

The CEA Voice

Tracey D. Johnson, President

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Columbus Education Association

May 11, 2015

Clean sweep!

Your Association leadership, with the overwhelming support of the CEA Legislative Assembly, boldly endorsed five candidates who ran in the May 5 Primary Election for Mayor and Columbus City Council.

We are pleased to announce all were victorious—Mayoral candidate Andrew Ginther and City Council candidates Zach Klein, Michelle Mills, Jaiza Page and Michael Stinziano, will move on to compete in the General Election in November.

CEA has also endorsed incumbent City Council Member Shannon Hardin, who did not face a May Primary Challenge, but is running opposed in the November General Election.

We congratulate our endorsed candidates for their victories in the Primary Election, and we look forward to supporting our endorsed Mayoral and Council candidates in the November 2015 General Election.



Testing committee makes recommendations

The Senate Advisory Committee on Testing (SACT), chaired by State Sen. Peggy Lehner, recently completed its recommendations to improve state testing for next school year. The thirty-member panel, which included CEA member Kimberly Jones (Mifflin MS), took only two months to complete their task. The recommendations of the committee include:

- The new twice-a-year administration of tests that occurred this winter and spring should be scaled back to once a year, and the tests should be shortened. The testing window should be closer to the end of the school year to provide more time for classroom instruction and less disruption in learning.
- Accommodations for children with Individual Education Plans (IEPs) must be improved and more clearly communicated to parents and schools. Training must be provided for intervention specialists and paraprofessionals who assist students with IEPs.
- Test results must be returned in a timely manner to benefit student instruction—although the group recognized that results from a writing test may not be able to be returned as quickly as the rest of the results.
- Transparency—test questions and answers must be made available within a reasonable timeframe after the administration of the tests to ensure the tests are aligned with Ohio's learning standards and that questions are developmentally appropriate for grade level.
- Online testing is necessary and schools must plan to move in that direction; however, local schools must continue to have the option to administer paper/pencil tests for at least the next two school years. State funding for technology based on need should be considered.

- A single technology platform is preferable for next year's tests. Improvements in technology are needed to ensure smooth administration of the tests.
 - A "safe harbor" must be in place that allows results from this year's tests to be reported. Students, teachers or schools should not be penalized for results this year due to the transition to a new test and the concern that results may not accurately reflect a student's achievement level.
 - A comprehensive communications plan must be developed to provide parents, teachers, school leaders and the general public with clearer information about the tests.
 - If the current vendors for state tests—PARCC (Partnership for Assessment of Readiness for College & Careers) for the math and English language arts assessments and AIR (American Institute for Research) for the science and social studies assessments will not make changes to the test for next year to accommodate these issues, the Ohio Department of Education must find a test vendor that will.
- Stay tuned to *The CEA Voice* for more information.

Sick Leave: Mind the rules

Sick leave is an important part of our negotiated contract. It is important to be aware that these days are there for a purpose: to allow you time off when you or a family member is not well. At this point in the school year, so close to summer break, it is critical that we maintain as much classroom consistency as possible and only take off if absolutely necessary.

Review Article 701 of the contract. Help us stay true to our negotiated agreement by following these rules:

- Sick leave is for a member's personal illness, or absence due to illness in the immediate family of a member. Consult Section 701.02 (B) for who is included in a member's immediate family.
- You must report your absence to your administrator or SEMS no later than 1.5 hours before your scheduled report time. That means members in MS and HS must call in by 5:45 a.m., and ES members must call in by 6:45 a.m. Your Association recommends reporting any potential absences to SEMS as soon as possible to maximize the chances of obtaining a substitute for your absence.
- Absences longer than 10 continuous school days require an "Application for Leave" form. To obtain one, contact Cathy Jones at 365-5881.

If your supervisor has a concern about your use of sick leave, he or she can hold a conference with you at your school. You may be represented by your Senior Faculty Representative or a designee of the Association. Following this conference, if your administrator continues to have concerns about your use of sick leave, you may be called for a pre-disciplinary hearing downtown.

We bargained sick leave use rules for our members in good faith. It's up to us to make sure we live up to the rules.

Columbus
Education
Association



Master
Agreement
2009-2011

Packing to change buildings?

