

The Voice

Rhonda Johnson, President

cea

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TBS recommended candidates for statewide races



Judge William O'Neill for Ohio Supreme Court

Judge O'Neill, a decorated Vietnam veteran, has a reputation for no-nonsense rulings. From 1984 until 1996, he was an assistant Ohio attorney general where he represented the Ohio Civil Rights Commission and the Industrial Commission of Ohio. He was first elected to the 11th District Court of Appeals in 1996 and re-elected in 2002. He is an outspoken critic when he has seen government strong-arming citizens, and he strongly supports fair funding of Ohio's schools. He has set his own limits on campaign contributions.



William O'Neill

Ben Espy for Ohio Supreme Court

Ben Espy has a wide range of experiences. He served on Columbus City Council and then as a state legislator for 10 years, until 2002. He also served in the Ohio Attorney General's Office. He has a unique perspective on the problems facing minority communities and would bring great understanding to the challenges faced by Columbus students. He is a legal expert on civil rights matters, and his knowledge of school funding issues has kept many a legislative opponent on the debate floor for considerable periods.



Ben Espy

Jennifer Brunner for Secretary of State

Brunner is a Franklin County judge with a record for fair and objective rulings. She sought to work fairly with non-violent drug offenders by offering them a chance for rehabilitation. She also has practiced election law for 13 years and has stated her commitment to maintain electoral integrity, particularly where school elections are concerned. Recent years have seen plenty of lawsuits alleging election fraud in local districts.



Jennifer Brunner

Marc Dann for Attorney General

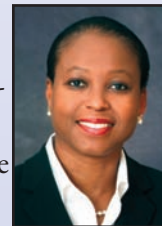
Dann has served as an Ohio representative since 2001. He is committed to upholding the state's ethics laws. Dann helped uncover the *Coingate* scandal resulting in the indictment of Tom Noe. He has been an avid schools supporter, even winning a seat on the Liberty (Ohio) school board to learn firsthand about its challenges. While a representative, he introduced legislation intended to weaken political links between college trustees and the governor's office.



Marc Dann

Barbara Sykes for State Auditor

Sykes was the first black woman to serve on Akron City Council. She is the only candidate with auditing experience—12 years as a deputy auditor for Summit County. She now is serving her third term as a state representative where she is president of the Ohio Legislative Black Caucus. She is not afraid to take on difficult causes. Sykes defied her party in 2003 when she worked with Republicans during a difficult budget year to protect programs for the poor.



Barbara Sykes

Richard Cordray for State Treasurer

Cordray, an attorney, currently is serving his second term as Franklin County Treasurer. He also served as a state representative. As county treasurer, he managed to recover millions in delinquent tax funds. Cordray received the Ohio Legal Assistance Foundation's Presidential Award for his work supporting legal services for the poor. In 2000, the Human Rights Campaign recognized him as its Humanitarian of the Year for his efforts to promote tolerance and understanding in our community.



Richard Cordray

Your United Way dollars do a lot

As you reach into your paychecks and make your pledge to this year's United Way campaign, be assured that you are helping raise awareness of issues and addressing vital statistics in these critical areas carefully researched and defined by United Way of Central Ohio:



- Early learning: 69 percent of Columbus Public Schools children enter kindergarten unaware of the right way to hold a book.
- High school graduation: 11 percent of adults 25 and older in Franklin County have not completed high school.
- Safe, affordable housing: More than 7,500 people utilize emergency shelters each year.
- Strong neighborhoods: Columbus' inner city lost 10 percent of its population during the 1990s.
- Safe communities: Three times more inmates are released from prison today than 20 years ago.
- Healthy communities: Nearly 25 percent of all children and 48 percent of African-American children are overweight.
- Job skills: 13 percent of all residents and 34 percent of female-headed families in Franklin County live in poverty.
- Diversity and acceptance: The county's African-American population grew by 25 percent in the past decade, while the Latino population grew by 163 percent.

Enrollment options for insurance benefits

There are three choices available for medical coverage. Please study the options carefully before submitting your choice. The cost of the insurance benefits is listed below:

Type of Insurance	Bi-Weekly Deductions 26 Pays	Bi-Weekly Deductions 21 Pays
CMM-INDEMNITY TC Employee Only	\$ 94.27	\$116.72
Family	254.53	315.14
PPO-AETNA CHOICE POS II Employee Only	\$17.16	\$21.24
Family	46.32	57.35
EPO-AETNA SELECT Employee Only	\$16.84	\$20.85
Family	45.47	56.29
DELTA DENTAL PLAN	\$3.00	\$3.71
LIFE INSURANCE Additional \$50,000 Life Ins.	\$4.61	\$5.71

The Columbus Board of Education provides a \$50,000 term life insurance policy as a benefit to full-time teachers and provides a \$25,000 term life insurance policy to half-time teachers. An additional amount of \$50,000 (or \$25,000, respectively) term life insurance may be purchased. Be sure to submit the beneficiary card indicating your preference.

