

The Voice

Rhonda Johnson, President

www.ceaohio.org

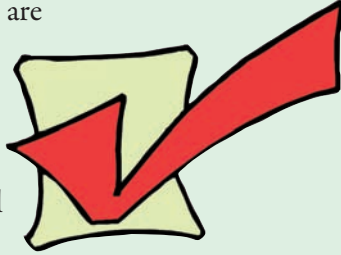
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Columbus Education Association

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Check your pay

The first paychecks under the new salary schedule will be distributed on Friday, Sept. 15. It is a good time to check and be certain that you are being paid correctly. Below is a complete chart showing the gross pay (salary before deductions) for a two-week period. If have a question, call CEA at 253-4731.



Plan A	21 Pays				
Yrs. Exp	BA	BA+	MA	MA+	Ph.D
0	1835.33	1835.33	1881.14	1916.76	2039.43
1	1835.33	1835.33	1955.76	1994.76	2122.43
2	1835.33	1887.90	2033.81	2074.48	2207.24
3	1908.29	1962.52	2115.19	2155.90	2293.90
4	1984.62	2042.29	2200.00	2242.43	2385.95
5	2064.33	2123.67	2288.24	2332.33	2481.62
6	2145.76	2208.52	2379.81	2425.62	2580.86
7	2232.24	2296.71	2474.81	2524.00	2685.52
8	2322.14	2388.29	2573.19	2624.10	2792.05
9	2413.76	2483.29	2676.67	2729.24	2903.90
10	2510.43	2583.38	2783.52	2837.81	3019.43
11	2612.19	2686.86	2895.48	2951.48	3140.38
12	2715.67	2793.71	3010.81	3070.19	3266.67
13	2824.24	2905.67	3131.24	3192.33	3396.62
14	2937.90	3022.71	3256.76	3321.24	3533.81
15	2937.90	3022.71	3266.29	3330.76	3543.33
19	3002.90	3087.71	3331.29	3395.76	3608.33
23	3102.62	3187.43	3431.00	3495.48	3708.05
27	3240.43	3325.24	3568.81	3633.29	3845.86
30	3384.62	3469.43	3713.00	3777.48	3990.05

Plan B	26 Pays				
Yrs. Exp	BA	BA+	MA	MA+	Ph.D
0	1482.38	1482.38	1519.38	1548.15	1647.23
1	1482.38	1482.38	1579.65	1611.15	1714.27
2	1482.38	1524.85	1642.69	1675.54	1782.77
3	1541.31	1585.12	1708.42	1741.31	1852.77
4	1602.96	1649.54	1776.92	1811.19	1927.12
5	1667.35	1715.27	1848.19	1883.81	2004.38
6	1733.12	1783.81	1922.15	1959.15	2084.54
7	1802.96	1855.04	1998.88	2038.62	2169.08
8	1875.58	1929.00	2078.35	2119.46	2255.12
9	1949.58	2005.73	2161.92	2204.38	2345.46
10	2027.65	2086.58	2248.23	2292.08	2438.77
11	2109.85	2170.15	2338.65	2383.88	2536.46
12	2193.42	2256.46	2431.81	2479.77	2638.46
13	2281.12	2346.88	2529.08	2578.42	2743.42
14	2372.92	2441.42	2630.46	2682.54	2854.23
15	2372.92	2441.42	2638.15	2690.23	2861.92
19	2425.42	2493.92	2690.65	2742.73	2914.42
23	2505.96	2574.46	2771.19	2823.27	2994.96
27	2617.27	2685.77	2882.50	2934.58	3106.27
30	2733.73	2802.23	2998.96	3051.04	3222.73

President's message

Let teachers run the show

The debate surrounding the common conference period in high schools started last year when administrators loosely began referring to the contractual conference period as the common planning time.

There is no reference in the CEA/Board Agreement to planning time in high schools. Therefore, administrators cannot require that teachers attend meetings during the conference period. Participation in professional learning teams (PLTs) is voluntary.

However, the assignment to lead the teams is clearly in line with the job description for department chairpersons.

On the other hand, there is nothing in the contract that prohibits teachers from voluntarily meeting with colleagues during their conference periods. CPS teachers have been meeting in teams for years. Many middle school teachers have organized grade-level meetings. Some elementary school teachers meet while their students have specials. Educators in the Teacher Advancement Program (TAP) schools hold cluster meetings twice a week. And some high school teachers have taken their lunch periods to meet with colleagues.

CEA believes that regular planning-team meetings are valuable. Research and data show that when teachers meet on a regular basis to focus on what students need to know and be able to do student achievement improves.

But we also know that most productive meetings generally have been those where the participating teachers took the leadership role. A teacher-directed, teacher-led and job-embedded approach to professional development is much more effective in producing results.

Generally, meetings led by principals are not as productive. Teachers need to feel free to discuss issues that arise and to set a discussion agenda that meets their needs.

CEA backs any strategy that improves classroom effectiveness, including team planning. And generally planning should involve every member of the building staff, including the administrators. But when teachers meet to discuss their daily work, they should be in charge of that agenda. Since high school teachers cannot be required to attend common planning sessions, cooperation will come only if they can set the meeting schedule and run the show.

Discipline system emphasizes concise expectations

Classrooms are productive places for teaching and learning. Classroom climate is critical to ensuring students can focus and achieve. But this piece has been a shortcoming in the district. As we've reported before, a district-wide KidsOhio.org survey conducted last year revealed that many families find the classroom—and school—atmosphere chaotic, and they view disciplinary measures as

inconsistent. Hundreds are leaving CPS for charter schools.

