

The CEA Voice

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Civil rights attorney keynote speaker at King Event

This year's Martin Luther King, Jr. Awards Dinner features nationally renowned speaker, Thomas N. Todd.

If you haven't heard Todd, you should not miss this opportunity. He understands civil rights issues with incredible scope and has been personally involved in many groundbreaking cases.

"Todd represents the spirit of justice and courage that we honor at this annual event," said CEA President Rhonda Johnson.



Thomas N. Todd
MLK Keynote

Todd, an Alabama native, became the first full-time black law professor at Northwestern University and early in his career gained a national reputation. He earned his law degree from Southern University in Baton Rouge, Louisiana. He served as a U.S. Army lawyer in the mid-1960s and joined the U.S. Attorney's Office in Chicago in 1967.

During his career in Chicago, Todd developed the first criminal civil rights case against a Chicago police officer. *United States v. Gorman* ended in a hung jury in 1971, but the process led Todd to establish a Civil Rights Office, the first one ever in a local U.S. Attorney's Office.

Todd also made history when he joined the faculty of Northwestern law school in the 1970s, where he helped clear the path for the careers of other black professors. Over the years, he became one of the first black attorneys to earn practice privileges before courts such as including the Louisiana, Illinois and U.S. supreme courts and the U.S. Court of Military Appeals.

Todd has remained a powerful spokesman for civil rights, serving as president of the Chicago chapter of the Southern Christian Leadership Conference in 1971 and president of Operation PUSH from 1983–1984.

Now semi-retired, Todd is a popular commencement speaker on black college campuses. He and his wife, Janis, and two daughters live in Chicago.

The event begins with a social hour at 6 p.m. followed by dinner at 7 p.m. at the Hyatt Regency Columbus. Make your reservations through Minority Involvement Program (MIP) committee members, faculty representatives or call the CEA office at 253-4731.

CEA, however, has developed a unique version of such a plan called Gainsharing. The plan is simple. Each school is challenged to work as a team to raise test scores. Goals are established annually and when state test scores are announced, each school's progress is assessed. If a school meets its goals, everyone in that CEA unit receives the merit bonus.

If staff members divide their time between more than one school, that person shares in the gains of the unit where he or she spends the most time. Teachers assigned to non-classroom positions or sites must attach themselves to a building, for the purpose of Gainsharing, by creating a service plan to assist school's staff in attaining its goals.

A joint committee administers the program and resolves any disputes. Every member of the CEA bargaining unit has the opportunity to participate.

Gainsharing has been in place for nearly 10 years. Today, the goals are tied directly to federal Adequate Yearly Progress (AYP).

NCLB leaves some children behind

With the passage of *No Child Left Behind* (NCLB) in 2002, the age of accountability in public education was officially legislated into existence by the federal government.

NCLB established a national system of accountability, measured through standardized testing of students' reading and math skills.

The end goal of the legislation was that 100 percent of *all* students nationwide attain proficiency in both math and reading by the 2013–2014 school year.

To accomplish this task, NCLB mandated that district and school level test results become available to parents, teachers and policy makers. The data was then disaggregated into subgroups based on race, gender, income level and ethnicity of students. Schools are required to make Adequate Yearly Progress (AYP) for each of their subgroups every year. Those that are unable to meet their AYP goals face a series of federally imposed sanctions, each more severe than the last.

Due to the wording of NCLB, no school or school district can make AYP for advancing the scores of proficient students to a more advanced level or improving the scores of the lowest-performing student to anything under proficient. The direct result of the double-edged sword of AYP and the goal of 2013 is that many schools and school districts have begun to practice what is now often referred to as "educational triage".

The precept of educational triage involves determining which students are most likely to pass the NCLB reading and math tests. This group of children has earned the



Leading the way...merit pay

Pay for performance has been a hot topic in the educational community for many years. Politicians have capitalized on this issue, contending that teaching salaries should increase only when teachers have done something to "merit a raise." However, designing such a merit system is fraught with problems, the chief of which is making it fair and equitable.



moniker “bubble kids.” By then focusing school curriculum, staffing and teaching practices to the needs of those students, that institution has a better chance of making AYP and avoiding federally imposed sanctions. The unintended consequence of focusing on those students, say NCLB critics, is leaving behind the students who perform at lower or higher levels than the “bubble kids.”

“It’s unfortunate that schools and districts have been reduced to looking at the ‘bubble kids’ to get us over the bar,” said CEA President Rhonda Johnson. “Does all mean *all*? We’re leaving children behind who are not going to pass the test, and we’re leaving behind the ones who have already passed the test.”

