

The Voice

Rhonda Johnson, President

www.ceaohio.org

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Columbus Education Association

August 28, 2006

Message from the CEA President

Dear Colleagues,



Welcome back to a new school year that will be filled with both challenges and opportunities. The Association is working hard to ensure this year gets off to a good start for you, our students and the school community.

CEA leadership and staff met with faculty representatives before school started to identify potential challenges you may face due to the myriad of changes occurring this year. For most students, the day begins an hour later than normal. Hundreds and hundreds of teachers are working in different positions and at different schools. Many students will attend new or different schools. All teachers in the middle and high schools will have a common conference period. Some high school courses have been moved to middle school.

Changes can produce unintended consequences. Technical fixes are easy. The adaptive work to bring about a change in culture is not easy. To that end, CEA is taking a proactive approach.

The technical work: We have developed reporting forms you can complete to provide details of problems you experience as this transition takes place. These data collection forms are available from your faculty representative or on the CEA website.

The adaptive work: Central office administrators have committed to work with CEA leadership and staff to resolve issues teachers identify. Central administration and CEA staff have pledged to meet on a weekly basis beginning on Sept. 6. We will share the data that you and the faculty reps report to us, and we will *collaborate* with the administration to get results.

The Association will strive to be a responsible and a responsive teachers union. Please call CEA when you have questions or concerns or when you want to share your successes. Have a great year!

In solidarity,

Rhonda

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Salary schedules for 2006-2007

New salary schedules for this school year are provided in the charts below. The amounts reflect a 2.75 percent salary increase that keeps CPS competitive with other urban school districts. Details about salary policies are found in the Master Agreement beginning on page 102 and on the CEA website at www.ceaohio.org.

902.04 Effective August 28, 2006, Teachers and School Nurses possessing a valid School Nurse certificate, shall be paid in accordance with the following:

Yrs Exp	BA	BA+	MA	MA+	PhD
0	38,542	38,542	39,504	40,252	42,828
1	38,542	38,542	41,071	41,890	44,571
2	38,542	39,646	42,710	43,564	46,352
3	40,074	41,213	44,419	45,274	48,172
4	41,677	42,888	46,200	47,091	50,105
5	43,351	44,597	48,053	48,979	52,114
6	45,061	46,379	49,976	50,938	54,198
7	46,877	48,231	51,971	53,004	56,396
8	48,765	50,154	54,037	55,106	58,633
9	50,689	52,149	56,210	57,314	60,982
10	52,719	54,251	58,454	59,594	63,408
11	54,856	56,424	60,805	61,981	65,948
12	57,029	58,668	63,227	64,474	68,600
13	59,309	61,019	65,756	67,039	71,329
14	61,696	63,477	68,392	69,746	74,210
15	61,696	63,477	68,592	69,946	74,410
19	63,061	64,842	69,957	71,311	75,775
23	65,155	66,936	72,051	73,405	77,869
27	68,049	69,830	74,945	76,299	80,763
30	71,077	72,858	77,973	79,327	83,791

Article 903

Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective August 28, 2006, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$27.87 per hour.

Article 904

Full-Time Hourly Professional Employees

904.01 During the term of this Agreement, full-time hourly professional employees (other than "tutors" who are governed by Chapter 1000) shall be paid in accordance with the following: (Full-time is a minimum of six (6) hours per day on a regular basis.)

B. Effective at the beginning of the pay period in which August 1, 2006, occurs:

Years of Experience	Hourly Rate
0, 1 or 2	\$30.43
3, 4 or 5	31.56
6 or more	32.73

Article 1010

Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective August 28, 2006:

Years of Experience	Hourly Rate
0, 1 or 2	\$27.87
3, 4 or 5	28.85
6, 7 or 8	29.85
9 or more	30.84

1105.01 Latchkey teachers shall be paid at the following rate per hour for work time that is authorized and approved by the Supervisor of Early Childhood Education or designee

Effective Date	Hourly Rate
August 28, 2006	\$27.87

CEA fall elections

In compliance with the *CEA Constitution*, the Association Secretary announces open positions and dates for the CEA fall elections. The following positions are open: Vice President, two Middle School Governors-at-Large, one Minority Governor-at-Large, one High School Governor-at-Large and delegates and alternates to the 2006–2007 OEA Representative Assemblies. Members may declare their candidacy for these positions from Aug. 29–Sept. 12. Candidates may campaign for these offices from Sept. 13–22. Voting will take place in all buildings/units from Sept 26–Oct. 9. The Elections Committee will tabulate the votes on Oct. 10.

