Mar. 25, 2011. For further information, see the district website or contact the Development Office at 365-8733.

Bargaining priorities survey

CEA would like to thank the members for participating in the online Bargaining Priorities Survey. The response was overwhelming. The Bargaining Team and the CEA Board of Governors will meet Thursday, Feb. 24, to make recommendations to take to the CEA Legislative Assembly on Thursday, Mar. 5.

On Monday, Feb. 21, members should have received an e-mail containing a link to an online survey that will determine the calendar for the 2011-2012 school year. This survey will close at 11:59 p.m. on Sunday, Feb 27. For security reasons, members will be unable to take the survey on CCS computers or while connected to the CCS network.

If you did not receive the survey, send a message with your personal e-mail address to tellcea@ceaohio.org by Friday, Feb. 25, at 5 p.m. Include your name and building/unit. If you have blocked your e-mail address from SurveyMonkey,

go to www.surveymonkey.com/OptOut.aspx to unblock it. If you cannot complete the electronic version of the survey, please call the CEA office.

Thank you for attending

We thank our Faculty Representatives for their hard work and for attending CEA Legislative Assembly meetings, along with CEA governors and officers. The LA is the policy-making body of the Association. It sets our direction. It stays up to date on governmental affairs and school board discussions. It also formulates endorsements of election candidates and ballot issues. It is important for all FRs to be able to hear, firsthand, the message of CEA Leadership. The following buildings/units were represented at the Feb. 3 LA:

6th St. Annex, Alpine ES, Alum Crest HS, Art, Avondale ES, Beechcroft HS, Binns ES, Broadleigh ES, Brookhaven HS, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Cols. Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Global Academy, Como ES, East Columbus ES, East Linden ES, Eastmoor Academy, École Kenwood K-8, Forest Park ES, Ft. Hayes MEC HS, Gifted & Talented, Guidance Counselors, Hilltonia MS, Hudson Comm. Ed. Ctr., Huy ES, Independence HS, Indian Springs ES, Indianola K-8, Innis ES, Kingswood Center, Leawood ES, Liberty ES, Lincoln Park ES, Lindbergh ES, Linden K-6, Linden-McKinley 7-12, Maize ES, Marion-Franklin HS, Medina MS, Monroe MS, Music, North Linden ES, Northgate Center, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, PAR, Parkmoor ES, Parsons ES, Psychologists, Salem ES, Scottwood ES, Shady Lane ES, Sherwood MS, South Mifflin K-6, Southmoor MS, Speech & Language, St. Vincent, Starling MS, Stewart ES, Sullivant ES, Tutors, Walnut Ridge HS, Watkins ES, Weinland Park ES, Westgate ES, Whetstone HS, Windsor K-6, Winterset ES, Woodward Park MS, Work Study and Yorktown MS.

Participate in the annual staff survey

The *Master Agreement* provides for a district-wide evaluation of each school by the CEA membership. This hard-copy survey will be administered during the month of February. Members will be able to rate their work location on their professional environment, democratic procedures, teacher involvement and other important categories. This information will be published on CEA's website later this spring. Utilizing a school's survey results can be a valuable tool for members who are applying for positions in different schools during the 211 process. See your Senior Faculty Representative for a form.

The dates for administration of the survey are Feb. 22-Mar. 12. All completed surveys should be returned to Evaluation Services by Friday, Mar. 18.

Special notes

- ❑ A special meeting of the CEA Legislative Assembly is scheduled for **Thursday, Mar. 3, 4:30 p.m.**, at the **Columbus Downtown HS**. FRs will vote on the bargaining priorities CEA will take to the table. It is critical that all FRs attend this very important meeting.
- ❑ **Voting** in the CEA Elections is **Feb. 22-Mar. 7**, with **ballot tallying** on **Mar. 8**. See your FR to obtain a ballot.
- ❑ Attend the **Region 1 OEAs' New Member Forum** to be held on **Saturday, Mar. 5, 11:30 a.m.**, at the **Quest Conference Center**, 8405 Pulsar Place. The **forum is free and open to first-, second- and third-year Association members**. To register, contact Debbie Roberts at (800) 282-1500 ext. 3116, or e-mail her at robertsd@ohea.org.