

The CEA Voice

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PAS for 2011–2012

Article 910 of the *CEA Master Agreement* details the Performance Advancement System (PAS). CEA was a pioneer in negotiating this voluntary form of alternative compensation. This program is a salary incentive for developing new, more effective teaching strategies through action research. PAS participants can earn \$2,500 each if their mean student achievement gain exceeds the overall district gain by three Normal Curve Equivalents (NCE). Value-added data is also used in the determination.

The PAS committee looked at student progress, identified teachers' best practices and is now announcing the awardees for the 2011–2012 school year. Payment for the following individuals is expected to be made on Nov. 14, 2014:

Tripti Agarwal, Joyce Albright, Judith Andria, Thomas Antes, Summer Anthony, Christine Ault, Eileen Baesmann, Janet Baird, Jennelle Baker, Joseph Begeny, Rosina Bell-Games, Ann Bixler, Stacey Blackstone, Cynthia Blaha, Sandra Bopp, Kimberly Bordo, Ann Bousseadra, Beth Boyd, Kristin Brant, Diana Brewer, Todd Brown, Belva Buchan, Christine Burgess-Marrell, Buffy Burroughs, Suzanne Butler, Jeanne Byrer, Kimberly Carpenter, Catherine Cincione, Melissa Charles, Shao Chen, Yeh-Fen Chin, Jessica Corder, Joan Cree, Carla Davis, Michelle Davis, Shalonda Davis, Julie Deshuk, Julie Didlick, Cheniqau Drennen, Stacy Rhodes, Jennifer Edgington, Sona Eggleston, Christy Ellis, Tonya Ely, Keith Emrick, Patrick Fath, Tabitha Fisher, Jodie Fissel, Kristin Foster, John Fox, Anita Gerberry, Janet Giacobbe, Carolyn Gillie, Monnette Glason, Trent Grove, Erin Gutridge, Seka Ward, Darlene Harrison, Erica Harris-Raymore, Ali Hassan, Paulette Haven, Tomeka Hawthorne, Anette Hayes, Scott Heiss, Laticha Henry, Jeri Hensley, Laurie Hewitt, Lisa Hill, Danielle Hittle, Christine Hoell, John Hoell, Christina Hoerig, Deacon Hooper, Michelle Hooper, Carrie Hoover, Joy Hostetler, Christina Howard, Mohamed Isse, Jada Jackson, Melinda Tucker-Gundling, Peggy Jenkins, Shannon Jones, Tammy Jones, Shelley Justice, Kathy Kessler, Angelia Kipfer, Marsha Kipfer, Nicol Kuhl, Toby Kuhl, Michael Kuhnell, Fian Kunesh, Kenneth Lacure, Jacqueline Lee, Michelle Lee, Deborah Leopold, Lila Levendoski, Lynette Lewis, Mary West, Becky Hall, Kimberly Little, Katherine Longenecker, Christie Lukasik, Deborah Mack, Andrea Manfresca, Susan Marcus, Dawn Marsh, Brooke Martin, Michelle Martin, Kevin Mastroianni, Lori Maticcik, Edna McCambridge, Charlene McChesney, Craig McMillen, Molly Mechling, Traci Michalak, Michael Mikes, Andrea Milas Mikes, Marilyn Miller, Verniedo Miller, William Mitchell, Lata Mohan, Tammy Moton, James Murray, Carol Neague, Amy Novak, Luann Oliver, Jennifer Ozbek, Amy Page, Tad Page, Ruth Palmer, Rosalind Parker, April Pendery, Joann Peterson, Emilie Pitzen, Katherine Prater, Trina Ptak, Charles Ratliff, Lynda Ray, Jennifer Reed, Jan Reitzel, Alison Rhoton, Christine Richards, Karen Richards, Denise Riley, Joy Ritchie, Erika Rosch, Deborah Ross, Staci Rouse, Amy Roush, Angela Rybicki-Place, Mallikah Sharp, Carrie Shivers-Mazzei, Micheolle Smith, Brittany Sparks, Steven Stefanick, Tracy Stevens, Yolanda Stewart, Barbara Sullinger, Lori Sutton, Lori Swope, Deborah Tallman, Beth Taylor, Leigh Taylor, Kelly Telzrow, Sequoia Temple, Lonita Temple-Jackson, Heather Thompson, Michelle Torka, Peter Trautmann, Nancie Turkal, Brooklynne Workman, Beth Von Blon, Jane

Welin, Cynthia Wilimitis, Michelle Williams, Sharon Williams, Courtney Wilson, Deborah Wood, Constance Workman, Linda Wyman and Mary Young.

