

# The CEA Voice

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## Cleveland Plan update

Weeks of meetings between Cleveland Teachers Union (CTU) President David Quolke, the Cleveland Metropolitan School District (CMSD) and Democratic Mayor Frank Jackson have resulted in a compromise over the controversial Cleveland Plan. The original plan, unveiled in February, was deliberately written behind closed doors and did not include input from CTU.

Ohio's governor "begged" the State Board of Education in March for their endorsement of Jackson's plan. In April, the Board refused to endorse Jackson's plan, passing a resolution that called for any further work on the plan to include a "collaborative, bi-partisan process that involves all relevant stakeholders."

The recent compromise effectively removes one of the most controversial aspects of Jackson's original plan—the "fresh start" contract provision. It would have allowed CMSD to throw away the teachers' existing contract and start negotiations for a new contract from scratch. If no agreement was reached, CMSD would have been able to force a temporary contract on the teachers.

Other aspects of the plan that were changed in the recent compromise include:

- ▶ Changing layoff procedures so that if two teachers have equal evaluation results and contract types, seniority can be used as a tiebreaker.
- ▶ Eliminating CMSD's ability to lay off teachers due to their school's declining enrollment instead of district enrollment.
- ▶ Preventing CMSD from being able to fire teachers who work at persistently low-performing schools.
- ▶ Mandating that the new salary schedule to be developed must be bargained between CMSD and CTU, thereby preventing CMSD from unilaterally imposing a new salary schedule.
- ▶ Guaranteeing teachers additional compensation working at a school where CMSD lengthens their work day or work year.
- ▶ Protecting the agreements that CMSD and CTU have already reached regarding their work on the Teacher Development and Evaluation System.

CTU President David Quolke called the agreement "far from perfect," noting that there was no compromise reached on the plan's provision allowing CMSD to share levy funds with high-performing charter schools. "We have agreed to disagree," he said.

Quolke said the revised plan now has the support of CTU because it "holds the promise of helping students in Cleveland succeed, and it protects the voice teachers have in building a quality education system." Additionally, the majority of the plan will not take effect until the expiration of CTU's current contract in June of 2013.

A substitute bill with the changes from this agreement

will be introduced into the General Assembly in late April.

CEA thanks our members for contacting their legislators and urging them to oppose the original plan. However, legislators could amend the bill to incorporate previously removed plan provisions or include new ones, so we must stay vigilant and continue to put pressure on our legislators.

Stay tuned to *The CEA Voice* for updates.

## NEA's new agenda: It's all about you.

The National Education Association has a new action agenda to help transform the teaching profession and accelerate student learning.

"NEA aims to ensure that every student has a qualified, caring and effective teacher," said NEA President Dennis Van Roekel. "We will support a stronger profession of teaching, and I will put the full weight of our national organization behind this effort."



The three major strategies that will guide these efforts are set forth in NEA's Three-Point Plan for Education Reform. It incorporates best practices from thousands of leading teachers throughout the country and includes input from the Commission on Effective Teachers and Teaching.

The plan's first step calls for raising the bar for preparation and admission into the teaching profession. NEA envisions future teacher candidates passing a classroom-based performance exam following a year-long residency under the tutelage of a Master Teacher before earning their teaching license.

The second step ensures that current educators maintain their high standard of practice. The plan focuses on teacher support by creating a new career path of opportunities. Accountability is provided through the creation of one hundred new Peer Assistance and Review programs over the next three years.

Thirdly, NEA will provide union leadership to support the profession's transformation. NEA has committed to training 1,000 accomplished teachers for leadership roles in the profession. Additionally, NEA will train educators from all 50 states in educational leadership based on the innovative curriculum being developed by the NEA Foundation's Institute on Innovation in Teaching and Learning.

"In order to prepare the coming generations of students, all teachers must be effective—period," said Van Roekel. "Many local NEA affiliates are helping teachers and schools improve their performance—and raise student achievement—because teachers are taking responsibility for improving instruction, curriculum, and school performance. When great teachers become great leaders, students reap the benefits."

Read more at [http://bit.ly/NEA\\_EdReform](http://bit.ly/NEA_EdReform).

## May pay shuffle

In May, you will notice a “bump” in the pay schedule. Take note: On May 4, you will receive a full paycheck. On May 18, you will receive a half paycheck, followed by another half paycheck on May 25.

On June 8, you will once again receive a full paycheck, and full pay will continue every two weeks until the end of pay year. The pay year ends June 22 for teachers on Pay Plan A (21 pays per year) and ends Aug. 31 for teachers on Pay Plan B (26 pays per year).

Below is a simulation of how the pay works for a regular contract teacher. The figures were provided by the CCS Payroll Office.

