

The CEA Voice

Tracey D. Johnson, President

Volume XLVI, No. 6

Columbus Education Association

September 28, 2015

CEA and CCS: Moving Toward 100%

On Wednesday, Sept. 16, CEA marked a milestone. We celebrated the progress made through five years of funding and guidance from the National Education Association Foundation's Closing the Achievement Gaps 100% Project. With more than \$1.25 million in seed money to grow partnerships with CCS and the community, we have seen remarkable things happen. The "100% Project," initiated in 2010 in the 14 schools of the Briggs and Linden-McKinley HS feeder patterns, brought teachers and families closer together; inspired more teachers to grow professionally; expanded teachers' opportunities to collaborate; and significantly increased third-grade reading scores, gains on high school student performance and improvements in the graduation rate.

The NEA Foundation made this grant available to improve student learning outcomes with a focus and investment on instructional quality, teacher effectiveness and District and Union collaboration. CEA's principal investigator for the project is Dorothy Wilson, a retired CEA member. Wilson, along with CCS Chief of Communications and External Affairs Todd Tuney, organized and hosted a "100% Project" transition celebration at the Columbus Downtown HS featuring students and teachers who benefited from this groundbreaking work.

Teachers spoke of the home visit program, which, along with parent education programming, has strengthened relationships with students' families and translated into increased student support. They highlighted the growth of CEA's nationally noted Peer Assistance and Review (PAR) program to include a mentorship component—the Resident Educator Program (PAR II), providing evaluation and mentoring support to all teachers in their first four years of teaching.

Here are some key results of the project:

- More than 1,100 visits to students' homes
- 38 completed applications for 2015 National Board Certification
- Additional planning time to help teachers collaborate and use data more effectively to assess gaps in student learning
- Increased collaboration with other districts and unions nationwide
- Added support for new teachers
- Increased teacher input into professional development offerings through PLCs
- Funding for substitutes during embedded professional development
- Collaboration with the community for wraparound services for students' families
- Rating of 90 percent of teachers as "skilled" or "accomplished" during their annual reviews
- Significant increases in third-grade scores, with 91 percent meeting the Third-Grade Reading Guarantee
- Gains on high school student performance
- Improvements in the graduation rate

CEA President Tracey D. Johnson noted that the work during the last five years has more closely aligned the district with higher-education partner The Ohio State University and opened opportunities for collaboration with many Columbus organizations. For instance, St. Stephen's Community House offers many education programs and activities for children and families and

links them to vital services. President Johnson said a renewed focus on teacher support has improved morale and dedication to remain in the profession.

Be Ready for Open Enrollment

During Open Enrollment (Oct. 6–30) all benefit-eligible bargaining unit members must do one of the following for 2016:

- * Reconfirm current elections (even if you only elect the board-sponsored life insurance)
- * Elect benefits or make changes (add or delete dependents, update beneficiary information, etc.)
- * Waive coverage

Employee Self Service (ESS) will be used for the 2016 enrollment process. Benefit choices made during Open Enrollment are effective Jan. 1, 2016. Make sure that you are able to log on to ESS PRIOR to the start of Open Enrollment.

To participate in Open Enrollment, benefits-eligible bargaining unit members can:

- 1) Meet in person with a Benefits Counselor. See your supervisor for more information as these are still being scheduled. The final schedule will be available on the Open Enrollment website after Oct. 1. Please be advised that counselors will not be available to meet with every employee at every work location.
- 2) Meet online with a Benefits Counselor in a Co-Browsing session. To schedule your call center enrollment meeting ahead of time, visit iSelectSchedule.com to sign up. Enter Enrollment Number 61436, and follow the instructions on screen. Scheduled Call Center appointments will be available from 11 a.m. to 8 p.m. Monday through Friday. Note these sessions are conducted over the phone while you are logged into ESS during the Co-Browsing session. You will be responsible for entering your information into ESS with the assistance of the counselor. You will also need to be able to print out the confirmation statement of benefits.
- 3) Meet in person with a Benefits Counselor at the Kingswood Data Center. To make an appointment, you must register using the Technical Learning Center website by going to <http://bit.ly/ccsbenefits2016> and using your CCS email username and password. This link is only accessible from a district computer. The following dates/times are available: Oct. 7, 16, 19 and 26, from 3–6 p.m. and Oct. 8, 13, 14 and 23, from 3–7 p.m.
- 4) Use ESS to confirm, change or waive your benefits elections. No meeting with a Benefits Counselor is required if you do not wish to elect new or change current Voluntary Benefits.

Additional Voluntary Benefits are available for benefit-eligible bargaining unit members. These include Optional Life Insurance with Long Term Care Benefits, Short Term Disability, Critical Illness Insurance, Accident Insurance and Pet Insurance. If you wish to add or change your Voluntary Benefit elections during Open Enrollment, you must meet in person or online with a Benefits Counselor.

If you wish to terminate any of your Voluntary Benefits, you must:

- 1) Complete a Supplemental Insurance Termination form (included in the Benefits Open Enrollment Guide materials).
- 2) Submit the completed form to the Benefits Department. Your Association recommends hand-delivering the form and getting a time-stamped copy as your receipt.
- 3) Contact your Voluntary Benefits provider to notify them of your cancellation as well.