Please note: CEA members who resigned or retired after the 2011–2012 school year should contact Drenna Johnson at 365-6441 to provide updated address and direct deposit verifications for payment. Information about PAS for the 2012–2013 and 2013–2014 school years will be published in upcoming editions of *The CEA Voice*.

Gainsharing for 2011–2012

For more than a decade, teachers in schools that have met Adequately Yearly Progress (AYP) have received a form of alternative compensation called Gainsharing. The district had set aside dollars for this program, detailed in Article 908 of our *CEA Master Agreement*. However, the program was on hiatus until ODE recalculated the state report card from 2011–2012.

Each year, teachers on special assignment or those who serve multiple buildings may fill out gainsharing service agreement forms to attach themselves to a building for that academic year.

Here is a list of the schools whose teachers will receive Gainsharing payments for making AYP in the 2011–2012 school year:

Alpine ES, Alum Crest HS, Binns ES, Cedarwood ES, Columbus Alternative HS, Columbus City Prep. School for Girls, Columbus International HS, Columbus Spanish Immersion K–6, Cranbrook ES, Eakin ES, École Kenwood K–6, Fairwood ES, Ft. Hayes Arts & Academic HS, Georgian Heights ES, Independence HS, Indianola K–8, Lincoln Park ES, North Linden ES, Olde Orchard ES, Scottwood ES, Stewart ES @ Beck ES and Valleyview ES.

Please note: As of the time *The Voice* went to print, the per-person Gainsharing amount for the 2011–2012 school year was still being verified. CEA members who resigned or retired after the 2011–2012 school year should contact Drenna Johnson at 365-6441 to provide updated address and direct deposit verifications for payment. Information about Gainsharing for the 2012–2013 and 2013–2014 school years will be published in upcoming editions of *The CEA Voice*.

Painsharing

On Wednesday, Oct. 15, the District emailed the entire staff information regarding Gainsharing for the 2010–2011 school year. Employees working in nine CCS buildings were identified as not earning Gainsharing due to the manipulation of data. CEA members had absolutely nothing to do with the manipulation of data and, as a result, are being victimized and asked to pay back monies they thought they earned. Auditor Yost stated he would have required the district to recoup the funds from employees. So it was not a



matter of “if” the District would recoup funds, but “when.”

While we understand that public dollars were used to pay for Gainssharing and have to be recouped, there has been no admission of wrong doing on the part of administration. CEA is in contact with the District to get answers to the many questions asked by our membership. We are also working with the Ohio Education Association and attorneys to determine the best ways to support the membership. CEA will sponsor sessions for those members negatively impacted to meet with certified tax preparers/accountants at no cost to them to address the tax issues they may have.

We will keep you informed as we get more information.

If not you, then who? If not now, when?

It's time to cast your ballot. Though the official election date is Nov. 4, early voting is under way through Nov. 1. It's easy to take the right to vote in stride, but this is a critical time for educators, and every candidate is important, regardless of where he or she is listed on the ballot. It is important that we vote for every office, and that we support pro-public education candidates to ensure we are represented. Here's why:

- The teaching profession is under attack. Politicians are short-changing our students with excessive testing, under-regulated charter school alternatives and classrooms that have to operate with inadequate resources.
- Every day, corporate and anti-union interests work to reduce the voice of American labor through attacks on collective bargaining, through plans to privatize and defund public institutions.
- Low voter turnout gives anti-union, anti-education candidates the edge, allowing the tenor of our governmental institutions at every level to change, with potentially disastrous results.

The good news is that we can fight against this attack on labor by voting. You can vote on Election Day, or you can visit your board of elections to cast your ballot. Hours are 8 a.m. to 5 p.m. through Oct. 31; two Saturdays—Oct. 25 and Nov. 1—from 8 a.m. to 4 p.m.; and on the Sunday, Nov. 2, before Election Day from 1 to 5 p.m. Franklin County residents may visit the Board of Elections offices at 1700 Morse Road. Here's the link for more information: <https://vote.franklincountyohio.gov/absentee/>.

To find other county locations, visit: <http://www.sos.state.oh.us/sos/elections/electionofficials/boeDirectory.aspx>.

