

The CEA Voice

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Columbus Education Association

January 4, 2017

Article 211: Voluntary Staff Reduction Requests

The deadline for teachers to submit their request for a voluntary staff reduction from HR based on Philosophical Differences or Health and Safety is 5 p.m. on Friday, Jan. 13. Individuals who are requesting a voluntary staff reduction must provide specific reasons for requesting a voluntary staff reduction. There are only two ways to submit your request:

1) Signed, hard-copy written requests are preferred by HR and should be submitted to Victoria Frye, Human Resources, Columbus City Schools, 270 E. State St., Columbus, OH 43215. Your Association strongly suggests you hand deliver your letter and obtain a time-stamped copy for your records.

2) Requests can be submitted via email using your CCS email to article211@columbus.k12.oh.us. Include in the subject line "Voluntary Staff Reduction Request" followed by your first and last name and employee ID number.

Please note that faxed letters will not be accepted. Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for voluntary staff reduction will be notified by HR later in January of their decision. To download the Article 211 Calendar, please go to the Human Resources section of the CCS Intranet.

Are You Retiring THIS Year?

If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 means you receive more for your sick leave. Article 810 of the CEA Master Agreement defines how severance pay is granted. To estimate the amount of your severance pay, access the intranet under "Treasurer's Office," "Payroll" and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

Notification letters go to the Director of Human Resources, Columbus City Schools. The letter should include your name, your employee ID and your last day of service. You should hand deliver the letter, and take a copy to be time-stamped for your records. The example below represents a retiring teacher with a yearly salary of \$89,475 (Master's at Step 31) with a daily rate of \$448.97 (per diem), 410 sick leave days and 30 personal leave days.

<i>Notification by Feb. 1*</i>					<i>Notification after Feb. 1*</i>						
<u>Sick Leave</u>					<u>Sick Leave</u>						
			Rate	Per Diem	Amount				Rate	Per Diem	Amount
1st	100 days	x 25% x	\$458.85 =		\$11,471.15	410 days	x 20% x	\$458.85 =			\$37,625.38
2nd	100 days	x 30% x	\$458.85 =		\$13,765.38	Personal Leave					
3rd	100 days	x 35% x	\$458.85 =		\$16,059.62	30 days	x 50% x	\$458.85 =			\$6,882.69
4th	100 days	x 40% x	\$458.85 =		\$18,353.85						
	10 days	x 45% x	\$458.85 =		\$2,064.81						
Personal Leave											
	30 days	x 50% x	\$458.85 =		\$6,882.69						
TOTAL											\$68,597.5
											\$44,508.08

*Example for illustration purposes. It is not an official calculation.

Special Fall Election Runoff Results

On Wednesday, Dec. 14, the CEA Elections Committee collected and tallied the ballots for the runoff election for the two open Middle School Governor-at-Large positions. In the runoff election for the Governor-at-Large position with the unexpired term ending in 2017, Cassandra Daniels (Champion MS) was elected with 1,115 votes winning over Tracie Helmbrecht (Arts Impact MS) with 726 votes. In the runoff election for the Governor-at-large position with the full three-year term, Tracie Helmbrecht was elected with 984 votes winning over Cassandra Daniels with 845 votes. CEA congratulates and appreciates all candidates for these positions for their willingness to take an active role in our union.

The following schools/units were not counted in the election results.

Ballots not submitted: Africentric EC SS, East HS, Mifflin HS, North Linden ES, Oakmont ES, Ohio Ave. ES, Parsons K-6, South Mifflin STEM ES, and Windsor STEM ES. The ballots from Forest Park ES were not received accurately, as they were submitted without a Certification Form and were invalidated by the Elections Committee.

License Renewal Support: The members of LPDC will be having support sessions to help you write, revise and submit your IPDP. They will also be available to help you count CEUs and review your PD Profile in CiMS. The upcoming support sessions will be held 1/10, 1/19 and 2/23 from 4-5:30 p.m. in Computer Lab 1 at Hudson Distribution Center. Please sign up on CiMS if you plan to attend.

Run for CEA Office

Today is the day when candidates for CEA Spring Elections will begin declaring their candidacy for one of the following positions: Governors for Districts 1, 4, 5, 10 and Middle School Governor At-Large (three-year terms); 2017 NEA delegates, 2017 NEA State Delegates At-Large and 2017-2018 OEA Delegates. If you want to run for one of these offices, you may declare your candidacy through Feb. 3. Campaigning begins Jan. 4 and ends Mar. 7. Voting begins Feb. 22 and ends Mar. 7; votes will be tallied Mar. 8. In the event of a spring run-off election, campaigning will begin Mar. 9 and end Apr. 11. Voting begins Mar. 29 and ends Apr. 11. Votes will be tallied Apr. 12.

The Fierce Urgency of Now

On Aug. 25, 1963, The Rev. Martin Luther King, Jr. challenged millions to unite and work together for the common cause of creating a better world for future generations. We remember that challenge and the sacrifices that followed each year at our Annual CEA Dr. Martin Luther King, Jr. Awards Dinner. This year's celebration is Thursday, Jan. 12, at the Hyatt Regency Columbus.

