

The CEA Voice

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Columbus Education Association

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Painsharing update

The leadership of your Association has been hard at work with the Ohio Education Association and our attorneys in support of our members negatively impacted by the 2010–2011 Gainsharing repayment plan.

Your Association questioned why the district was requiring members to pay back the full Gainsharing amount, which included monies that were deducted for taxes and STRS. As a direct result of our intervention, our members will not be responsible for the amount that was deducted from Gainsharing and sent to STRS.

Additionally, members who must repay their Gainsharing award have already paid taxes on those monies. One option offered by the district for repayment is a payroll deduction that will run through June 2015. We have requested that the district, if possible, make the payroll deductions before taxes. This would prevent our members from having to pay taxes twice on their Gainsharing award. The district is currently investigating the possibility of this option.

Members have expressed interest in the possibility of refilling their 2011 taxes. In their support, we have requested that the district issue amended W-2s from 2011 to affected members. Under advice of their counsel, the district has denied our request. We are exploring our options with OEA to determine our next steps.

Your Association also asked the district to work with our community business partners to make tax professionals available to provide advice to members who wish to refile their 2011 taxes. We did not receive an affirmative response from the district. CEA then committed to providing tax professionals who will offer members guidance on filing an amended tax return at no charge.

To take advantage of this opportunity, please send an email from your personal account to Tom Busher, CEA Budget Director, at tbusher@ceaohio.org. Send your email by 5 p.m., Friday, Nov. 7. Title the message “2010–2011 Gainsharing” and include your full name, building/unit, home address, as well as your home and cell phone numbers in the body of the message.

It is far beyond unfortunate that the acts of a guilty few have cast a seemingly indelible shadow over the innocent many. Rest assured that your Association not only stands with you in solidarity in this time of turmoil, but also will continue to support our members to the fullest extent.

Learn more with PAR

Join PAR Consulting Teachers for professional development classes for all CCS educators. The following courses will be held on Tuesdays from 4:30 to 6:30 p.m. at the Columbus Downtown HS:

- ♦ Nov. 11: Urban Teaching Seminar
- ♦ Dec. 9: Classroom Management

Register through PD Planner. Select “PAR/RE Professional Development Class.” Call the PAR office at 365-5110, if you have questions.



Want national certification?

Join the nation's elite teachers: Those who have certification from the National Board for Professional Teaching Standards. A total of 122 CCS teachers have earned their National Board Certification. They have met high standards through study, expert evaluation, self-assessment and peer review.



The National Board offers certification in a module format, each with a separate fee of \$475. Your fees will be paid for you if you participate fully in all monthly support sessions. Eligible teachers are those who have been in the classroom for three years and hold valid teaching licenses.

Two informational sessions have been scheduled; Wednesday, Oct. 22, at Indianola K–8; and Monday, Nov. 3, at the Hudson Library. Both sessions will be held from 4:30–5:30 p.m. If you have questions, call Jenny Meade in the office of Professional Learning and Licensure at 365-5039.

Capital Day: It's a wrap

Thanks to all—organizers, staff and everyone else involved—who worked diligently this year to make Capital Day another outstanding success. Nearly 1,000 teachers attended CEA's Capital Day, at the Hyatt Regency on Oct. 17.

We heard from Donna Brazile, a pioneering political strategist and TV commentator, and from Dr. Lee Stiff, an expert in mathematics and urban education. We heard from peers who are achieving great things in their classrooms, browsed the trade show and shared our experiences with colleagues. As always, this was one of CEA's fall highlights.



United Way: A great start

The United Way campaign is under way. Some of you have already turned in your pledge forms. We thank you for supporting this community effort. This is one way we help our students' families in so



many vital areas. Keep the momentum going. When your FR gives you a form, pull out your pen. If you give to only one charity this year, make it United Way of Central Ohio. The agency's nine Bold Goals focus on the inter-connected areas of education, income, health and home. United we stand. We would like to acknowledge the following schools/units that have turned in their UW campaign materials to the CEA office:

Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Centennial HS, Clinton ES, Colerain ES, Columbus Downtown HS, Dominion MS, Georgian Heights ES, Highland ES, Hubbard Mastery School PreK–6, Lindbergh ES, Linden STEM Academy PreK–6, Livingston K–6, Maize ES, Marion-Franklin HS, Medina MS, Northland HS, Northtowne ES, Oakmont ES, Salem ES, Sherwood MS, Starling K–8, Valley Forge ES, Westmoor MS and Whetstone HS.

Get on the phone and get out the vote

We are entering the homestretch of the 2014 election campaign. Election Day, Nov. 4, is only EIGHT days away. Let's get on the phone and join OEA talking to fellow members about why they need to support education-friendly candidates. Here's how:

- To make calls from an OEA office, go to: <http://action.obea.org> and click on the "Volunteer" button at the top of the page. Search for an OEA Member-to-Member phone bank near you. Sign up.
- To make calls from home, go to the *My Colleagues Organizing Tool* at <http://obea.ngpvanhost.com>. Click on the "Make Calls to OEA Members" button and you will receive a phone list that you can call from home.

We must vote for candidates who support education, not only for the sake of our students, but also for the sake of our union—and all our brothers and sisters who belong to unions in all professions. We are under attack. This is how we fight back.