District personnel transferring to different buildings over the summer should adhere to the following guidelines if utilizing Delivery Services' resources:

- Delivery Services will move up to 25 boxes per staff member. Note, furniture will not be moved by Delivery Services.
- Each box must have a completed label affixed to the "small" end/side. Download the Word label template at: [http://cpsnet.columbus.k12.oh.us/applications/inetdept.nsf/Department+Pages/9A9FDB1C50CDF3FE852570FA004028BF/\\$File/LABEL%20FOR%20TEACHER%20MOVES%2020120308.docx?OpenElement](http://cpsnet.columbus.k12.oh.us/applications/inetdept.nsf/Department+Pages/9A9FDB1C50CDF3FE852570FA004028BF/$File/LABEL%20FOR%20TEACHER%20MOVES%2020120308.docx?OpenElement).

Type your information into the labels prior to printing them off (with a LaserJet printer). If that is not possible, please write legibly with a black Sharpie marker, in ALL CAPS. Be sure to replace "Type New School Name Here" with the name of your new location.

Once packing is complete, fill out an Online Delivery Services Work Request by clicking on this link: <http://cpsapps.columbus.k12.oh.us/applications/WOS.nsf/StartPage?OpenPage>.

You will need your computer UserID and Lotus Notes Password to gain access to the application. Call the Help Desk at 365-8425 if you forgot your password.

- Select the "Transfer" button and continue to fill in the requested information
 - The "Item Description" will be "Boxes (Staff Transfer)"
 - Be sure to type in the quantity, and click on "Add to List"
 - Be sure to click on "Submit" at the bottom of the page
- Your boxes will be transferred over the summer break.

Insurance updates

Qualifying Events: Many of us experience life events that can signal eligibility for mid-year changes to our health benefits plan. Examples of qualifying events include marriage, divorce, legal separation, birth or adoption of a child and loss of coverage in your spouse's coverage. Alert the CCS HR Benefits Team at 365-6475, if you have such qualifying circumstances. Any changes must be made within 30 days of the qualifying event.

Insurance Plan Changes: Effective Jan. 1, 2016, CCS will no longer offer benefit coverage to dependents from the ages of 26 to 28 years old. Ohio law no longer requires employers to offer this extended coverage based upon the extended dependent coverage offered by the Affordable Care Act.

2015 Flexible Spending Accounts: We changed vendors from PayFlex to Discovery Benefits, effective Jan. 1, 2015. For questions regarding your 2015 account, please contact Discovery Benefits at 1-866-451-3399, or visit their website at www.DiscoveryBenefits.com.

Hearing Aid Discounts: Hearing loss can have a huge impact on your quality of life, and hearing aids be very expensive. CEA has partnered with VSP for an Exclusive Member Extra. Click on the link at vsp.truhearing.com, or call 877-396-7194. More information about this program can be found by clicking the link "Hearing Aid Discount Information."

To keep up with the latest benefits information, check the "Benefits Information" page on the CCS website, ccsob.us. Click on "Staff," scroll down the page and click on "2015 Employee Benefits Information." For questions regarding your benefits, contact a Benefits Team member at 365-6475.

Donate your sick days: It's not too late

Some of our colleagues face catastrophic illnesses and exhaust their sick leave. There is still time in the year to help them by donating your days to the Catastrophic Sick Leave Bank. The Catastrophic Sick Leave Bank was negotiated to protect income and benefits for members who may face catastrophic illnesses or injuries (Section 701.07 of the contract). This bank is different from the regular sick leave bank, which is used for non-life-threatening illnesses. A teacher can receive up to 45 days of Catastrophic Leave, providing there are enough days in the bank and the Catastrophic Sick Leave Committee has approved the leave request.

Help our fellow teachers who are seriously ill by donating to the bank. Enter your name at the top of the CCS "Report of Em-

ployee Absence" form. In the "Comments" section write the words, "Catastrophic Sick Leave Donation." Be sure that you and your principal or supervisor have signed the form. Thank you for supporting our colleagues. Your donation of as little as one day makes a difference.

CEA elections results

CEA is a true democracy, relying on the service of its members to make decisions that benefit the entire membership.

Congratulations to the delegates who will be representing CEA at the 2015 NEA Representative Assembly (RA) and the 2015-16 OEA RA.

2015 NEA Local Delegates

Tracey D. Johnson, President; Phil Hayes, Vice President; Ann Aeschbury, Lori Cannon, Carla Davis, Carol Dixon, Tai Hayden, Kevin Jackson, Cindy Jamison, Kim Jones, Cindy Love, Christine Ray, J. Sanchez, Diana Welsh (by virtue of position on BOG).

