

The CEA Voice

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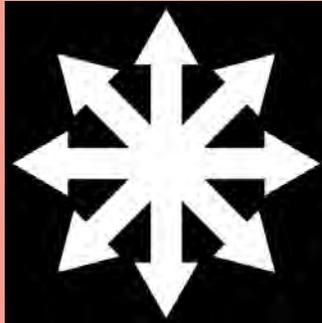
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Columbus Education Association

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Infinite chaos

With the recent district-wide implementation of the Infinite Campus student information system coupled with ongoing investigations involving student attendance data, CEA needs you to understand your responsibilities regarding recording student attendance and grades.



Administrators cannot require you nor should you volunteer to take official morning attendance or period-by-period attendance using Infinite Campus. School staffs cannot vote to enter attendance using Infinite Campus. Entering attendance electronically in Infinite Campus is not a district policy for teachers. The process has not been bargained and is not a term and condition of employment. Doing so would be the work of administration or another bargaining unit in the district. This is not your job.

As in previous years, you are required to record student attendance on paper attendance sheets. However, you should not sign any document, including attendance sheets, to verify student attendance.

You must enter interim reports and quarterly grades on Infinite Campus. However, you are not required to use the grade-book feature on Infinite Campus to keep running records of students' grades. You may continue to use previous grade-keeping methods.

Your Association knows that there are many unresolved issues surrounding the roll out of Infinite Campus that negatively impact teaching and learning conditions. We are working diligently with the administration, making them aware of the problems caused by Infinite Campus. Continue to keep CEA informed of challenges you experience. CEA demands that complaints reported to administration be addressed with all deliberate speed.

It could be you

It happens. Colleagues fall ill with devastating illnesses and their sick leave runs out. New members are especially at risk, since they come into the job with only five initial days. New teachers are not used to the constant exposure to colds and flu.

This is why CEA has negotiated the Sick Leave Bank. Here's how it works: Donate two days, and borrow up to ten days when your own leave has been exhausted. Pay back the bank as you earn more days. You have until the end of your employment with the district to do so. When you sever employment, you get your original two days back.

The open enrollment period for joining the sick leave bank is the month of September. You can download a form at <http://bit.ly/ceasl12>. Remember: The days you donate could be the ones you need!

Have you had your Ten-Minute Meeting?

CEA knows you're busy, and there's a lot of important information we want you to have that will impact the decisions you'll make this election season. Our Ten-Minute Meetings ensure you get the information you need in a short time span in the most effective way possible—face to face. We want you to be educated and ready when decision time comes because this election season, we must stand up for our students, our schools and our future.



By now, you should have had your first Ten-Minute Meeting. If you haven't had one yet, check with your Senior Faculty Representative to find out when and where you'll be having the meeting.

We thank the 160 faculty representatives, CEA staff and officers who represented their buildings/units at the Ten-Minute Meeting training on Aug. 16: A.G. Bell, Alpine ES, Alum Crest HS, Art, Arts Impact MS, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick K-8, Binns ES, Briggs HS, Brookhaven HS, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES @ Stockbridge, Centennial HS, Champion MS, Clearbrook MS, Clinton ES, Colerain ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus International HS, Como ES, Cranbrook ES, Dana ES, Devonshire ES, Dominion MS, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Academy HS, École Kenwood K-8, Fairmoor ES, Fairwood ES, Fifth Ave. K-7, Forest Park ES, Ft. Hayes MEC HS, Gables ES, Georgian Heights ES, Guidance Counselors, Hamilton STEM Academy K-6, Highland ES, Hilltonia MS, Hudson Comm. Ed. Ctr., Hudson St. Warehouse, Huy ES, Independence HS, Indian Springs ES, Indianola K-8, Johnson Park MS, Juvenile Detention Ctr., Leawood ES, Liberty ES, Lindbergh ES, Linden STEM Academy K-6, Linden-McKinley STEM 7-12, Livingston ES, Maize ES, Marion-Franklin HS, Maybury ES, Medina MS, Mifflin HS, Mifflin MS, Moler ES, Music, Neil Avenue Center, North Linden ES, Northgate Center, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Ohio Avenue ES, OT/PT, PAR, Parkmoor ES, Parsons ES, Pupil Services, Ridgeview MS, Salem ES, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert ES, South HS, South Mifflin STEM Academy K-6, Southmoor MS, Southwood ES, Starling MS, Stewart ES @ Beck, Sullivant ES, Trevitt ES, Tutors, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS Whetstone HS, Windsor STEM Academy K-6, Winterset ES, Woodcrest ES, Woodward Park MS, Work Study and Yorktown MS.