Ebola: Know the facts

It's easy to become panicked about a disease as serious as Ebola. But knowing how the disease is transmitted will help you understand the risk and react appropriately. Here is what you need to know:

- **Transmission:** Ebola is spread through direct body contact with bodily fluids from an infected person. It is NOT spread through the air, water or food. Bodily fluids include (but are not limited to) saliva, mucus, blood, vomit, feces, sweat, breast milk, urine and semen.
- **Direct Contact:** This means that bodily fluids from an infected person (alive or dead) have touched someone's eyes, nose, mouth or an open cut or wound. People who may be at risk have come into contact with these fluids or have traveled to Guinea, Liberia or Sierra Leone recently.
- **Contagious:** A person may spread the disease only after he or she demonstrates symptoms of Ebola. If an exposed person does not show symptoms after 21 days, that person is not sick with Ebola and is not contagious.

Early symptoms include fever, headache, weakness, muscle pain, vomiting, diarrhea, abdominal pain and unexplained bleeding. There are many diseases that include these symptoms, and only a person exposed to the disease may develop Ebola.

If you are in a "risk" category (have traveled to an infected country or have symptoms), take your temperature in the morning and at night for 21 days. Watch for the symptoms listed above. If you have symptoms, stay away from other people and call 911. Tell them where you have traveled.

You can learn more at www.cdc.gov/ebola and at www.publichealth.columbus.gov. If you need additional information, call the Office of Infectious Disease Investigation, Columbus Public Health Department at 645-1474, Monday through Friday, 8 a.m.–5 p.m.

Professional Development Fund deadlines

CEA is fortunate to have in its contract (Section 702.16) an item that provides us time to refresh ourselves with professional development. There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course, attending a conference or workshop or traveling in a teacher education program. To take advantage of this opportunity, download and print the current application and forms from the district's Human Resources Intranet or on the CEA website in the "Forms" section. Be mindful that advance approval is required to attend. Here are the deadlines for submission:

Event Date	Request due in HR by 4 p.m. by:
January 1–31, 2015	November 20, 2014
February 1–28, 2015	December 24, 2014
March 1–31, 2015	January 22, 2015
April 1–30, 2015	February 19, 2015

If you have questions, call Cathy Jones at 365-5881.

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.

(614) 461-4455 • www.cloppertlaw.com

Know the Contract: Additional students for pay

The *CEA Master Agreement* (Section 209.04) provides for additional compensation in certain situations when bargaining unit members have to be responsible for their colleagues' students.

Elementary teachers who receive students from colleagues without a substitute receive additional pay at the rate of six times three-quarters of the supplemental hourly rate per day.

Middle school and high school teachers who are assigned during their conference periods to cover an absent teacher's class will receive pay at the rate of three-fourths of the supplemental hourly rate for each 45-minute period. When a self-contained middle school assignment is divided among other teachers, the compensation shall follow the elementary model listed above.

When a teacher, due to illness or emergency, must leave after the workday has started and is charged sick leave for that absence, the teachers who receive those students shall be compensated at the following rate: number of coverage hours for that day times three-fourths times the supplemental hourly rate.

To verify that you have been paid accurately, keep track of the dates you have been assigned extra students or have been assigned to cover a class during your conference period.

College, Career & Service: Getting our students ready

CCS counselors and social workers, along with the superintendent and district leaders, are sponsoring a district-wide College, Career & Service Month during November. Activities, taking in all grades, will increase our students' awareness of these various options and help them connect their educational experiences now to their goals and plans for the future. You can support the effort in these ways:

- Wear college, work, or service (military or community) T-shirts every Friday
- Volunteer for College Application Day at many of our high schools
- Create wall or door displays about College, Career and Service Month options
- Ask our students about their goals and plans for the future
- Embed your classroom lessons with learning strategies modeling those of college and workplace
- Post throughout your building the training, credentials, and/or degrees of staff members
- Discuss as a building staff other ways you can increase our students' awareness of, and plans for, their college, career and service

Each building will receive a packet of materials and resources. For additional information or resources, contact your building counselor or Office of Student and Family Engagement at 365-8311.

Omission: CEA would like to thank Lincoln Park ES for their donation to the REA strike fund.

Special notes

- ❑ The **Spring 2015 Fee Waivers** will be in all buildings on **Monday, Oct. 27, 2014**. The **completed fee waiver** is due back to the **Sixth Street Annex** by **Friday, Nov. 7, 2014**, by 5 p.m. If you are a Priority 1 or a Priority 2 status, be sure to include the proper documentation with your completed fee waiver. **Documentation is required with each fee waiver process.** Your Priority status will change without the proper documentation. Call **Norma Oldham, Sixth Street Annex**, at **365-5039** with questions.
- ❑ *The CEA Voice* will feature a list of **all our members who served in the U.S. Armed Forces**. We want to include all of you. Send your **name and branch of service** to Bob Hern at bhern@ceaohio.org. We will publish your name in the **Nov. 10 issue**. Veterans Day is Tuesday, Nov. 11.
- ❑ **Campaigning for District 6 Governor and Middle School At-Large Governor** is under way. Be sure to get involved in the election process by casting your vote. **Campaigning ends on Nov. 10**. The Elections Committee will **tabulate votes** on Nov. 11.
- ❑ **Teachers who have declared they will retire this school year will not face state-mandated evaluation.** However, to opt out you must declare your intention to retire, and **the school board must accept your notice by Dec. 1, 2014. Submit your notice by Oct. 30** to Human Resources. For questions, contact Mira Wright at 365-8307.