

# The CEA Voice

Volume XLVIII, No. 35

Columbus Education Association

May 14, 2018

## May is Better Hearing and Speech Month



Each May, Better Hearing & Speech Month (BHSM) provides an opportunity to raise awareness about communication disorders and the role of American Speech and Hearing professionals in providing life-altering treatment.

The following are suggested activities to raise awareness about communication disorders and the services provided by our speech and language therapists, pathologists and audiologists:

1. Discuss effective communication with students. Ask students what words come to mind when they think of communication.
  2. Be creative. Give kids an art assignment, such as illustrating why communication is important or what communication means to them. These can also be posted in the classroom, cafeteria, or a display case in the school. Other ideas include writing a song about communication and holding a communication-themed scavenger hunt.
  3. Distribute and display materials. Send a letter home to parents about recognizing the early signs of communication disorders.
  4. Educate your colleagues. Put materials (with goodies) in teacher, administrator, and school counselor mailboxes to tell them more about your services. It is often helpful to talk with teachers about voice issues teachers sometimes develop, giving them ideas regarding good vocal hygiene.
  5. Partner with the high school career/school counselor. Spotlight speech-language pathology and audiology as potential career paths.
- We appreciate all the work that you do for our students.

## Apply for Fee Waivers Online

Beginning with the Autumn 2018 semester, the Fee Waiver application process will be conducted completely online. Bargaining unit members can access the online application from home or work using their CCS email username and password. The online form will automatically send applicants a confirmation email once their application is submitted. Instructions on how to complete the online application can be found at: <http://bit.ly/2jbWSjd>.

The Autumn 2018 Fee Waiver application period will close at 11:59 p.m. on Friday, May 25. If you have Priority 1 or Priority 2 status, please be sure to upload the proper

documentation with your online application. Documentation is required with each fee waiver process. Your Priority status will change without the proper documentation. Please call Leslie Butler, 17th St. Annex, (614) 365-5039 or email her at: [lbutler@columbus.k12.oh.us](mailto:lbutler@columbus.k12.oh.us) if you have any questions.

## Memorial Day is a Paid Holiday



Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including Memorial Day. However, pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding Memorial Day and the day immediately following Memorial Day will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for this paid holiday.

## Had a qualifying event?

A change in your life or job circumstances can make you eligible for mid-year changes to your health benefits. Examples of qualifying events include marriage, divorce, legal separation, birth or adoption of a child and loss of coverage in your spouse's coverage. Let the Benefits Team at (614) 365-6475 know if you have such qualifying circumstances. The changes must be made within 30 days of the qualifying event.

Qualifying Event	Required Documentation
Marriage	Marriage Certificate
Divorce	Divorce Decree
Birth of a child – or children	Birth Certificate and Social Security Number when it becomes available
Adoption or placement for adoption of a child	Adoption award letter
Your child becomes ineligible for coverage	Complete the proper form to terminate dependent coverage (available from the Benefits Department)
A court issues a Qualified Medical Child Support Order (QMCSO) requiring the plan to provide medical coverage for your dependent child	Copy of support order and the child's Social Security Number
Loss of coverage (due to a change in your spouse's employment or your spouse's eligibility for benefits)	Loss of coverage letter from prior insurance provider or prior employer (on their letterhead)
Dependent child gains coverage from an employer	Letter of credible coverage from an employer

## Pay Plan Change for 2018-2019

To be eligible for participation in year-round "stretch pay", employees must meet the following requirements:

- Regular assigned school-year employee
- Scheduled to work 20 or more hours per week

Employees that meet these requirements have the option to choose:

- Twenty-one (21) pays: September - June
- Twenty-six (26) pays "stretch pay": September - August

The plan remains in effect until the employee makes a change during open enrollment next year. If you are already on "stretch pay", you DO NOT need to complete another form unless you want to change to 21 pays per year.

#### OPEN ENROLLMENT DATES:

Certificated employees: May 1 – August 17, 2018 (Form due in Payroll by 5:00 p.m., August 17, 2018)

- Forms received after the due dates will not be processed.
- Changes MAY NOT be made outside of the open enrollment period.

Pay Plan Change Forms are available on the Employee Self Service system under Resources and in the Payroll office.

Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Detention Center, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linmoor Ed. Ctr., Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Music, Northgate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, PAR, Parsons K-6, Phys. Ed., Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, South HS 7-12, Speech & Language, Stewart ES, Valley Forge ES, Walnut Ridge HS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, Yorktown MS.

The final Legislative Assembly of the 2017-2018 school year will take place on Thursday, May 17 starting at 4:30p.m. at the Columbus Downtown HS.

### Still Looking for Mentors

Are you interested in mentoring a university student next school year (student teacher, observation student, OSU FEEP student, field placements, etc.)? Would you like to earn CEUs for doing so? Have you been employed as a CCS Teacher/Licensed Support Personnel for at least three school years? If so, please complete the online application using the link below.