Many students are financially illiterate

A survey of teachers in 1,145 high schools conducted by scholar Căzilia Loibl, assistant professor of consumer sciences at The Ohio State University, revealed that the majority of personal finance instruction was offered in family and consumer sciences, business education and social studies. But approaches to the topic differed by content area.

For example, social studies teachers were most likely to teach investment, tax and limited-resources topics. They stayed away from teaching budgeting and interest-related topics. Family and consumer sciences teachers were more likely to teach credit, budgeting and goal-setting, while they avoided the investment topic.

Teachers in all specialties were challenged by the lack of materials and classroom time to teach personal finance topics.

Last year, a national survey authorized by the Federal Reserve gave high school seniors a flunking grade in financial literacy. They correctly answered only about half of the questions about personal finance and economics. The Associated Press quoted Federal Reserve Chairman Ben Bernanke telling high school students: “Although financial matters are probably not at the front of your minds today, the day will come when you will be responsible for managing your own or your family’s budget or when you find that you need to save to get the things you want—a college education, a new car or even your own home.”

“It is also essential that you know how to use—properly and responsibly—the many types of credit that will be at your disposal, such as credit cards.”

Surf to: <http://p12.osu.edu/scholars.php#loibl> for Loibl’s full report.

Legal advice about credit cards

It’s a scary feeling to look at your credit card statement and notice charges you didn’t make.

If this happens to you, there are steps you can take. The *Federal Truth and Lending Act* protects credit cardholders from liability resulting from the unauthorized use of a card. Here’s what you have to do: Report your card stolen immediately and cancel your account. After that, you have no further responsibility for unauthorized charges. Your maximum liability under federal law is \$50 per card.



To protect yourself from fraud, follow these tips:

- ☒ Read your statements carefully, and immediately investigate any purchases that you do not recognize;
- ☒ Never voluntarily allow someone else to use your credit card;
- ☒ Cancel any credit cards that you do not use often;
- ☒ Make a list of your credit card numbers, credit card companies’ names and addresses, and keep this information in a safe place like a safety deposit box;
- ☒ Never give out your account number over the telephone or the Internet unless you have verified that the company that you are dealing with is reputable; and
- ☒ Always save your receipts so that you can compare them with your billing statements.

This information was provided to CEA from the Cloppert, Sauter, Latanick and Washburn Law Firm.

Thanks for giving to United Way

When you don’t speak English or you don’t understand American ways of providing medical exams and health care, a visit to the doctor can be an intimidating experience. You might not go to the doctor at all, or you may have trouble following up on your care.

That’s why United Way supports CARE Columbus, providing cultural competency training programs for central Ohio’s health and human service professionals.



Your United Way contribution helps support this program. We want to thank the following schools for contributing to this year’s Columbus City Schools campaign: Colerain ES, Heyl ES, Kenwood ES, Lincoln Park ES, Lindbergh ES, Scottwood ES, Walnut Ridge HS and Weinland Park ES.

Special notes

- ☐ **If you are a homeowner and have equity in your home**, you may want to consider a debt consolidation/refinance loan or home equity line of credit to pay off those high interest rate credit cards. This is a cost effective way to save hundreds if not thousands of dollars in interest. **All NEA members and their families will receive discounts** through the **Wells Fargo NEA Home Financing Program**. Call your local Home Mortgage Consultant, **Dan Olson at (614) 888-6529** for details.
- ☐ The **deadline to participate** in the **Sick Leave Bank** has been **extended** to the close of the business day on **Dec. 20**. Surf to: www.ceahio.org to download a form. If you have questions, call CEA at 253-4731.
- ☐ **Blue Jacket Tickets** are available from the CEA office for the following dates: **Dec. 18**, Calgary (4); **Dec. 26**, Atlanta (4); **Dec. 31**, Edmonton (4); **Jan. 11**, St. Louis (4); and **Jan. 15**, Vancouver (4). Call the CEA office at 253-4731 to purchase tickets.

Job Sharing Requests

CEA is compiling a list of teachers interested in job sharing next school year. If you are looking for a job sharing partner, fill out the form below and return it to the CEA office. A list will be printed and mailed to each person who submits the form to assist him/her in finding a partner for job sharing. Even if you submitted your name last year, please fill out a new form this year. Please return this form to Carol Wagner at CEA by Monday, Dec. 10, 2007.

Name: _____

School: _____ Phone: _____

Present Assignment: _____

Home Phone: (____) _____

Certification Area(s): _____

Mobile Phone: (____) _____

Teaching Preference for Next Year: _____

Email Address: _____