2015 NEA Local Delegates

Bob Hern (800), Ezetta Murray (796), Teri Mullins (426), Traci Arway (353), Robin Jeffries (325), Dwayne Zimmerman (321), Daria DeNoia (312), Dale Rucker (306), Angel Dyer (303), Jeannette Johnson (303), Kenya Davis (222), Gerry Curran (211), Chaka Diop (189) and Rita Hinz (154). **Alternates:** Megan Hinz (154), Eric Stone (150), Paula Garfield (149), Tracie Helmbrecht (140), Rosina Bell Games (129), Andrew Merritt (127), Kimberly Allbaugh Ogilbee (126), Julie Meyer (120), D. Keith Adams (112), Cheryl Cooper (111), Chris Barr (111), Tara Wrighter (106), Carrie Hoover (99), Aaron Moore (99), Gary Metzenbacher (96), Amanda Blake (96), Lovelee Lawanda Kirk (93), Brock Mullins (92), Alan Schmiedebusch (89), Lisa Raymond Straughter (89), Kate White (85), Melanie Garvin (81), Jeramie Carter (80), Dominique Vacheresse (74), Marisa Keith (74), David Smith (73), Amy Glowark Mondillo (72), Terry Logan Mottinger (71), Jacquelyn Golden JD (66), Courtney Coman (65), Matthew Price (56), Jeanette Kuschill (55), Jennifer Angelcyk (53), Alexander Chisley (49), Linda Gorelova (46) and Hilary Barnes (35).

2015 NEA State-At-Large Delegates (OEA sponsored)

Jenny Plemel (166), Deliana Soto (163), Keith Emrick (162) and Cassandra Daniels (160). **Alternates:** Tracie Helmbrecht (151), Paula Garfield (148), Chris Barr (126), D. Keith Adams (108), Cheryl Cooper (106), Alan Schmiedebusch (105), Dominique Vacheresse (88), Marisa Keith (76), Melanie Garvin (75), Jennifer Angelcyk (73), Jacquelyn Golden (61) and Alexander Chisley (47).

OEA Delegates for 2015-2016

Tracey D. Johnson, President; Phil Hayes, Vice President; Ann Aeschbury, Lori Cannon, Carla Davis, Carol Dixon, Tai Hayden, Kevin Jackson, Cindy Jamison, Courtney Johnson, Kim Jones, Cindy Love, Christine Ray, J. Sanchez and Diana Welsh (by virtue of position on BOG).

Greg Mild (1,287), Bob Hern (833), Ezetta Murray (824), Teri Mullins (469), Izetta Thomas (448), Traci Arway (424), Robin Jeffries (399), Jennifer Meade (389), Dale Rucker (378), Daria DeNoia (373), Dwayne Zimmerman (368), Angel Dyer (353), Jeannette Johnson (325), Kriston Crombie Stotik (309), Gerry Curran (296), Kenya Davis (287), Claudia Eschelbach (274), Janet Love (261), Chaka Diop (252), Jenny Plemel (233), Rita Hinz (231), Megan Hinz (227), Eric Stone (225), Marty Flood Jr. (218), Cassandra Daniels (204), Tracie Helmbrecht (203), Keith Emrick (201), Kimberly Allbaugh Ogilbee (191), Deliana Soto (190), Andrew Merritt (188), Dewey Chaffin (179), Julie Meyer (178), Rosina Bell Games (177), Gary Metzenbacher (173), Carl Volpe (170), Aaron Moore (170), Chris Barr (167), D. Keith Adams (163), Lisa Raymond Straughter (159), Mona Glenn (155), Brock Mullins (154), Alan Schmiedebusch (152), Lovelee Lawanda Kirk (151), Tara Wrighter (150), Carrie Hoover (148), Cheryl Cooper (146), Heather Allen (145), Andrew Hollis (145), Amanda Blake (144), Amy Sewell (141), Susan Azad (139), Amy Glowark Mondillo (137), David Smith (135), Jeramie Carter (134), Melanie Garvin (133), Kate White (133), Brian Miller (131), Dominique Vacheresse (131), Marisa Keith (128), Angela Zalenski (125), Jacquelyn Golden JD (120), Courtney Coman (112), Linda Gorelova (112), Jeanette Kuschill (111), Jennifer Angelcyk (107), Terry Logan Mottinger (107), Matthew Price (106) and Alexander Chisley (105). **Alternate:** Maria Francesca Fleming (103).

Special note

- ❑ A retirement party for West HS staff members Sally French, Mark Sampson, Steven Dain, Heather Stanich, Faye Lyday-Harris, Richard Lyday and Barbara Gear will be held Friday, May 22, at Woodlands Tavern, 1200 W. 3rd Ave., from 3-7 p.m.