

# The Voice

[www.ceaohio.org](http://www.ceaohio.org)

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Columbus Education Association

February 25, 2008

## Moyer receives award

We congratulate CEA member Carole Moyer, a long-time CCS kindergarten teacher and national presenter, trainer, assessment developer, and consultant to the National Board Certification process.

Carole was one of five finalists for the NEA Members Benefits Award for Teaching Excellence presented at the NEA Foundation's 13th Annual Salute to Excellence in Education Gala in Washington, DC Friday, Feb. 8, 2008. Nominated by OEA, she was the only one chosen from Ohio.

She received the NEA's Horace Mann Award for Teaching Excellence and a personal gift of \$10,000.

Moyer became the Early Childhood Coordinator for the Columbus City Schools in 2002.

Nationally Board Certified twice, Moyer never stops learning or looking for ways to improve the profession and her practice. She participates on the TeacherSolutions team, a representative group of 18 accomplished teachers coordinated by the Center for Teaching Quality which grew out of the landmark 1996 report of the National Commission on Teaching and America's Future.



The NEA Foundation Award for Outstanding Service to Public Education recipient Tiki Barber and the Horace Mann Award for Teaching Excellence recipient Carole Darlene Moyer.

Foto Briceno for The NEA Foundation

## Labor and civil rights movement similar

U.S. labor movements weren't all about factory workers and miners. They began in other quarters as well, and one of the most active organizers was a black college student, A. Philip Randolph. In 1925, he helped establish the first black union, the Brotherhood of Sleeping Car Porters, representing black porters who worked for the Pullman Company.

The union negotiated a contract with Pullman in 1937. But Randolph didn't stop there. He later led a movement to end employment discrimination against blacks in the federal government and organized groups for protest marches. On June 25, 1941, President Franklin Roosevelt signed the Fair Employment Act.

Randolph and Columbia University student Chandler Owen founded a magazine called *The Messenger*, in which they covered the need for more opportunities for blacks in all sectors of society. This included the American Federation of Labor. At the time, blacks could not be members.

Later, Randolph achieved the same results for black members of the military, pushing for a ban on segregation and organizing the League for Nonviolent Civil Disobedience Against Military Segregation. President Truman



signed an executive order banning military segregation on July 26, 1948.

Randolph also was heavily involved in organizing Martin Luther King, Jr.'s activities. In 1963, he became one of the chief organizers of the March on Washington for Jobs and Freedom. Randolph's 1941 march had been the catalyst for this famous gathering.

Randolph died on May 16, 1979.

-adapted from an article in *The New York Times*

## Fee increase for licensure renewal

The Ohio State Board of Education approved a licensure fee increase the week of Feb. 11, 2008. It is based on \$40 per year of license validity. There is a 50 percent discount for the first five-year professional teaching license when a teacher is advancing from a two-year provisional to a five-year professional teaching license following successful completion of the entry-year program. The fee increase will take effect Mar. 1, 2008.

This means that the cost for a five-year license will increase from \$60 to \$200 (\$40 x 5 years). If you are renewing this year and wish to avoid this cost increase, you need to get your renewal materials to Dean Fowls at Northgate no later than Wednesday, Feb. 27.

Please make sure that you have the most recent renewal or transition form which can be downloaded from the Staff Development web page located at <http://www.columbus.k12.oh.us/staffdev/>. The forms are in the large blue area on the home page.

## Testing concerns addressed

CEA is pleased to report that CCS has agreed to take a number of steps toward resolving standardized testing issues. At the last Joint Labor-Management Committee meeting, the parties agreed to reconsider quarterly assessments for the third grading period.

A joint subcommittee was appointed to develop a plan addressing all testing issues and to make a preliminary report by Mar. 10. The subcommittee has been charged with:

- ① Identifying all district level assessments required by the state and the district
- ② Identifying what skills and strategies are assessed in each assessment
- ③ Identifying the amount of time required for each assessment
- ④ Determining the validity and reliability of the assessments
- ⑤ Determining access to data for analysis
- ⑥ Determining who benefits from the assessments and their purposes
- ⑦ Checking where the assessments fall in the calendar (grade cards, holidays, etc.)

- ⑧ Determining an operational plan
  - ⑨ Determining what assessments are needed for special education, ESL, Gifted and Pre-K
  - ⑩ Making final recommendations for the testing schedule, including tests that can be eliminated
- CEA applauds these efforts to improve the system so children can get the most out of a mostly well-intentioned plan to help them improve their academic proficiency.

## Approve the AFL-CIO partnership

### Reason #2: Democratic and Independent

By joining the AFL-CIO Labor Solidarity Partnership, the CEA will partner with the strongest labor organization in the country, yet remain an independent organization when it comes to governance and representation. Both the Solidarity Partnership and the AFL-CIO Constitution guarantee our autonomy; no one from the AFL-CIO can interfere in our internal governance.



The officers and leadership of your Association will continue to maintain democratic elections, set policies and procedures and negotiate our contracts. As the 4,200 member-strong CEA, we will endorse our own candidates for public office and take positions on education policy initiatives at the state and local level.

The officers and leadership of your Association wholeheartedly recommend voting to join the AFL-CIO Labor Solidarity Partnership Agreement.