At the dinner, we honor community members who honor the spirit of Dr. King's work. This year, the Dr. Martin Luther King, Jr. Humanitarian award will go to Bishop Jerome Ross, Sr. of Triedstone Missionary Baptist Church. Kenya Davis, Art teacher and CEA member at Duxberry Park ES will receive the Helen Jenkins Davis award. We also pay tribute to the legacy that has inspired civil rights activists for the past 40 years and will continue to do so as long as there is injustice in the world.

Until his death, Dr. King was steadfast in his commitment to the transforming of American society through nonviolent activism. King's main legacy was to secure progress on U.S. civil rights. Just days after his assassination, Congress passed the Civil Rights Act of 1968 which, among other things, prohibited discrimination in housing and housing-related transactions on the basis of race, religion or national origin. Organizations like the NAACP have carried on his work on behalf of all people of color. We can always look to Dr. King's actions—and, especially, his words—to remind us that his work is not yet done.

This year's keynote is cutting-edge historian Michael Eric Dyson, author of many books, including *April 4, 1968*, which contextualizes Dr. King's legacy. Dyson is an outstanding speaker, and a highly respected scholar and commentator. You won't want to miss his message. Don't delay your ticket purchase—this dinner is always well attended and seats are going fast. Tickets are \$30 each with tables of eight at \$240. Call CEA at (614) 253-4731 to make your reservation.

Bed Bugs: Remain Vigilant

Bed bugs are small reddish-brown, oval-shaped flat insects that are about 1/4-inch long. They feed on humans at night, then crawl away to hide in the cracks, crevices and recesses of furniture. Bed bugs do not transmit disease. **STUDENTS ARE NOT TO BE EXCLUDED FROM SCHOOL FOR BED BUGS.**

Bites are usually along a line, especially on the head and upper body. There is usually a pattern to the bites. Bed bugs are spread through the acquisition of infested second-hand furniture or by hitchhiking on items used during travel, such as suitcases, outerwear and other belongings. Once established, bugs can move through a building by crawling or transporting on humans. Follow these procedures if you suspect you have found a bed bug in your building:

- Save the bug in a Ziplock bag or a bottle.
- Call Buildings & Grounds at (614) 365-5268. They will have specialists from a professional pest control company come to the school to identify the bug.
- Isolate the source where the bed bug was found, such as a book bag or on clothing, and place it in a plastic bag. Clothes and outerwear may be a source.

If the professional pest control company identifies the bug as a bed bug, the school should:

1. Notify the parents or guardians.

2. Administration should send a form letter home with the child involved, notifying the parents or guardians.

Bed bugs do not necessarily mean poor hygiene or housekeeping, but a cluttered home could make it much harder to get rid of bed bugs. Find additional information regarding bed bugs and their treatment at the Central Ohio Bed Bug Task Force at www.centralohiobedbugs.org and at the Columbus Public Health Department at: <http://bit.ly/vB8vbK>.

Reform Panel Update

Sometimes individual schools require changes to the Master Agreement or to Board Policy. On these occasions, they turn to the Reform Panel to make these changes called "variances." This joint committee of administrators and CEA representatives, which includes the superintendent and CEA President Tracey D. Johnson, meet each month to consider variances.

The Reform Panel also requires schools/units that have received contract variances to report back to the Reform Panel on how their variance(s) are being implemented and are progressing. If your school is interested in obtaining a variance from the Reform Panel or you're unsure whether or not your school has correctly followed the Reform Panel process, please call the CEA office at (614) 253-4731 for more information. To view the variances granted since the beginning of this school year, go to <http://bit.ly/2gTkfPI>.

Windsor ES Teacher Honored

Deirdre Bowling was the November Sunny 95 Teacher of the Month, honored by the radio station, 94.7 FM, Battelle for Kids and Tellhio Credit Union for her work in the classroom on behalf of her students and colleagues. Bowling, who teaches third grade at Windsor STEM Academy Elementary School, received a plaque, and her students received a pizza party, courtesy of Donato's. The station announced they selected her because of her special efforts to create a classroom climate that helps her students feel at home and fosters learning.



Bowling, in her 29th year as a CCS educator strives to help her students "find their voices and use them appropriately and effectively to work toward goals," she said. Deirdre serves as the CEA Senior Faculty Representative for her building and works tirelessly to ensure her teachers receive their negotiated benefits, and to improve the conditions in her school. The daughter and granddaughter of teachers said she owes it to her predecessors to protect the rights they fought hard for. "I get tired of seeing teachers work so hard, and then not get treated well," she said.

Special Notes

- CEUs for TBTs:** Please make sure you are earning CEUs for all professional development activities you attend. If you are involved in a TBT, make sure your team has selected a facilitator (a teacher on the TBT) to enter the proposal and track attendance. The facilitator will need to attend CiMS Facilitator training and can register in CiMS. Contact jmeade2968@columbus.k12.oh.us with any questions.
- License Renewal Support:** The members of LPDC will be having support sessions to help you write, revise and submit your IPDP. They will also be available to help you count CEUs and review your PD Profile in CiMS. The upcoming support sessions will be held 1/10, 1/19 and 2/23 from 4-5:30 p.m. in Computer Lab 1 at Hudson Distribution Center. Please sign up on CiMS if you plan to attend.