Check your insurance details

Open enrollment ends Oct. 31. It's critically important that you look over your insurance benefits and determine if everything will stay the same as of Jan. 1, or if you have changes, such as adding a dependent to your policy. In any case—even if nothing will change—you must review your benefits with a benefits counselor and inform the district of your coverage. Here's how:

1) “Co-browse” through the Employee Self-Service System, where you can look at your package online simultaneously with a counselor. Call Center hours are 11 a.m. to 8 p.m. Monday through Friday. After 5:30 p.m., make sure you have your ESS password and can log into the system. Before enrolling, review the “ESS Quick Guide for key information.” Find all information on the CCS website at www.ccsob.org under the “Staff” tab. Scroll down the page for specifics.

2) Meet with a counselor in person. You may sign up through the system for a meeting at Kingswood Data Center. To make your appointment from a district computer, go to the Technical Learning Center (TLC) website: <http://cpsnet.columbus.k12.oh.us/applications/tlcRegistration.nsf/Information%20Pages/Main?openDocument>. Lab hours are from 3 to 6 p.m., with hours until 7 p.m. on Tuesdays and Wednesdays through Oct. 31. Log in with your CCS computer username and password and follow the prompts.

Here are some things to remember:

- ♦ **Make sure that you can access your email**, because email will be the primary method of communication with employees regarding their enrollment status.
- ♦ **Know your plan.** If you have dependents on your health insurance plan, you will need to add coverage for each of these dependents for 2015. Your policy details will not be visible as you discuss them.

If you need additional assistance with email or ESS, contact the IT Help Desk from 6:30 a.m. to 5:30 p.m. at 365-8425. If you have questions about open enrollment, contact a Benefits Team member at 365-6475.

Know your contract; class size

The CCS administration has to make a concerted effort to complete initial class size adjustments within the first 18 student attendance days of the school year. Oct. 1 is the deadline to reorganize classrooms that exceed the class size guidelines prescribed in Article 301 of our *CEA Master Agreement*. Here are the size limits:

- * K-3: no more than 29 students each
- * 4-5: no more than 30 students each
- * Middle school: no more 35 students per class and 150 students per day
- * High school: no more than 36 students per class and 150 students per day
- * High school or middle school nonacademic classes must not exceed the number of pupil stations. For instance, assigning 35 students to a computer class with 30 computers would be a violation of the contract.

If at any time class sizes exceed contractual limits, reorganization must take place. If you have any questions about class size, call CEA.

Special notes

- ❑ The **Spring 2015 Fee Waivers** will be in all buildings on **Monday, Oct. 27, 2014**. The **completed fee waiver** is due back to the **Sixth Street Annex by Friday, Nov. 7, 2014, by 5 p.m.** If you are a Priority 1 or a Priority 2 status, be sure to include the proper documentation with your completed fee waiver. **Documentation is required with each fee waiver process.** Your Priority status will change without the proper documentation. Call **Norma Oldham (Sixth Street Annex)** at **365-5039**, with questions.
- ❑ Receive support for your college student from our **Members Scholarship Fund**. The student must be a senior at a college or university with a 2.0 GPA. **Applications are due by Oct. 26.** Download one at <http://bit.ly/Q3SbrZ>. If you have questions, contact Cora Miller at CEA (253-4731).
- ❑ **Campaigning for District 6 Governor and Middle School At-Large Governor** are well under way. Be sure to get involved in the election process by casting your vote. **Campaigning ends on Nov. 10.** The Elections Committee will **tabulate votes on Nov. 11.**
- ❑ You get a pledge form. You fill it out. Then the miracles begin. Your donation to **United Way supports your students' families** with employment, neighborhood safety, healthcare and education. **United Way of Central Ohio** has allocated dollars for early childhood preparation for kindergarten. Let's keep that program going. Give generously when your FR presents you with the donation form.
- ❑ **Teachers who have declared they will retire this school year will not face state-mandated evaluation.** However, to opt out you must declare your intention to retire, and the school board must accept your notice by **Dec. 1, 2014**. Submit your notice by **Oct. 30** to Human Resources. For questions, contact Mira Wright at 365-8307.
- ❑ **Stay Calm and Get Your Flu Shot! Flu Shot Clinics** are going on now. Go to our **CCS Wellness Website**, <http://www.ccsob.us/Wellness.aspx>, for the current schedule or email **Jackie Broderick-Patton** at jbroadrickpatton2086@columbus.k12.oh.us.

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