

# The CEA Voice

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

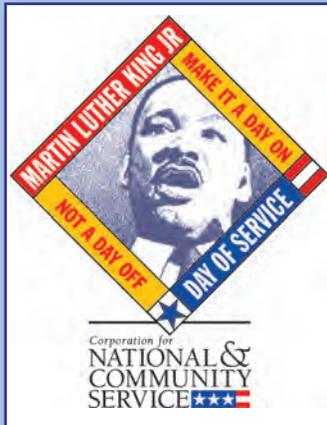
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Columbus Education Association

January 9, 2012

## Remember Dr. King with a day of service

Dr. Martin Luther King, Jr. gave selflessly to others, and he frequently asked his followers to do more for their communities. This year, on Jan. 16, we all have an opportunity to serve.



The MLK Day of Service is a part of President Obama's national call-to-service initiative, asking Americans from all walks of life to work together to provide solutions to our most pressing national problems. On this day, we can bridge social barriers to move our nation closer to the "Beloved Community" that Rev. King visualized.

Visit <http://MLKday.gov/> to find resources for organizations and individuals wishing to serve, including marketing materials, advice on working with the media, project examples and checklists, toolkits, posters, web banners, a photo library, an MLK Day fact sheet—and more—to inform and inspire your planning efforts. Once you have a plan, be sure to register at [www.serve.gov/recruit.asp](http://www.serve.gov/recruit.asp). There you can find lots of examples of past projects.

## Time for PAR...for principals

CEA has long advocated for educators leading our own profession. If we expect high quality teaching in every classroom, we must take on the responsibility for ensuring that is what happens. One way we do this is through the Peer Assistance and Review (PAR) program. PAR provides support to all teachers new to Columbus City Schools (interns) and for those veteran teachers who may be struggling (interventions).

Through Race to the Top, the district's joint evaluation committee is developing a new evaluation system designed to improve teaching quality and student growth. It will also include a new principal evaluation system. But it's time for a PAR program for principals, particularly for new ones and those who are struggling in their positions.

Often, the CEA office receives complaints about new principals. Usually, teachers understand they are new and want to give them time to adjust, so executive directors may not be aware of the issues. Then there are those who get passed from building to building in hopes that a change of venue will make them become better leaders. Sometimes it works; sometimes it doesn't.

Just as the district works with new and struggling teachers, principals need additional support, too. We suggest that principals take charge of their own profession and implement a PAR-like approach to professional development to support their colleagues with this new evaluation system.

## Retiring soon? Increase your severance

To be eligible for super severance pay, you must notify CCS of your retirement by Friday, Feb. 1.

The district needs to know early for hiring and planning purposes. Meeting this early deadline means a larger amount of money paid to you for unused sick leave.

While it remains true that you will receive pay for 50 percent of your personal leave days regardless of when you notify CCS, notifying the district by Feb. 1 means you receive more for your sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted.

The example below represents a retiring teacher with a yearly salary of \$86,001 (Master's at Step 30) with a daily rate of \$441.03 (per diem), 410 sick leave days and 30 personal leave days.

The difference is \$23,154.08. You can see the obvious advantage to notifying the district by Feb. 1.

| <i>Notification by Feb. 1*</i> |          |          |                    | <i>Notification after Feb. 1*</i> |          |          |                    |
|--------------------------------|----------|----------|--------------------|-----------------------------------|----------|----------|--------------------|
| <u>Sick Leave</u>              |          |          |                    | <u>Sick Leave</u>                 |          |          |                    |
|                                | Rate     | Per Diem | Amount             |                                   | Rate     | Per Diem | Amount             |
| 1st 100 days x 25%x            | \$441.03 |          | \$11,025.75        | 410 days x 20%x                   | \$441.03 |          | \$36,164.46        |
| 2nd 100 days x 30%x            | 441.03   |          | 13,230.90          |                                   |          |          |                    |
| 3rd 100 days x 35%x            | 441.03   |          | 15,436.05          |                                   |          |          |                    |
| 4th 100 days x 40%x            | 441.03   |          | 17,641.20          |                                   |          |          |                    |
| 10 days x 45%x                 | 441.03   |          | 1,984.64           |                                   |          |          |                    |
| <u>+ Personal Leave</u>        |          |          |                    | <u>+ Personal Leave</u>           |          |          |                    |
|                                | Rate     | Per Diem | Amount             |                                   | Rate     | Per Diem | Amount             |
| 30 days x 50%x                 | 441.03   |          | 6,615.45           | 30 days x 50%x                    | 441.03   |          | 6,615.45           |
| <b>Total</b>                   |          |          | <b>\$65,933.99</b> | <b>Total</b>                      |          |          | <b>\$42,779.91</b> |

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

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

## LLI meetings coming

Kindergarten instructional assistants are valued members of our educational team. But let's be clear: It should not be their job to work with students on Leveled Literacy Intervention (LLI). Yet this is what is happening. Administration is asking the assistants to abandon the classroom teachers they work so closely with to provide LLI for kindergartners in reading. LLI is supposed to be administered by licensed teachers hired especially for this purpose. So CEA has filed a grievance.

To gather information on how LLI is working at the kindergarten level, CEA is holding two meetings of kindergarten teachers, kindergarten assistants and one of the LLI specialists from each building. These meetings will be held from 4:30–6 p.m. at Columbus Downtown HS on Tuesday, Jan. 24, for Regions 1, 2 and 3 and on Tuesday, Jan. 31, for Regions 4 and 5. If you cannot attend the meeting on your assigned day, you may come to the other session. We will share a report from these meetings with the Joint Labor-Management Committee.