Know the contract

Elementary recesses and breaks for elementary teachers

Elementary teachers have the right to vote to determine whether to have one or two 15-minute recesses per day. A change in the number of recesses from last year can be considered once a year and implemented after the first two days of the school year. Some schools use the recesses to provide the teachers with their guaranteed, daily 10–15 minute break mid-morning or mid-afternoon. CEA cautions teachers to be aware of the risk of eliminating recesses. Once this practice starts, it becomes difficult to get the administrator to concur with a change. Contract language pertaining to elementary recesses and breaks for elementary teachers can be found in Sections 302.03 and 302.05 of the CEA Master Agreement.



CPS Outreach registration

Registration for CPS/OSU Outreach courses for Autumn Quarter will be open from Aug. 28–Sept. 4. The courses are specifically designed to meet the professional development needs of Columbus teachers. CPS teachers or administrators co-teach the classes with professors from The Ohio State University. The following classes will be offered for the Autumn Quarter at no cost to certificated staff:

- TESOL & Bilingual Education
- Children's Literature
- Teaching and Learning with Latino Youth
- Quality Education in a Diverse Setting
- Diversity in the Hearts and Minds of Children
- Educators and the Arts: Visual Arts
- Teaching Phonics
- Classroom Behavior Management

Surf to www.columbus.k12.oh.us/osu for more information and to register.

Earning CEUs

A reminder from your LPDC

All CEU applications for participation in an approved CEU activity that occurred sometime during the past year (defined by the LPDC as Aug. 1, 2005–July 31, 2006) must be submitted to the LPDC office at Northgate Center by no later than Oct. 1, 2006. If you received a *Certificate of Attendance* or *Certificate of Contact Hours* for participating in a professional development experience and you have not yet submitted the original certificate to the LPDC, you must do so by Oct. 1. You will not receive CEUs for your involvement if the deadline is not met. Please make a copy of your certificate before sending the original to the LPDC.

If you do not have an official Columbus Public Schools CEU Certificate (gold colored) for a professional development experience, then you have not been awarded CEUs for

your participation. As always, all educators in the state of Ohio must have a current, approved IPDP on file with their LPDC before they can begin to earn CEU credits. If you have any questions, please call the LPDC office at Northgate at 5039.

Party with a purpose

All members are invited to attend the CEA Fall Fling on Friday, Sept. 15, at the Aladdin Shrine Center. The fun and festivities will begin at 4 p.m. and end at 8 p.m. Food and soft drinks are free. Beer and wine cost \$1 per drink. There will be door prizes, music and dancing. Admission is free, but a \$2 contribution to TBS is suggested. *RSVP* by Sept. 1. Your FR has your personal invitation.



Support Teacher Tax Relief Act

In 2002, Congress passed legislation giving teachers and paraprofessionals a \$250 federal tax deduction for out-of-pocket expenses for instructional materials and classroom supplies. The legislation represented an acknowledgment—for the first time—that teachers and paraprofessionals are spending their own money to equip their classrooms. The deduction expired at the end of 2005, but educators could claim it on their 2005 taxes. Congress is expected to extend the deduction this year.



Representative Dave Camp (R-MI) has introduced the NEA-supported Teacher Tax Relief Act (H.R. 2989), which would make the deduction permanent, increase it to \$400 and expand it to cover professional development expenses. Senators Susan Collins (R-ME), John Warner (R-VA) and Mary Landrieu (D-LA) have introduced the Senate version (S. 1621). Tell your U. S. Senators and Representative to support the Teacher Tax Relief Act. To get the full story and details, surf to: <http://www.nea.org/lac/edtax/index.html>.

Special notes

- Layoff update:** The number of teachers remaining in lay-off status has been reduced to 122. The layoff areas include elementary, art, physical education, social studies and family consumer science.
- The **CEA Legislative Assembly** will meet on **Thursday, Sept. 14, at Confluence Park Restaurant**. Registration will begin at 3:30 p.m. and the meeting will start at 4:30 p.m. FRs should *RSVP* by calling the CEA at 253-4731 or emailing Judy Nelson at jnelson@ceaohio.org.
- Members who desire to **change from payroll Plan A (21 checks) to Plan B (26 checks)** or from Plan B to Plan A must do so by 5 p.m. on **Friday, Sept. 1**. CEA recommends **hand delivery** of change forms to the Payroll office. Forms are available at your school or at the Payroll office.
- Fee waiver applications** should be in teachers' mailboxes on Monday, Aug. 28. Applications are due back to Northgate by **5 p.m., Friday, Sept. 1**. Priority I or II status must be appropriately documented. Applications without documentation will be processed with Priority III status.

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.

Please contact us today and allow our experience to work for you.

(614) 461-4455 or www.cloppertlaw.com