

The CEA Voice

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Columbus Education Association

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Article 211

This is the time of year when vacancies are posted and interviews are conducted. As you enter into this process, it is important to keep in mind that the CEA contract contains a number of procedures and protections that are meant to eliminate any discrepancies or missteps.

The contract language found in Article 211 must be strictly followed. Principals and faculty representatives participated in 211 training, which emphasized that all applicants be treated fairly. Communicate any concerns you have to the CEA office as soon as possible.

The deadline for applying for Round One vacant positions is **Mar 30**. Here are some of the rules for posting positions:

All known teacher vacancies for the following year will be available on Monday, Mar. 26.

To apply, submit a cover letter, copy of your license/certification and your resumé to the building principal and Senior Faculty Representative.

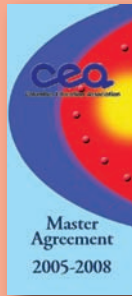
As you apply, remember these key points:

- ➡ Interview panels must grant interviews to the two most senior applicants for each position.
- ➡ The contract defines that positions filled by bid, through the job fair (two years ago) or by assignment from Human Resources are subject to automatic staff reduction.

The staff reduction process is completely separate from the layoff process. Staff reduction is an involuntary transfer within the system dictated by enrollment and program changes. Staff reduced teachers still have jobs.

Layoffs have not yet been announced. According to Ohio law, the school board must act on reductions-in-force (layoffs) by Apr. 30. Specific information about layoffs is premature and speculative, since there always is anticipated movement due to retirements, resignations and participation in the Limited Separation Plan (LSP).

Please take some time to review the complete process. It begins on page 28 of your contract. If you have any questions, call CEA. The complete 211 calendar is available at www.ceahio.org/newsPage.aspx?artID=187.



ing the support that teachers and principals truly need.

CEA believes the current system needs to be changed. It would be more efficient (and a more effective use of dollars) to do away with these executive positions and institute a different strategy, perhaps one utilizing the talent in the trenches—principals and teachers who can work together to take the lead on important issues—or reconsidering the scope of duties currently assigned to those executive administrators.

After all, the number of PLDs has remained static while buildings have closed and the number of principals has decreased.

We call on the school board to reexamine the record of our PLDs and reevaluate the situation.

Support UNCF

Our goal for the the United Negro College Fund campaign is \$100,000 by the end of March.

Please consider making a contribution. UNCF touches many lives in our school system with scholarships and other forms of support. The organization has provided almost 400,000 young people across the country with college support. Many attend Historically Black Colleges and Universities (HBCUs). A significant portion of your donations remains here in Columbus. We have so many deserving young people who seek a future of opportunity.

Here are some facts:

Scholarships go to many deserving students:

- 💡 36 percent are African-Americans
- 💡 34 percent are Latino
- 💡 18 percent are Asian
- 💡 12 percent are Native American

Many go on to get their graduate degrees. More than 50 percent of all African-American professionals are graduates of Historically Black Colleges and Universities.

Nine of the top 10 colleges where African-Americans who move up to earn Ph.D.s are HBCUs.

More than 50 percent of the nation's African-American public school teachers and 70 percent of African-American dentists earned degrees at HBCUs.

UNCF members Spelman College and Bennett College produce over half of the nation's African American female doctorates in all science fields.

Your faculty representative has the donation forms. If you need additional information, call CEA.

Changes for investigating misconduct

When you renew your teaching license, it is likely you also will submit to a background check.

A new law requires the additional checks to keep better tabs on the people who are caring for our children each day.

The change, effective Mar. 30, is part of the state's

Find a different way

Time to concentrate on important matters, such as curriculum development, disciplinary procedures and classroom climate issues, is paramount in this business. Leadership in these areas is important.

Yet we do not believe the central office administration is effectively addressing these matters.

PLD-Executive Directors are spending too much time on internal bureaucratic tasks and not enough time provid-

attempt at stricter procedures in investigating claims of professional misconduct, child abuse and neglect committed by a teacher.

OFT and other education associations lobbied for fair treatment of educators, particularly when allegations are unfounded. This new law is a good idea. But there are still some concerns, including the frequency of background checks. Teachers with multiple licenses or certificates may find themselves facing an inordinate number of checks.

The unions also are advocating that the school district pay for these checks. At the moment, the bill requires the educator to pay for the background checks.

The bill also requires:

- School districts to keep reports of investigations of employee misconduct in the employee's personnel file.
- Children services agencies to provide to the state superintendent relevant information about child abuse or neglect committed by a person licensed by the State Board of Education.

For more information, visit www.oft-aft.org and click *Political Action* from the menu on the left side. Click *126th General Assembly Education Bills*, then click *Skip to House Bills*. Scroll down for a link to H.B. 79. You also may go to <http://legislature.state.oh.us> and select *126th General Assembly* to search for H.B. 79.