## New insurance

Columbus City Schools changed insurance carriers effective Jan. 1, 2012. Members should have received their new insurance cards over the winter break. If you did not, contact the CCS Benefits Office at 365-6475. There are no changes in benefits, but we have a new carrier: Medical Mutual. Your new cards contain your name and your plan type (CCS Choice Single, CCS Select Employee +1, CCS Select Basic Family, etc.). If you have any questions or problems, please call the Benefits Office or CEA at 253-4731.



## STRS update

At its October and November meetings, the STRS Board reviewed results of the actuarial valuation of the pension plan for the 2011 fiscal year (ending June 30, 2011). Despite strong investment returns, the funded ratio is 58.8 percent and the funding period for the pension plan remains infinite. This means that, based on the current plan assumptions, the pension plan will eventually run out of money without changes. This report underscores the need for pension reform legislation that reduces liabilities as well as increases contributions to pay off those liabilities at a quicker pace.



At the November Board meeting, the STRS Board and staff began discussions of a long-term strategic plan for health care and specific initiatives for 2012–2015. With little prospect of additional funding for health care, the current plan is projected to be solvent until 2024. Staff has proposed a focus on Medicare eligible retirees. Currently, 31 percent of benefit recipients are under the age of 65. However, this group accounts for 62 percent of STRS premium subsidies. The plan is likely to include higher out-of-pocket costs and a merger of the Plus and Basic plans by 2016.

## CEA goes international

If Senate Bill 5/Issue 2 had passed, it would have made it harder for local, state and national unions to represent their members in Ohio. As we stated in an earlier *Voice*, it was a time reminiscent of the beginning of union organizing. Not only was the country watching our struggle against Issue 2 in the days before Nov. 8, our union brothers and sisters in Ireland were watching as well.



In the Republic of Ireland, more than 35 percent of its workforce carries a union card, compared to the United States, where less than 12 percent of the workforce is unionized. The country's largest union is the Services Industrial Professional and Technical Union (SIPTU) with more than 200,000 members. Its members come from both the public and private sectors and work in the fields of construction, health care, education, transportation and manufacturing. SIPTU is nationally affiliated with the Irish Congress of Trade Unions (ICTU).

After Election Day, SIPTU and the ICTU slated several articles for their national publications to document and celebrate our victory at the polls. SIPTU and ICTU asked CEA to use pictures from our Flickr<sup>™</sup> page to put in their publications that more than 600,000 Irish union members will receive. You can see CEA members in SIPTU's *Liberty* at <http://bit.ly/libertycea> and in ICTU's *The Union Post* at <http://bit.ly/unpocea>.

## Essay contest

The Ohio Education Association, in cooperation with Clear Channel Radio, is proud to sponsor the annual Black History Month Essay contest for students. Ohio 4th to 6th grade students are invited to participate. The essays must be written on the topic, "In your opinion, which African American has made the greatest contribution to American democracy, and why?"

One winner will be selected. The student who wins will receive \$50, an educational book on famous African Americans and gifts for his or her classroom.

Contest rules:

- Entries must be emailed by 4 p.m., Monday, Jan. 23, 2012 to [freedomessay@clearchannel.com](mailto:freedomessay@clearchannel.com).
- Each student may enter one essay no longer than 250 words in length.
- Essays submitted must include: contestant's name, home address, home telephone number, teacher's name, school the student attends, grade level, school district and title of the essay.
- The winning essay will be selected by Clear Channel Columbus Radio.

More information can be found on the OEA Website at [www.ohea.org](http://www.ohea.org).

## Get on the ballot

It's your time to make your voice heard while serving your fellow CEA members. Consider running for an Association office. Think of those who came before you. Now it's your turn to get involved.

The following positions will be open in the CEA Spring 2012 Elections: President and Vice President (two-year terms); Governor for Districts 2 (unexpired term ending July 31, 2013); Governors for District 3, 6, Elementary School At-Large and two High School At-Large (three-year terms); 2012 NEA Delegates; and 2012–13 OEA Delegates.

Members may declare candidacy for these positions until Feb. 3, 2012. The formal campaign period is from Feb. 4–Mar. 5. Voting will take place from Feb. 21–Mar. 5. The Elections Committee will tabulate votes on Mar. 6.

In the event of a run-off election, the formal campaigning period will be from Mar. 12–Apr. 2. Voting takes place Mar. 20–Apr. 2. The Elections Committee will tally votes on Apr. 3.

## Special notes

- ❑ Join the Central Ohio Labor Council AFL-CIO and the **Columbus Blue Jackets** for a fun night with your family and other union families on **Feb. 24, 2012, 7 p.m.**, at the **Nationwide Arena**. Call **Tom Johnson** at **246-4241** or send an email to [tjohnson@bluejackets.com](mailto:tjohnson@bluejackets.com) to purchase tickets. Tickets sell for \$30 or \$65 each.
- ❑ **Get your tickets for the Dr. Martin Luther King, Jr. Awards Dinner before they're all gone!** Join us Jan. 12 at the Hyatt Regency to welcome the Rev. Jesse Jackson and honor award recipients **Bethel AME Pastor Dale Snyder**, **Columbus City Councilwoman Priscilla Tyson** and **CCS Monroe MS Counselor Jimmie K. Beall**. Tickets are \$30, and tables of eight are \$240. **Call CEA at 253-4731 to reserve your seat.**
- ❑ **Save the date** for one of our best-loved events. **The CEA Awards & Retirement Dinner** is **Friday, May 18**, at the Hilton Columbus Easton. Social hour is at 6 p.m., with dinner at 7 p.m.