## Critically ill member needs days

One of our members is in dire need of some additional leave to deal with a catastrophic illness. CEA needs your help.

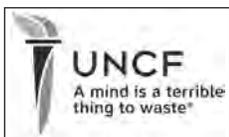
The *Master Agreement* has set up a catastrophic sick leave bank to help those individuals who run out of sick leave and have a catastrophic illness or injury. This provision is in Section 701.07 of the *Master Agreement*.

You may be familiar with the regular sick leave bank, which was recently initiated. The catastrophic sick leave bank is different, because it serves members who suffer from critical medical conditions. Days donated to the regular sick leave bank cannot be transferred to the catastrophic sick leave bank.

We encourage everyone to donate days to the catastrophic sick leave bank. Contact CEA at 253-4731 or Cathy Tysen at 365-5636 for the necessary form.

## UNCF helps send kids to college

Columbus schools are beginning their annual drive to support the United Negro College Fund. We have been contributing to this program for many years, and CEA urges you to continue our support.



The UNCF has made a real difference in the lives of many CCS graduates, current staff members and local community leaders. Many students who believed college to be an unachievable goal are now attending and graduating with distinction from institutions of higher learning throughout the United States.

More than 90 percent of UNCF students require financial assistance. Forty percent are the first in their families to attend college. Approximately 50 percent are from families with a gross income of less than \$30,000, and 55 percent of UNCF students are from single-parent families.

This program changes the future, one child at a time. Please give to the UNCF campaign. This year's goal is \$115,000. Our district campaign runs Feb. 20–Mar. 20. For additional information, call Ezetta Murray at CEA at 253-

4731. Participate through payroll deduction, and spread out your payments over the year.

## Background check requirements changed

As a result of House Bill 190, background check requirements for school employees have changed.

Under the new system, BCII *and* FBI background checks are required for:

- New school employees
- Teachers receiving or renewing five-year professional licenses
- Teachers with eight-year and permanent certificates (initially by Sept. 5, 2008, then every five years)
- Licensed tutors, guidance counselors, school psychologists, school nurses and coaches.

Background checks may be used to satisfy multiple requirements in the community.

For questions, contact CEA. To download Ohio Administrative Code Rule 3301-20-01, go to the CEA Web site.

## Retiring this year? Notify by Feb. 29

Feb. 29 is the deadline for retiring teachers to claim the *super severance* cash value of unused leave. According to the contract (Section 810.02), members who are eligible for retirement and who have worked for the schools for at least five years may be paid a portion of the cash value of their unused sick and personal leave.

The amount of severance payments is determined by the date you notify HR of your intent to retire. Here are examples of severance payments a teacher may receive depending on the date of the notice:

*Jane Teacher has 30 years of experience and a Master's degree. Her daily rate of pay is \$412.83. She has 410 days of sick leave and 50 days of personal leave.*

Notification by Feb. 29		Notification after Feb. 29	
<u>Sick Leave</u>		<u>Sick Leave</u>	
1st 100 days x 25% x \$412.83 =	\$10,320.75	410 days x 20% x \$412.83 =	\$33,852.06
2nd 100 days x 30% x 412.83 =	12,384.90	<i>Plus</i>	
3rd 100 days x 35% x 412.83 =	14,449.05	<u>Personal Leave</u>	
4th 100 days x 40% x 412.83 =	16,513.20	50 days x 50% x 412.83 =	10,320.75
10 days x 45% x 412.83 =	1,857.74		
<i>Plus</i>			
<u>Personal Leave</u>			
50 days x 50% x 412.83 =	10,320.75		
<b>Total</b>	<b>\$63,988.65</b>	<b>Total</b>	<b>\$44,172.81</b>

*This is an example for illustration purposes and is not intended to be used as the Treasurer's calculations.*

## Special notes

- The **Reach Out and Read Community Book Campaign** runs the entire month of February. **Donate at least one new book** for children ages 6 months to 8 years of age. For more information, contact your SrFR or Tracey Johnson at CEA at 253-4731 or by email at [tjohnson@ceaohio.org](mailto:tjohnson@ceaohio.org).
- Sign up for a 10-day trip **June 8–18** to the **Austrian Alps**. Beginning in Munich, side trips include Salzburg, Innsbruck, Salzkammergut (famous as the *The Sound of Music* backdrop) and the Grossglockner Pass. Tours, entrance fees, transportation, breakfasts, dinners and hotel are included in the price. Call CEA at 253-4731 for more information.
- Campaigning in the CEA Spring Elections** ends today. Voting will be conducted Feb. 26–Mar. 10. Ask your SrFR for a ballot.
- Four **Blue Jackets Tickets** are available for the **Feb. 27** San Jose game. Call CEA at 253-4731 to purchase tickets.
- Bridges For Education** ([www.bridges4edu.org](http://www.bridges4edu.org)) is looking for teachers to participate in a three-week conversational English immersion camp in Zhangzhou, Fujian Province (China) from July 10–Aug. 7. Program costs are reasonable. For more information, contact Gary or Pat Huss at (740) 881-9656 or [HussPartyof5@aol.com](mailto:HussPartyof5@aol.com).