TBS needs your support

Want to know more about who's running for public office? Teachers for Better Schools (TBS) has the answers. TBS is the political action arm of CEA. It is a separate political action committee that advocates for the benefit of teachers in the political arena.

TBS screens and recommends candidates for various public offices. This endorsement process is highly respected.

TBS raises money for political candidates, levy and bond campaigns and other ballot issues affecting Columbus teachers and the school community.

CEA does not use any dues money to promote individual candidates or issues. Instead, CEA members can contribute to TBS by payroll deduction. Please consider supporting this important and powerful organization. Call CEA for more information and download an application form for TBS membership at www.ceahio.org/PoliticalAction.aspx. Send your completed form to CEA. Help us make a difference.

Health-care costs can be managed

Recommendations from a statewide school employees task force studying rising health care solutions are in.

The committee is suggesting such measures as studying costs and determining which types of coverage can be pooled for purchase most effectively; requiring from brokers full disclosure of fees and purchase practices; and establishing wellness programs to improve everyone's overall health.

CEA, OFT and OEA endorse these recommendations and hope the Ohio Legislature will let us implement this sensible plan, which consultants project can save school districts between \$60 million and \$120 million per year.

We DON'T want a plan that establishes an insurance pool for all school employees. This *one-size-fits-all* option is NOT the best choice for school employees.

So far, we at least have the ear of the Ohio General Assembly. The Ohio School Employees Health Care Board and the Public Schools Health Care Advisory Committee, with three of the members from OEA, began meeting early last year. They presented recommendations to Gov. Ted

Strickland on Jan. 31. Here are some further highlights from the report:

- ☞ Even though selective benefit pooling will be considered, we will preserve the right to collective bargaining, especially over employee contributions.
- ☞ Standards will be set, and health plan sponsors will be required to meet them within a specific period of time.
- ☞ Cost savings must be demonstrated at the local level.
- ☞ Participation must be voluntary.

To read more from the ground-breaking report, visit <http://sehcb.ohio.gov> and refer to the *announcements* section.

CIS is proving we can do this together

Communities In Schools (CIS) is proud to announce three exciting initiatives in Columbus:

- ➊ After-school academic assistance for 35 Somali students at Eakin ES.
- ➋ A partnership with the Columbus Urban League and JPMorgan Chase to work with girls from South HS on college readiness, financial literacy and life skills.
- ➌ Expansion of the Growing Gentlemen initiative to promote mentoring relationships, leadership skills and community service for fourth- through sixth-grade African-American boys.

These new partnerships are helping us support student academic achievement. Contact CIS if you would like to be part of their efforts. Communities In Schools has a record of success, reducing truancy and providing programs that support continued learning, so that more students graduate, attend college and find good jobs.

A four-year United Way study reports that schools where CIS is involved on a daily or weekly basis experienced dramatically increased attendance and proficiency test scores in comparison with schools without a CIS presence.

An Ohio State University study of Champion MS students shows that those attending a CIS 21st-Century Community after-school program improved their grades and attendance compared to their non-attending peers.

We are encouraged and gratified that statistical data confirms what we have known all along. With support and healthy role models, all kids can succeed.

For more information, contact CIS at 268-2472, ext. 21.

Special notes

- ☐ **Nancy Clendenen**, a Gifted and Talented coordinator at **Starling MS**, is one of two local winners of the **Time Warner Cable National Teacher Award**. The award recognizes projects developed by educators who go beyond traditional teaching methods to address different learning styles and uses the free resources Time Warner provides to enhance learning.
- ☐ The **Catastrophic Leave Bank** is **in need of donations**. Consider donating a day. You can fill out a sick leave form at your building requesting your donation be specifically directed to the Catastrophic Sick Leave Bank. Call CEA for more information.
- ☐ **WCBE needs volunteers** to help take pledges during their spring fundraiser, **Mar. 24–28. Experience is not necessary**. To volunteer, please contact membership director, **Richelle Antczak McCuen**, at **365-5555 ext. 251** or **rant@wcbe.org**. For available volunteer times, surf to: <http://wcbe.org/sublevelVolunteerOpportunity.html>.
- ☐ **Cast your vote in the CEA Elections**. Members have **until Mar. 19 to complete their ballots**. See your Senior Faculty Representative if you have not received your ballot. The CEA Elections Committee will **tabulate the votes on Mar. 20**.
- ☐ **National Board Certification orientation sessions**: Teachers interested in this program should plan on attending a session this spring to learn about the National Board Certification process and how to qualify for financial support from the State of Ohio. Sessions will be held at **Shepard Center** on the following dates: **Tuesday, Apr. 17**, (4:30–7 p.m.); and **Tuesday, May 1**, (4:30–7 p.m.). Prior registration is not required. Any questions can be directed to Carole Moyer at 365-8241.