All CCS Teachers and Licensed Support Personnel who would like to mentor a university student during the 2018-19 school year must complete the online application. Upon completion of the online application, the building principal/evaluator will receive a copy and will then have the opportunity to approve or reject the application. If your application is approved, you will then go into the pool to be matched with university students. When completing the application, be sure to indicate the anticipated school(s) or department (Nurses, Psychologists, etc.) in which you will be working next year.

Upon being matched, you will receive an email notification with all of the details. You will then have the opportunity to accept or reject the match. If you accept, the university will be informed and they will contact you directly. If you reject the match, you will go back into the pool. The building principal/evaluator will receive copies of the potential match information as well as your response (accept or reject).

CCS Teachers and Licensed Support Personnel mentoring university students now have a wide range of opportunities to earn CEUs. CEU credits for mentoring university students range from .5 CEUs to 3.0 CEUs depending on the type and length of placement. Please find here a link to the Cooperating Teacher & LSP Approved Credit Bearing Activities: <https://goo.gl/4MPBJ7>.

We hope to place all university students needing their placements to start this August or September prior to everyone leaving for the summer. Be sure to check your CCS email (including your Clutter file) on a consistent basis!

Here is the link to the online application: <http://www.columbus.k12.oh.us/studentrequest>. Your username and password are your old Lotus Notes username and password (same as the ones you use for iLEAD/SLOs). If you do not remember them, please contact that HELP Desk at 8425.

### LA Attendance

Thank you to the following units in attendance at the May 3, 2018 Legislative Assembly: Alpine ES, Art, Arts Impact MS, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Briggs HS, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Cranbrook ES, Devonshire ES, Dominion MS, Eakin ES, East HS, East Linden ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Fairmoor ES, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Hudson St. Warehouse, Huy ES/A.G. Bell Program, Independence HS, Indian

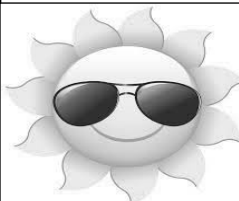
### CCS has a New Website

The CCS Communications team launched the new-and-improved Columbus City Schools website, with a new design prominently featuring our more than 51,000 students.

The address has not changed - it's still [www.ccssoh.us](http://www.ccssoh.us) - but this new site is better branded, easier to navigate, and designed for use on a desktop, laptop, iPad, mobile device, or cell phone. The new system also allows for closer integration with our Mobile App and Auto-Dial Systems.

### Reminders:

- The 42nd Annual CEA Awards and Retirement Banquet is this Saturday, May 19 at the Hyatt Regency Columbus in the Franklin Room (second floor). Social hour will begin at 6:00 p.m. with the dinner starting at 7:00 p.m. Retirees and Senior Faculty Representatives are invited to attend this wonderful event at no cost to you. Additional tickets are \$35 per person or a table of eight for \$280. For more information, call the CEA office at (614) 253-4731 and ask for Kathy Wilkes. You can also email her at: [kwilkes@ceaohio.org](mailto:kwilkes@ceaohio.org).
- The Evaluation Appeal Form is available on the ILEAD website. To file an appeal, submit the completed form, along with appropriate documentation, to Teri Mullins at CEA no later than 4:30 p.m., Friday, May 25. Your Association strongly recommends hand-delivering this extremely important paperwork. The Joint Evaluation Panel will review appeals the first week after school ends. Educators and evaluators will both be notified of the appeal outcome.
- The ReImagine "Me" Conference is presented by Columbus City Schools' Office of Academic Services June 11-13, 2018. The Elementary School ReImagine "Me" Conference will be held at the Fort Hayes campus located at 546 Jack Gibbs Boulevard from 8:15 a.m. to 3:45 p.m.  
The Middle and High School ReImagine "Me" Conference will be held at Africentric Early College, located at 3223 Allegheny Avenue from 8:00 a.m. to 3:30 p.m. with registration beginning at 7:30 A.M. Attendees will receive CEUs and a stipend of \$135 per day. Pre-register to attend on CiMS.
- The Teachers for Better Schools (TBS) Board of Trustees functions as the political nerve center for members of the Columbus Education Association. Elected in the spring of even-numbered years, trustees serve a term of two years. The TBS Board ensures that the voices of CEA members are heard by elected officials through our endorsement process and our advocacy for education. On Thursday, May 17, following the CEA Legislative Assembly at Columbus Downtown HS, the TBS Board of Trustees will hold their election for the 2018-2020 term. All interested members of TBS are invited to attend. You must be a member of TBS to participate. If you have questions, contact CEA Vice President Phil Hayes at (614) 253-4731.



**Count Down to Summer Break: 15 Days**