

The CEA Voice

What a summer it has been!

This summer we helped the We Are Ohio coalition in gathering 1.3 million signatures to repeal SB 5. We only had nine teachers on the layoff list. We hired more than 80 new teachers. The performance index score and the graduation rate both increased. We met the state value-added measure. We negotiated a new two-year contract that protects our teaching and learning conditions. We look forward to continuing our collaboration with administration to improve student achievement, solve problems and move the district forward.



Rhonda Johnson
CEA President

But our work continues on the repeal of SB 5/Issue 2 on the November ballot. Getting the measure on the ballot was only the beginning. Our work now is to make sure voters understand how the new legislation hurts all of us. We need to continue the momentum we began last school year.

Keep telling your story to your friends and associates. Now is not the time to waver or to falter and take a compromise position offered by our opponents. Where were they in February and March when we were locked out of the people's house? Where were they when legislators were removed from committees because of the way they would have cast their votes? Where were they when Columbus teachers stepped up to make our voices heard during hearings, rallies and protest marches? We should stand for nothing short of a repeal of SB 5.

We will be counting on you to carry the message forward and defeat this unfair, unsafe legislation on Tuesday, Nov. 8.

Our new mantra: "NO means NO, Vote NO on Issue 2."

In solidarity,

Rhonda Johnson
CEA President

Take a recess and vote

A critical issue each year is recesses at elementary schools. Teachers should vote on whether there will be one or two 15-minute recesses per day. This vote should take place no later than the second teacher workday of the school year.



Our last contract process determined that recesses take place midmorning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time, or end of the school day, unless the school elects to do so.

The lunch period for students is 60 minutes, and teachers must have at least one 30-minute uninterrupted lunch period. Do not give up your rights in the contract or take away the opportunity for students to have a much-needed break.

Salary schedule for 2011-2012

The following is the salary schedule for teachers and certificated personnel for 2011-2012. We are receiving a half step increase. The "years of experience" column shows true full years of experience. Note that in some cases, the amounts listed on this table are slightly higher than what you received from CEA in the spring. If you have questions, call CEA at 253-4731.

902.09 Effective August 22, 2011, Teachers and School Nurses possessing a valid School Nurse certificate, shall be paid in accordance with the following:

**Please refer to the
email sent to members
on August 23 for the
corrected amounts for
Article 902.09 for the
2011-2012 school year**

903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective August 22, 2011, 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, 2011:

Years of Experience	Hourly Rate
0, 1 or 2	\$33.42
3	34.04
4 or 5	34.66
6	35.50
7 or more	35.94

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective August 22, 2011:

Years of Experience	Hourly Rate
0, 1 or 2	\$30.62
3	31.15
4 or 5	31.68
6	32.68
7 or 8	32.78
9	33.33
10 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 22, 2011	\$30.62

See red and be red until the work is done

The heat is on. We've been pumped up since SB 5 was proposed, and we will see red until it gets repealed. Until then, we are showing our solidarity by wearing the color of power and passion. Help support this campaign, and wear red every Thursday until the Nov. 8 General Election. Thursday is the day of the week on which the governor signed SB 5 into law.

We have red CEA Solidarity T-shirts available at the CEA office between the hours of 9 a.m. and 4:30 p.m., Monday–Friday, for \$6. Remember: “NO means NO on Issue 2.”

Eyes on the discipline plan

Now that students are returning to your classroom, your school's written discipline plan should be ready for the school year. Our *Master Agreement* (Section 208.03) stipulates that every school must have a discipline policy in place on the first student day of school unless the principal is new to the building. Then the plan is due by the 10th day of school. Some schools use their ABCs as the mechanism for this discussion. But others create larger committees.

Please let us know if your principal is refusing to work with your ABC to establish a building discipline plan. This is grievable at Step 2.

Having a discipline plan at the beginning of the school year is critical in providing an atmosphere conducive to teaching and learning. Achieving a consensus about how various disciplinary situations will be handled during the year can avoid a number of conflicts later.

If you have questions about the discipline plan/committee process, call the CCS discipline hotline at 365-4357.

Religious leave

Our contract establishes the parameters for requesting religious leave. There are major holidays for our Muslim and Jewish members who may be celebrating them at the beginning of this school year.

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.

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

Women's (and everyone's) rights

Aug. 26 is Women's Equality Day, and it's a great time to emphasize the effect of SB 5 on a profession comprised primarily of women.

The commemoration began in 1971 when Rep. Bella Abzug (D-NY) urged that we mark the anniversary of the 19th Amendment to the Constitution, granting women the right to vote. The year it was passed, 1920, was a crucial time for women, not to mention for workers in America who were struggling toward better working conditions.

Progress has been slow but steady. As silly as it may seem, women who taught school in the first quarter of the 20th century could not openly date, marry or participate in many social activities. In 1965, the Utah Supreme Court upheld the right of a school board to fire a teacher because she became pregnant. One teacher was fired because he lived 22 miles from the school where he was a counselor—11 miles outside the district's boundaries. For many years, teachers could be fired for joining a professional organization or labor union.

It is only recently, in the 1970s, that teachers unions won the right to bargain. Most of the teachers who have enjoyed this protection have been women, and many today are the primary breadwinners in their homes. For their sakes, and for the sakes of all our teachers, we will work to protect our rights—including voting NO on Issue 2.

CEA delegates help move NEA forward

Thirty-four members of the Columbus Education Association served this summer as delegates to NEA's 9,000-member Representative Assembly (RA) held in Chicago. CEA's delegates, representing more than 4,000 members, voted for three crucial items that will advance the cause of great public schools for every student.

NEA delegates voted in favor of a five-year, \$10 dues assessment. This measure will raise more than \$20 million per year, 60 percent of which will be made available to state affiliates to fight ballot measures such as SB 5/Issue 2. The remaining money raised will be used in national and state media campaigns to advance the cause of public education and to publicize the role of NEA and state affiliates in improving the quality of public education.

Delegates voted to endorse President Barack Obama in the 2012 Presidential Election. “President Obama is a candidate for President who shares our vision for this country,” said NEA President Dennis Van Roekel. “He has never wavered from talking about the importance of education from Pre-K to college. That doesn't mean we agree with all of his education policies, and I don't mind fighting like hell all the things I disagree with. But I believe that is a good fight to have, a fight over how to achieve a shared vision rather than fighting for the very survival of public schools and the dignity of the middle class.”

RA delegates also voted to adopt NEA's Policy Statement on Teacher Evaluation and Accountability. This statement reflects the importance of maintaining high standards, not lowering them, and calls for robust evaluations based on multiple indicators. The statement supports state or local affiliates that choose to use standardized tests for evaluating teachers if the tests are of proven high quality, are valid and reliable and provide meaningful measures of student learning and growth.

“For too long,” said NEA President Dennis Van Roekel, “we have watched and allowed evaluation systems to exist that don't work. We have watched policymakers define solutions that we know won't work and that we know are wrong for students. The time for watching is over. It's time to take responsibility for our profession.”

Special notes

- ❑ **At the time that this issue of *The CEA Voice* went to press, we did not have an agreement on the payroll and deduction schedule for the 2011–2012 school year. Representatives of the CEA and the Board of Education are scheduled to meet on Monday, Aug. 22.**
- ❑ **The Voter Suppression Bill (HB 194) will make it harder for you to vote by restricting your access to absentee and early in-person voting. Your help will be needed soon to sign and circulate petitions to send the bill to voters in the November General Election. Keep reading *The CEA Voice* for updates.**

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