

The CEA Voice

www.ceaohio.org

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Columbus Education Association

October 31, 2011

Vote NO on Issue 2 and do it now

Many Ohioans are waiting until Tuesday, Nov. 8, to vote **NO on Issue 2** on Election Day. Even if long lines are a thing of the past, you could still be prevented from voting on Election Day by some unforeseen circumstance.



Issue 2 puts our teaching conditions and our students' learning conditions in the crosshairs. Voting early is the right thing to

do to make sure your **NO** vote on Issue 2 (SB 5) is cast and counted. Fortunately, it's not too late to vote early, either in person or by absentee ballot.

If you choose to vote absentee, your application by mail must be received by your county's Board of Elections no later than Saturday, Nov. 5, at 12 p.m. Franklin County residents who wish to vote early and in person at the Franklin County Board of Elections may do so through Friday, Nov. 4. If you do not live in Franklin County, go to <http://bit.ly/ohioboe> for more information. Cast your **NO** vote on Issue 2/S.B. 5, and cast it **NOW**.

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We made the gains

For more than a decade, schools that have improved have received gainsharing funds for teachers in buildings meeting agreed-upon goals. Goals are established annually. Article 908 of our *Master Agreement* details this process. CEA is a pioneer in this area, and many school districts across the nation have adopted our model.

Usually, goals are measured through such factors as graduation rates, student attendance, proficiency test scores and a reduction in the number of disturbances that interrupt the school day. When state test scores are announced, each school's progress is assessed. If a school meets Adequate Yearly Progress (AYP), everyone in that CEA unit receives the merit bonus. Teachers on special assignment and teachers who rotate to one or more schools may opt into the building goals by preparing service plans.

Note that the deadline for Gainsharing service agreements for payouts in 2012 is Nov. 4 for members not assigned to schools on a full-time basis. On Nov. 18, teachers at the following schools will receive a bonus of \$745, or a prorated amount, based on the time assigned to the building:

Avondale ES, Cedarwood ES @ Stockbridge, Centennial HS, Columbus Africentric EC, CAHS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Spanish Immersion Academy, Como ES, Eastmoor Academy, École Kenwood, Gables ES, Maize ES, Marion-Franklin HS, Maybury ES, Miffiin HS, Oakland Park ES, Parkmoor ES, Southwood ES, Stewart ES @ Beck, Valleyview ES, Walnul Ridge HS, West Mound ES, Westgate ES, Whetstone HS and Winterset ES

PAS awardees

CEA was a pioneer in instituting a form of alternative compensation through the Performance Advancement System (PAS). Individuals or groups of teachers who volunteer to work toward specific academic improvement goals qualify for bonuses of \$2,500 for demonstrated accountability for student progress. If added value exists, teachers in the Most Effective or Effective categories are awarded the payment. For teachers in areas where value-added data does not exist, teacher awards are based on a change in NCE (Normal Curve Equivalence) scores between the identified pre-measure and post-measure. This score is based on the district mean and standard deviation and gives a relative ranking of each student in a project compared to the entire district population. Article 910 of our contract explains how the achievement criteria are developed. We congratulate these awardees:

Tripti Agarwal, Heather Allen, Judy Andria, Thomas Antes, Joyce Auer, Christine Ault, Vicki Ayotte, Eileen Baesmann, Janet Baird, Jennelle Baker, Joseph Begeny, Deborah Bennett, Sherrie Berry, Ann Bixler, Stacey Blackstone, Cynthia Blaha, Sandra Bopp, Cynthia Boyd, Beth Boyd, Kristin Brant, Belva Buchan, Christine Burgess-Marrell, Buffy Burroughs, Patti Burton, Jeanne Byrer, Melissa Charles, Yeh-Fen Chin, Jeanne Collins, Joan Cree, Julie Crosby, Michelle Davis, Shalonda Davis, Carla Davis, Julia De-garmo, Robert Delaney, Julie Deshuk, Julie Didlick, Cynthia Donofrio, Cheniqau Drennen, Jennifer Edgington, Sona L Eggleston, Christy Ellis, Keith Emrick, Patrick Fath, Glenna Paulette Felker, Tabitha Fisher, Jodie Fissel, Mitchell Fleisher, Kristin Foster, John Fox, Anita Gerberry, Janet Giacobbe, Carolyn Gillie, Monnette Glason, Katherine Goldman, Ashley Goode, Tracy Grant, Darren Greschuk, Trent Grove, Becky Lewis Hall, Seka Harris, Erica Harris-Raymore, Darlene Harrison, Ali Hassan, Marcie Hatfield, Anette Hayes, Scott Heiss, Laticha Henry, Laurie Hewitt, Lisa Hill, Amber Hill, Danielle Hittle, Sheila Hock, Christine Hoell, John Hoell, Michelle Hooper, Melanie Huber, Mohamed Isse, Angela Jackson, Jada Jackson, Peggy Jenkins, Joan Johnson, Patricia Johnson, Tammy Jones, Shelley Justice, Kathy Kessler, Amy Kienle, Angelia Kipfer, Marsha Kipfer, Toby Kuhl, Nicol Kuhl, Fian Kunesh, Cynthia Lacey-Hester, Kenneth Lacure, Deborah Leopold, Lila Levendoski, Mary Lewis, Kimberly Little, Kathryn Lown, Kara Lucas, Christie Lukasik, Deborah Nagy Mack, Tracy Magnuson, Eric Mann, Melinda Marquart, Brooke Martin, Michelle Martin, Sharonda Mattox, Susan Mayhugh, Denise McBroom, Edna Mc-Cambridge, Charlene McChesney, Craig McMillen, Traci Michalak, Michael Mikes, Andrea Milas Mikes, Vern Miller, Marilyn Miller, Lata Mohan, Loraine Mohre, Margaret Molli-Clark, Carol Neague, Amy Novak, Luann Oliver, Amy Page, Tad Page, Puttan Palanca, Joseph Patete, April Pendery, Frances Penn, Joann Peterson, Trina Ptak, Charles Ratliff, Jennifer Reed, Michele Reese, Jan Reitzel, Alison Rhoton, Christine Richards, Denise Riley, Joy Ritchie, Erika Rosch, Deborah Ross, Kristin Roth, Staci Rouse, Amy Roush, Angela Rybicki-Place, Michael Sage, Carolyn Schmitt, Mary Seipel, Mallikah Sharp, Carrie Shivers-Mazzei, Kevin Smith, Micheolle Smith, Pamela Snyder, Mishelle Soule, Steven Stefanick, Stephanie Stegall, Tracy Stevens, Yolanda Stewart, Lori Sutton, Lori Swope, Leigh Taylor, Beth Taylor, Kelly Telzrow, Sequoia Temple, Lonita Temple-Jackson, Heather Thompson, Michelle Torka, Joyce Trammel, Thomas Trang, Melinda Tucker-Gundling, Brooklynne Uppole, Christy Van Aman, Beth Von Blon, Stephanie Wade De Castro, Vernell Washington, Mary Weaver, Jane Welin, Marilyn Wilcox, Summer Wiles, Cynthia Wilimitis, Sharon Williams, Deborah Wood, Julie Wyatt and Mary Young

Special notes

- ❑ Every Thursday since the governor signed SB 5, we have been wearing red to show our opposition and our resolve to repeal this unjust law on Nov. 8. Wear red on our last **WEAR RED DAY** on **Thursday, Nov. 3. Remember to vote NO on Issue 2 to repeal SB 5.**
- ❑ **Youth Service America** is proud to team up with **State Farm** in a dynamic partnership to offer **grants of up to \$1,000** for the promotion of **service-learning projects** in K–12 public schools. Each grant will engage participating youth in service-learning. Up to 125 grants will be awarded; at least 10–15 grants will support projects addressing teen driver safety issues. Applications must be submitted by **Nov. 9, 2011**. Learn more at www.YSA.org/goodneighbor.