Insurance applications and waivers must be returned to the Benefits Office during the open enrollment period (Oct. 16–Nov. 17) or no later than 30 days from date of hire. Failure to comply will result in loss of insurance benefits. If the application is not returned by the deadline, the employee must wait for the next open enrollment period to reapply.

Notification due to life changes (i.e., marriage, divorce, birth of a child, adoption and deaths) must be submitted to the benefits office within 30 days.

PAR conference a big success

Nearly 250 people attended the Peer Assistance and Review Conference sponsored by CEA on Oct. 12–14. This was the third time your Association has sponsored a national conference on the PAR Program. We were pleased to have participants from 20 states attend.

The PAR Conference centered on the fundamentals of the program. Workshops provided information on how to develop and operate a program. Participants had the opportunity to visit Columbus schools and shadow PAR Consulting Teachers. The oldest programs (Toledo and Columbus) were highlighted and new approaches (Chicago and Brunswick, Ohio) were presented. Marcia Smith, NEA Executive Committee Member from Maryland, provided an insightful keynote address stressing the importance of PAR. Dr. Sandy Stroot, Senior Associate Dean of The Ohio State University College of Education and Human Ecology gave an excellent speech on the power of induction for public school teachers.

Many out-of-state visitors stayed until the last session to see how Columbus teachers and administrators refer teachers to the PAR Program for intervention and assistance.

CEA published a new brochure for the conference, which explains in detail Peer Assistance and Review. This brochure can be found on the CEA website.

Representation is YOUR right

There frequently is confusion about the rights of a teacher who faces or fears facing a formal reprimand or disciplinary action from an administrator.

The fact is that teachers don't have to face these kinds of actions alone. The CEA contract specifically grants teachers the right to association representation before hearing disci-

plinary charges.

CEA wants to clarify these rights as outlined in sections 404.01 and 404.02:

According to these contract statutes, a teacher is entitled to have an association representative present when a formal reprimand or warning is being issued. This applies to any alleged infraction of rules, including alleged delinquency, unprofessional performance, or the recommendation that a teacher resign or take an unpaid leave of absence.

Teachers are entitled to this process when charges are made, but also when information is being gathered that could lead to such accusations.

Teachers also should know that they cannot be formally disciplined for any reason without just cause.

For more specific information, call the CEA office. We are here to assist you and assure your rights are protected.

Unfair labor practice charge dismissed

The State Employment Relations Board (SERB) has determined that a charge of unfair labor practices (ULPs) brought before CEA by two career center leadership interns (formerly leadership trainees) was unfounded.

The two administrators complained when they were not permitted to participate in the limited separation plan (buy-out) being offered to bargaining unit members eligible in 2006 and 2007. Because they each had been leadership trainees and paid on the teacher salary schedule, the pair said they assumed they were members of the bargaining unit.

However, both now are leadership interns, and according to the CEA contract, are not members of the unit (see Memorandum of Understanding, p. 164 of the 2005–08 *Master Agreement*). One had served as an administrator for several years before being returned to the leadership trainee program. Neither had been paying dues to the Association since leaving the classroom.

Even though many administrators may wish that CEA represented them, we can only represent those employees listed in the recognition clause in Article 101 of the *CEA Master Agreement*.

Special notes

❑ Open enrollment for insurance coverage has begun.

Applications are available at your building's main office. They are being **accepted until Nov. 17**, and changes are effective Jan. 1, 2007. Also visit <http://cpsnet.columbus.k12.oh.us/applications/inetdept.nsf>.

❑ OEA's Spring Representative Assembly will be held **Friday-Saturday, Apr. 20–21, 2007**. It has been moved from May to permit teachers to remain with their classes during state testing. The assembly will meet this time in the **Greater Columbus Convention Center**. For information, call Becky Dillon at 227-3169.

❑ The Franklin County Neighborhood Arts Program is **accepting grant proposals through Oct. 31**. Awards are between \$200 and \$2,000. Applicants must demonstrate how proposed projects will provide students with a unique arts-based experience that extends beyond the reach of traditional classroom instruction. School-community partnerships are strongly encouraged. Visit www.gcac.org/org/fcnap.php.

❑ **Who's Who Among American teachers has recognized Elaine A. Anderson**, French teacher at Mifflin High School, for her outstanding work in the classroom. Mrs. Anderson will appear in the National Honor Roll of Outstanding American Teachers 2005–2006 Commemorative Edition.

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