Need a little help?

Everyone needs a tune-up from time to time. That's what CEA's "Peer Assistance" (PA) program is all about. Not to be confused with Peer Assistance and Review (PAR), PA is designed to help teachers who may be in a different grade level, teaching a different subject or at a new building this school year.



PA is strictly a volunteer, non-evaluative program for teachers requesting additional assistance due to the following reasons:

- 1 The teacher recently transitioned to another teaching level, (elementary, middle or high school).
- 2 The teacher recently transitioned from a non-classroom setting to a classroom setting.
- 3 The teacher recently changed his/her teaching area.
- 4 The teacher was recently released from PAR as an intervention or an intern but wants some additional assistance.
- 5 The teacher is requesting refresher support.

When requesting assistance, a PAR Consulting Teacher (CT) will come to your classroom from two to four times. The CT will assist you with curriculum, classroom management, staff relations, pupil relations or any other area where you may want help. There is no record in your personnel file.

To enroll in PA, call CEA President Rhonda Johnson at 253-4731.

Time to construct your ABCs

ABCs aren't just for students. Those letters also stand for Association Building Council. This group of at least five teachers is an advisory group that assists the principal and the school staff in developing their policies and programs.

Your ABC should be organized during the first month of school. Article 202 spells out this contract provision. Here is how it should be constructed and used: The ABC consists of the Senior FR, two members elected by the certificated staff and two members appointed by the principal.

ABC meetings are open to all CEA members in the building or department. At the first meeting, ABC members elect a chairperson and determine how many votes will be needed to refer a member to the PAR program.

The ABC should meet monthly with the principal. The chairperson and administrator jointly develop the agenda based on items submitted by the staff. The principal does not have the right to remove items from an agenda, unless they are personnel matters that should be conducted in hearings.

The ABC is a great tool to help improve working conditions and school climate. Even if there are no agenda items for the month, the meeting can be used to discuss issues that could become a problem later.

Religious leave

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

Section 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.

CEA delegates lead NEA's teacher quality charge

Thirty-three CEA members served as delegates to this summer's NEA's Representative Assembly (RA) held in Washington, D.C. NEA President Dennis Van Roekel addressed more than 9,000 delegates in his keynote address.

Leading the charge for teacher quality will forever remain at the top of NEA's to-do list. Van Roekel reiterated that we, as NEA members, must make sure we're at the table instead of being on the menu when decisions are made that will impact our profession.

"Are we willing to assert our leadership and take responsibility for our professions?" Van Roekel asked NEA delegates. "I am so tired of others defining the solutions without even ever asking those who do the work every day of their professional life."

"I'm not willing to ask them, 'Do I get to do this?' Because if we are not ready to lead, I know there are many others ready, willing and waiting to do it for us. Or maybe I should say, do it to us."

In his speech regarding Campaign 2012, Van Roekel stated, "The election this year is critical for public education, and it's also the turning point for the entire middle class in America."

"We must do everything we can to reelect President Barack Obama," continued Van Roekel. "[President Obama] secured federal funds to keep more than 400,000 educators working with students. He expanded access to health care to some 30 million Americans through the Affordable Care Act. He issued an executive order to open the door of opportunity to hundreds of thousands of students who are eligible for the DREAM Act. He led the way to ensure that student loans remain affordable."

The NEA recognizes that CEA is leading the teacher quality charge in Ohio. During NEA's Day of Learning, CEA President Rhonda Johnson spoke as a panelist to educate NEA members about our Peer Assistance and Review program. Johnson was also featured in an NEA RA panel discussion on the Association's partnership in OSU's Apprenticeships Supported by Partnerships for Innovation and Reform in Education (ASPIRE) program. The year-long program recruits, trains and mentors potential teachers for future employment in Columbus City Schools.

Remember that OEA card?

For about three years, OEA stopped issuing yearly membership cards. The one you have is still good, so make sure you still have it. If you can't find it, call OEA, 228-4526. To find out about your benefits, go to <http://bit.ly/accessoea>. You need your 10-



digit membership number, which can be found on the card or on the address label of your *Ohio Schools* magazine. You will find lots of deals, including discounts where you shop every day for food, fashions, automotive supplies, health and beauty and more. You also will find service, travel and recreation discounts. These are great benefits, so check them out.

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.
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