Note the following changes for 2016:

- * The Affordable Care Act requires that benefit-eligible bargaining unit members who reconfirm their dependents MUST provide the correct social security numbers for said dependents during the Open Enrollment process.
- * If you elect vision coverage for your dependents, you will be required to identify said dependents during Open Enrollment.
- * As a result of the Supreme Court ruling in June and, in accordance with the latest bargaining unit agreements, CCS is eliminating Same Sex Domestic Partner Benefit coverage effective 12/31/2015. In order for those impacted to continue covering their same sex partners, benefit-eligible bargaining unit members will need to provide the required documentation for a legal spouse.
- * Legislation was signed by the governor that lowers the required dependent age limit from age 28 to age 26. As a result, CCS will no longer offer medical and vision coverage for dependent children over the age of 26. (Dental benefits for dependents ends at age 23.)

If you have any questions regarding the Open Enrollment Process, contact the CCS Benefits Department at 365-6448.

2016 Contribution Rates for Medical Benefits for Teachers

| Medical 21 Pay Plan | Select | Choice |
|--|----------|----------|
| Employee only | \$ 41.65 | \$ 48.86 |
| Employee plus one (Spouse on CCS coverage before June 1, 2009, or Child) | 83.06 | 97.42 |
| Employee plus one (Including Spouse) | 235.63 | 250.00 |
| Family (Spouse on CCS coverage before June 1, 2009, and/or Children) | 122.55 | 143.75 |
| Family (Including Spouse) | 347.66 | 368.86 |

| Medical 26 Pay Plan | Select | Choice |
|--|----------|----------|
| Employee only | \$ 33.64 | \$ 39.46 |
| Employee plus one (Spouse on CCS coverage before June 1, 2009, or Child) | 67.08 | 78.69 |
| Employee plus one (Including Spouse) | 190.32 | 201.92 |
| Family (Spouse on CCS coverage before June 1, 2009, and/or Children) | 98.99 | 116.11 |
| Family (Including Spouse) | 280.80 | 297.92 |

Walk for Awareness

October is Breast Cancer Awareness Month, an annual campaign to increase awareness of the disease.

- One in eight women will be diagnosed with breast cancer.
- Breast cancer is the most commonly diagnosed cancer in women.



- Breast cancer is the second leading cause of death among women.
- Each year it is estimated that over 220,000 women in the U.S. will be diagnosed with breast cancer and more than 40,000 will die.
- Although breast cancer in men is rare, an estimated 2,150 men will be diagnosed with breast cancer and approximately 410 will die each year.

The good news is that death rates from breast cancer have been declining due to better screening and early detection, increased awareness and continually improving treatment options. But it takes money to accomplish this. So the American Cancer Society provides us the annual opportunity to walk and raise money through the "Making Strides for Breast Cancer" event. This year we will walk on Sunday, Oct. 11, starting at COSI, 333 W. Broad St. Registration starts at 7 a.m. The walk begins at 7:30 a.m. Go to www.makingstrideswalk.org/columbus and sign up. List "Columbus Education Association" as your team company, so the Association gets credit for the funds you raise. Contact Ezzetta Murray at 253-4731, or emurray@ceaohio.org, to request your T-shirt.

Your Chance to Give is Coming

Every year the Columbus City Schools and CEA collect donations for United Way of Central Ohio. The funds support a number of organizations that provide resources for our families. United Way of Central Ohio has developed a comprehensive, integrated plan with specific goals and proven practices to help people in a number of different areas. The plan focuses on improving lives and strengthening our community by helping individuals care for themselves and by changing conditions that give rise to local problems in the first place. The agency's focus areas are Education, Income, Health and Home. Soon, you will receive a card asking for your pledge. Consider what this means for our kids and give generously.



Why Not Run for CEA Governor?

Getting involved in CEA is one of the most important things you can do during your career with CCS. One way to do that is to run for a position on the CEA Board of Governors (BOG). The BOG manages CEA's policies and financial affairs. Governors:

- > serve three-year terms
- > maintain contact with the Faculty Representatives
- > hold meetings within their respective CEA districts to pass along current information and seek FR viewpoints on important matters
- > visit all school buildings within their districts

We will hold a special election Oct. 27–Nov. 10 for District 4 and 5 Governors. The winner of each of those races will complete an unexpired term ending in 2017. Qualified candidates must be CEA members working in those districts and members of CEA for two years immediately preceding this election. Members may declare their candidacy for either position Oct. 5–15. Declaration forms are available by calling the CEA office or at www.ceaohio.org under "Forms."

Special Note

- ❑ CEA Members Scholarships are available for your college senior. Distributed through The Columbus Foundation, this fund provides \$1,250 in tuition assistance. Only CEA members who have taught in CCS for the past four years are eligible. Your student must have at least a 2.0 GPA in order to apply. The deadline is 5 p.m., Friday, Oct. 23. Go to www.ceaohio.org to download an application. Call Hannah Milley at 253-4731, if you have questions.

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.

Contact us today and allow our experience to work for you.

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