	May 4 (Full Pay)	May 18 & May 25 (Half Pay)
SALARY	3,307.73	1,653.87
<b>Pre-tax Deductions</b>		
MEDICAL INS	33.49	16.75
DENTAL INS	3.30	1.65
VISION		
LIFE INS 26P		
LIFE INS	4.61	2.31
ANN 1IN 403B	288.26	144.13
FSAMED	46.15	23.08
STRS	330.77	165.39
<b>Taxes</b>		
FED INC TAX	440.40	220.22
OHIO INC TAX	170.51	87.65
COLS INC TAX	80.50	40.25
CERT WORK CO		
<b>Post Tax Deductions</b>		
EX TERM LIFE	9.70	4.85
UNCF	26.00	13.00
CEA-FTP	6.42	3.21
OEA-FTP	23.13	11.57
NEA-FTP	7.42	3.71
DIST-FTB	1.04	.52
TFBS	25.00	12.50
<b>DEPOSITS:</b>		
DIR DEPOSIT	1,511.03	753.08
DIR DEPOSIT	300.00	150.00

## Are you at risk of losing your job?

Do you have a current Individual Professional Development Plan (IPDP) on file with the Local Professional Development Committee (LPDC)? Your IPDP expires along with your license. You must create and submit a new IPDP each time you renew your 5-year license. You cannot start earning credits that you will use to renew that license five years in the future until your new IPDP is approved by the LPDC.

The State of Ohio stipulates that the LPDC cannot approve conversion to licensure based on credits (both college coursework and CEUs) that were earned prior to submission and approval of an educator’s IPDP. All credits must be earned after an educator IPDP is approved.

One issue that occurs too frequently involves members who neglect to submit their IPDP in a timely manner and find themselves scrambling for credits at the last minute. Additionally, those who do not have a continuing contract with the district and do not meet the Feb. 1 renewal deadline will find themselves on the non-renewal list.

Members who hold a 5-year license must know the issue date of that license and the approval date of their IPDP. The approval date of your IPDP must be after the issue date of your current license. To review your information in PD Planner, do the following:

- Log in to CiMS (columbus.schoolnet.com). If you cannot remember your password, click “Trouble Logging In?” Your user name and password will be emailed to you.

- After logging in, click on the “Educator Development” tab.
- Under PD Profile, select “My PD Profile.”
- Click on “PD Plans” tab (beneath your name) to view your IPDP records. Your status must state “Approved.” The date listed under “Submitted” is your IPDP approval date.
- Click on the “Activities” tab to view your CEU records. You can count all CEUs that are designated as “Completed” and earned since the issue date of your current license and since the approval date of your IPDP. You must have 18 CEUs to qualify for renewal. The LPDC does not track college/university credits in PD Planner. To convert semester hours or quarter hours to CEUs, use these conversion equivalents: one (1) semester hour = three (3) CEUs and one quarter hour = two (2) CEUs.

## Special notes

- ❑ The Central Ohio Labor Council, AFL-CIO, needs volunteers to clean up **Workers’ Memorial Park (corner of Front and Long St.)** and plant flowers on **Saturday, Apr. 28, at 9 a.m.** Bring your wheelbarrow, shovel or rake, and join them. *RSVP* by calling 257-1920.
- ❑ **Ann Andrews and Marilyn Miller (Alpine ES)** are **retiring** and their colleagues will host a tea in the **Alpine ES Library** on **Thursday, May 10, from 3:45–5 p.m.** There is no cost involved, nor is an *RSVP* needed.
- ❑ Attend the **retirement party** for **Kathy Walter** on Tuesday, May 29, from 5:30–8 p.m. in the **Valley Forge ES Gym**. Come and share Kathy’s successful teaching career.
- ❑ **Autumn 2012 fee waiver applications will be in buildings on Monday, Apr. 23.** Due to the early start of the autumn 2012 semester in Ohio colleges, the fee waiver process must be completed before the end of this school year. Even if you don’t know the identifying course number or course name, complete the fee waiver application with as much information as you have at the time. Call **Norma Oldham (365-8993)** or email her at **noldham@columbus.k12.oh.us** once you have the course number.
- ❑ Join us for the **CEA Awards and Retirement Banquet, Friday, May 18, at the Hilton Columbus at Easton.** Social hour is 6–7 p.m., with dinner at 7 p.m. The cost is \$30 per ticket, with tables of 10 costing \$300. **There is no charge for Senior Faculty Representatives, retirees and other honorees.** The reservation deadline is **Wednesday, May 2.** If you have **submitted your paperwork** to retire from CCS and **have not received a retirement banquet packet** from CEA, notify **Judy Nelson** at 253-4731.
- ❑ The application **deadline for CEA scholarships for graduating high school seniors is Wednesday, May 2, 5 p.m.** Two scholarships are available: the **\$1,500 Christa McAuliffe Scholarship**, awarded to an education student, and the **\$1,000 CEA General Scholarship**. Both are renewable for up to four years but at a reduced level from the first-year award. Go to <http://bit.ly/eSj3rJ> to download the application form.
- ❑ Be advised that the medical management guidelines for our new insurance administrator, **Medical Mutual of Ohio**, may differ from Aetna’s guidelines. **Our benefits remain the same, but treatments or procedures that were previously approved by Aetna may need to be preauthorized by Medical Mutual.** So, if you are planning to have a procedure that you previously had in 2011 or 2012, contact a Medical Mutual customer service representative at 1-800-382-5729 for preauthorization.