CEA is confident change is on the horizon. It's called PBIS, or Positive Behavioral Interventions and Supports. The district has adopted the strategy as the core to individual school discipline plans. Training for all school teams begins Sept. 15.

PBIS is a bundling of successful school-discipline strategies in a cohesive plan that has been studied and measured nationally. It encompasses teachers and administrators, but includes families and the community. Its basic tenet is an agreed-upon series of responses to student behaviors and the supports to assist students. In the past, school discipline has mainly focused on reacting to specific student misbehavior by implementing individual punishments. PBIS relies on modeling and reinforcing positive social behavior. Aggressive, unsafe behavior is discouraged. Respect and responsibility are valued. Differences are valued.

Under PBIS, teachers agree on a series of messages students should receive about behavior, and on what will be tolerated in the classroom and building. Teams develop ways to respond to behaviors on three levels: primary (school-wide), secondary (classroom) and tertiary (individual).

The teams agree on these elements: (a) a common approach to discipline, b) a positive statement of purpose, c) a small number of positively-stated expectations for all students and staff, d) procedures for teaching these expectations, e) a continuum of procedures for encouraging maintenance of these expectations, f) procedures for discouraging rule-violating behavior and g) procedures for monitoring and evaluating the system's effectiveness.

A group of CEA educators-on-special assignment already has trained here with PBIS guru Terry M. Scott. These trainers will share the information with school teams in sessions being held at COSERRC.

Lee Hall, CEA's co-chair of the CPS Committee on Discipline said, "PBIS provides a framework for the opportunity to create a calmer school environment and a greater focus on teaching and learning."

Want to learn more? Visit www.pbis.org

CEA fall elections

The deadline is tomorrow for members to sign up to run in the CEA elections. Your declaration form, available from CEA, must be on file with the CEA Secretary by 5 p.m. on Sept. 12. The following positions are open: Vice President, one High School At-Large Governor, two Middle School At-Large Governors, one Minority At-Large Governor and delegates and alternates to the OEA Representative Assemblies. Candidates may campaign for these positions from Sept. 13–22. Members will vote for candidates Sept. 26–Oct. 9. The CEA Elections Committee will tabulate the votes on Oct. 10.

Let the pink into your exercise routine

Lace up your shoes and join the effort to fight breast cancer. The annual "Making Strides" five-kilometer (about three-mile) walk against breast cancer is Sunday, Oct. 22, starting at 10 a.m. from COSI. Registration is at 9 a.m.

CEA is a corporate sponsor of this fund-raising event. And it is only fitting. Many of us are women, and many of us have battled breast cancer. We hope every school can get at least one team together to help the effort to raise awareness. Registration forms will be available at your building or at www.cancer.org. You may also call 1-800-ACS-2345.



College grant deadline Nov. 3

It's time again to apply to the CEA Members Scholarship Foundation for grants to support a child who is starting the senior year in college. This year's deadline is Nov. 3. To apply for a \$500 grant, submit documentation that your child is a senior in good standing, with 2.0 or higher GPA. The grant will be credited to his or her account at the specified college and university.

The scholarship fund was created in 1992 when the CEA Legislative Assembly voted to place \$10 per member annually in a trust fund. The money was deposited at the Columbus Foundation and has grown to a trust with more than \$800,000 in reserves.

The first year, 69 eligible children received grants totaling \$34,500. Today, we count more than 400 scholarships awarded representing more than \$204,000 in grants.

The children of current and retired members are eligible to apply. Please call CEA for an application form or print one from the CEA website at http://www.ceahio.org/member_Scholarship.aspx.

PAS briefings begin Sept. 14

The Professional Advancement System (PAS) will hold general information sessions at Northgate Staff Development Center on from 4:30–5:30 p.m. on Sept. 14, Sept. 19 and Oct. 17. PAS is a joint CEA/CPS initiative to encourage all members of the bargaining unit to conduct classroom action research. During the past five years, more than 1,000 members have chosen to participate and nearly \$1.5 million dollars has been awarded in cash bonuses. The Oct. 17 session will focus on information pertinent to Year II dissemination projects. PAS applications are due Oct. 19 by 5 p.m. Call 365-8861 for details.

Nominate an outstanding teacher

Know a colleague who inspires students and fellow teachers alike? Someone who is active in community pursuits? Nominate him or her for Ohio Teacher of the Year. The deadline for applications is Sept. 30.

You may submit up to three applications for teachers of pre-K through grade 12. Each nominee must be engaged in the direct teaching of students and must demonstrate exceptional dedication and leadership. Those who teach college or deal mainly with administration, curriculum or supervision are not eligible. Generally, nominees:

- Have the respect of students, parents and colleagues;
- Play an active role in the community as well as in the school;
- Have excellent communication skills;
- Are able to make presentations to diverse audiences in their areas of expertise.
- Possess a state and national perspective on educational issues and practices.
- Use technology as a tool for learning, communication and collaboration.

Columbus teachers Doreen Uhas-Sauer and Deepa Ganchnitz were name Ohio Teacher of the Year in 2002 and 2004, respectively. Will you be next? For an application, contact Leigh Brenneman at (614) 644-7701 or leigh.brenneman@ode.state.oh.us. Or visit www.ode.state.oh.us and type "teacher of the year" into the search box at top right.

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