

The Communicator

May 2012

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May 2012 President's Letter

We're in the thick of a period of massive transitions. A record number of our members have already, or will be, leaving the bargaining unit. So far, five members have resigned their positions – four having accepted Support Administrator positions and one leaving CCBDD altogether. A record 37 members are set to retire in the coming months. Five full-time temporary positions and two part-time temporary positions will be eliminated. Five current members will be switching positions within ACCESS. And, as of today, 23 members remain on the layoff list.

Although administration's plan for the new Evidence-Based Early Intervention Approach (EBEI-A) will result in a crushing elimination of 14 Developmental Specialist positions, it also requires filling vacancies and increasing the number of Early Intervention therapists – postings are up for 4 SLPs, 3 OTs, and 2 PTs.

ACCESS leadership, too, will be undergoing changes. All five officer positions (President, Vice-President, Treasurer, Recording Secretary, and Corresponding Secretary) and the five At-Large Representative positions are up for election at the Spring General Membership meeting. Any member in good standing may run for election. The off-site General Membership meeting will be combined with an abbreviated Executive Committee meeting. Please join us at Market Avenue Wine Bar May 17th at 5:00. The Wine Bar is located at 2526 Market Avenue. Parking is available on nearby side streets.

by Gloria Stansberry

Negotiations Update

The Negotiations Committee met weekly during the month of April. The results of the second survey have been compiled. We are now reviewing the contract article by article while keeping in mind your survey comments. We will continue to meet weekly until formal negotiations begin sometime this summer. Please continue to let us know your concerns and issues that you would like to see addressed. Also, we will be looking for volunteers to help in various areas during the actual negotiation process.

by Beckie Tweedle

In the Local

Contract Capsule

Assignment and Transfers

For many members, their assignment for next year is a big unknown. Hopefully, everyone took advantage of the opportunity to complete and submit an Assignment Preference/Registration Form to indicate their preferences. The deadline for submission of those forms was April 30th. Staff members whose assignments are being changed or who are being transferred are to be informed by their immediate supervisor by June 14th. Personnel agreements are to be mailed to all staff by August 10th.

by Gloria Stansberry

Nautica Cruise

The annual Nautica Cruise will be held again this year on June 9th. Hank Haynes is currently making arrangements. More information will follow.

Catching on!

Since re-training on the LPDC computer program started in January, most staff are online, entering their IPDP's and PD activities for approval. Please remember the LPDC meets monthly, so there may be a "waiting" period before you receive notification of approval. If revision of your IPDP is needed, we will let you know. Continue to pursue professional development activities and once your IPDP is approved, you can then enter PD online. Don't wait – use that time to get organized! And please ONLY enter the required amount of PD activities need to renew your licensure – 6 semester hrs. or the equivalent. In this case, more is not better - it is additional work for you!

by Maureen Schroeck

Affiliate News

Emerging Leaders Cookout

If you have a leadership position in ACCESS, or you plan on being more involved, this is a great way to meet NEOEA members and learn what NEOEA can do for ACCESS members. There are many displays and a lot of information available, plus you get a wonderful lunch! The cookout will be on Friday, June 15th from 11:00 a.m. to 1:00 p.m. at the NEOEA Conference Center in Garfield Heights. Let Gloria Stansberry know if you would like to attend.

OEA Campaign 2012

OEA members worked hard to defeat Issue 2, but there is still work to be done in a number of areas to support public education. OEA is looking for volunteers to help elect public officials who support public education. OEA is also involved in to gathering signatures to reform the redistricting process in Ohio. Go to www.ohea.org for information on how you can help with this campaign.

by Beckie Tweedle



It's For You, Linda Griggs!

The Communicator is published monthly for Linda Griggs and nearly 180 other ACCESS members. Linda is an Early Childhood Instructor Assistant at Green Rd. Early Childhood Center. She began her career with CCBDD in 1989 at East Cleveland Developmental Center. Prior to coming to the County she had earned her Associates Degree in Early Childhood from Tri-C and had worked at The Cleveland Music School Settlement Nursery School as well as the Day Care at her church. She became interested in working for us due to spending time at Green Rd. when her youngest daughter, Scharene, was a pre-school student there. (Scharene now works in an enclave at Reese Pharmaceuticals.)

While at East Cleveland Linda worked in a Secondary class and later worked with Intermediate students with Multiple Disabilities. She liked East Cleveland so much that she decided to stay there when it was converted into an ECC in 1999. When East Cleveland closed for good in 2008 Linda moved to Green Rd. with the rest of the staff. Most recently she spent 2 years at Sussex ECC before returning to Green Rd. in 2011.

During her career Linda has been grateful to ACCESS, particularly when she needed help due to a car accident in 2004. An ACCESS leader assisted her through the Human Resources process at that time. "That was like a blessing; that allowed me to continue taking care of my family." Linda continues, "I'm thankful for the time I've had with the County. No complaints!"

Linda will be retiring in June. "I'm retiring now because I have to, but here's my game plan: stay home with Scharene for a few months. Everything else is up in the air. I'm just looking forward to going out of the house in nice clothes and shoes instead of being dressed for work!"

by Tom Shimrock

Meet the New Employee

Joe Hancharick is the new Head Custodian/Repairperson and Locksmith. Joe is a lifelong Lakewood resident, is married and has two children. Joe likes golfing, fishing, camping and other outdoor activities. He previously worked for Midland Hardware Company and is experienced in residential plumbing. Joe is based out of Operations and works part time at East Cleveland AAC. If you see Joe out there, be sure to say "hi" and welcome him to CCBDD.

by Dave Klosz



“Catch Up” With Your Retirement Bonus

For those of you who will be getting the \$15,000 Retirement Bonus, there is a law which allows you to save taxes on both your Bonus money and your Sick Leave Severance Pay, as well. This is called the “Catch Up” rule, and it is one of the benefits of Ohio Deferred Compensation (DC), which was addressed last month. If you are a member (and membership is FREE!) then you can designate all or part of your payouts to go into your account instead of being paid directly to you, literally saving **thousands** of dollars. How can this be?

- First of all, you can only save money in Deferred Comp through your **paycheck**. You can't make deposits into it the same way you can save with other types of accounts. When the money goes directly into DC it is exempt from taxes at that time.
- Both Bonuses and Severance Pay are required to be paid to you in your last paycheck. When payroll is calculated based on these payments they assume you must be some kind of millionaire and they **nail** you with tax withholding. DC avoids this.
- You can plan ahead with Deferred Comp and they will make a one-time deferral from your last paycheck for any amount up to the legal limit. How much is that?
- This is where the Catch-Up Rule applies. When you are within 3 years of retiring you are allowed to defer extra money, up to \$34,000 per year. So, you can defer your entire Bonus and still put up to \$19,000 of Severance Pay in, as well.

NOTE: The Web address for Ohio Deferred Comp in last month's article was inaccurate; to get to their site you will have to **type** the following address yourself; clicking on the link doesn't seem to work:

www.ohio457.org, or call 877-644-6457.

by Tom Shimrock

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