

The Voice

Rhonda Johnson, President

www.ceaohio.org

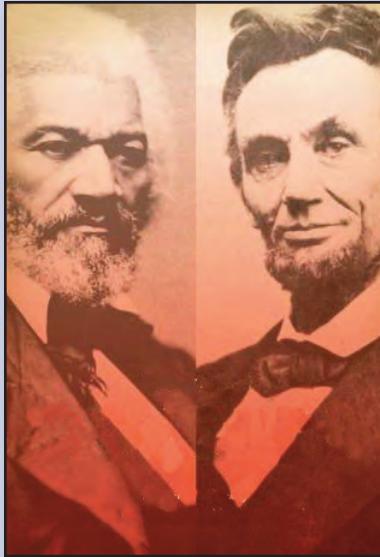
Volume XXXIX, No. 24

Columbus Education Association

February 16, 2009

Black History Month

This month while we celebrate Presidents Day, let us also remember to celebrate and acknowledge the contributions of African Americans to American history. It is a unique yearly opportunity to share the accomplishments of many unsung (and some now-acknowledged) American heroes with your students.



Black History Month began in 1926 when historian Carter G. Woodson urged the fraternity brothers of Omega Psi Phi to help promote a "Negro History Week." Woodson, a Harvard-trained historian, believed that promoting the achievements of black people would help to combat prejudice and build a sense of pride among his people.

He chose the second week of February because it marked the birthdays of the two Americans who greatly influenced the lives and social conditions of African Americans—Abraham Lincoln and Frederick Douglas.

Woodson also founded the Association for the Study of Negro Life and History, now the Association for the Study of African-American Life and History. In 1976, 50 years after the first celebration, the Association held the first Black History Month. The rest, as we say, is history.

To find out more about this special month, visit www.asalh.org. For classroom ideas and resources, visit www.nea.org/home/ns/12937.htm.

What are your bargaining priorities?

CEA thanks the membership for the many responses we received from the paper bargaining survey. CEA is compiling the issues that were submitted and will release an online negotiations priority survey to members for their input on issues.

This survey will only be available in an electronic format. CEA members will be sent a link to the survey to their personal e-mail addresses. The survey will be online by Friday, Feb. 20, at 5 p.m. This survey must be completed by midnight, Mar. 1.

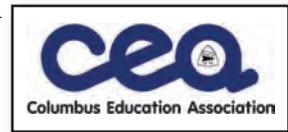
For security reasons, members cannot access the survey from a CCS computer or the CCS network. Members who do not have a home computer or a non-CCS e-mail address may complete the 5–10 minute survey at the CEA office. Office hours are 9 a.m.–5 p.m., Monday–Friday.

Please note: If CEA does not have your home e-mail address, you will not be able to complete the survey online.

Additionally, you may have unintentionally opted out of all e-mail messages from CEA when you opted out of one message. If this has happened to you, send your personal e-mail address to phayes@ceaohio.org or bhern@ceaohio.org.

Joint Labor-Management update

The Joint Labor-Management Committee was established in 2007 and gives CEA and the administration the opportunity to participate in an ongoing, proactive problem-solving process. CEA is represented at the meetings by President Rhonda Johnson, Vice-President Sally Oldham and CEA staff. The administration, represented by Supt. Gene Harris and her cabinet, includes executive directors from divisions and departments.



Recently, the Joint Labor-Management Committee reached agreements on the following issues:

- *Text Reading Comprehension (TRC)/Progress Monitoring:* CEA President Johnson was asked to present the TRC survey results to the Curriculum and Leadership Department. The administration agreed to work with the Association to identify best practices for TRCs and progress monitoring. The TRC dates will be aligned with the grading periods, and a joint ad hoc committee will work out remaining issues.
- *Elementary grade cards:* The administration is ready to begin piloting the new procedure for logging into eSIS from home and entering elementary grade card data. Kingswood Data Center is conducting a trial run with teacher volunteers. As soon as verification of the new process is confirmed, instructions for completing grade cards at home will be sent to all elementary teachers.

Bargaining teams trained by SERB

In preparation for upcoming contract negotiations, CEA's Bargaining Team joined the Board's team at an all-day training on Saturday, Feb 7. Led by mediators from the State Employee Relations Board (SERB), the training prepared both sides to use the Enhanced Conventional Negotiations (ECN) method. ECN is a structured negotiation process that improves both parties' understanding of issues and interests and encourages cooperative dialogue. In the ECN process, each side will focus on issues and interests to develop proposals instead of taking conflicting positions based on the adversarial use of power.



Keep reading *The Voice* for negotiations updates.

Grievances update

CEA's main role is to advocate in your best interests by making sure the administration adheres to the practices required by our mutual agreement. We always advise our members to try working out problems internally, but this is not always possible. Each month, we will inform you of the grievances CEA is working on for you. This month's grievances are listed below.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Champion MS William Anderson	Adm. at Champion failed to have a school wide discipline plan specific for Champion on the first day of school as outlined in the CEA Master Agreement that utilizes the Positive Behavior Supports program as adopted by the CCS district.	Adm. will work with the school's ABC committee to develop a building wide discipline plan specific for Champion and will use the Positive Behavior Supports program as a guide to developing policies in the building.	The administration has agreed to revise the current discipline plan and seek ABC suggestions. Final revisions will be made and new plan distributed. Administration reserves the right to have final say on discipline plan(s).
Champion MS William Anderson	Lack of administrative support in discipline. Adm. failure to utilize the Positive Behavior Supports program to maintain an environment conducive to learning. Adm. failure to respond in a timely manner or give appropriate responses to 190s.	Adm. to provide all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classrooms and within the building. Adm. will consistently enforce their discipline policy and will give appropriate and timely responses to 190s.	The newly devised discipline plan will address this issue and others arising from disciplinary concerns. Administration reserves the right to administer student discipline.
The Administration	Lack of administrative support in discipline when a student was allowed to return to Marion Franklin HS after he assaulted two staff members.	Administration will provide all reasonable support and assistance to teachers with respect to the maintenance of control and discipline within the building. Adm. will do everything within its power to ensure safety of staff and students. The district will transfer students who assault staff members to another learning environment.	The administration shares in this concern over student behavior(s). The teacher in question had agreed for student to remain in school. No violation of the contract has occurred. We will continue to monitor this and other similar incidences as they occur. <i>CEA will request that the grievance be moved to arbitration.</i>
Fairwood ES Cynthia Moore	Lack of adm. support in discipline.	Adm. will provide all reasonable support and assistance with respect to the maintenance and control of discipline in the classroom and within the building.	The principal will continue to provide teachers with reasonable support and assistance with respect to the maintenance of control and discipline in the classroom and within the building. No violation of the contract has occurred.
East HS Monique Jacquett Carl Chamberlain	Asst. bldg adm. subjected grievant to direct, and verbal criticism and unprofessional behavior.	Grievant be given an apology from asst. adm.; that asst. adm. refrain from redirecting staff members in front of students and other staff members; that he refrain from yelling at staff members.	Response pending.

GLBT students deserve protection

CEA's Gay, Lesbian, Bisexual, Transgender and Allies (GLBTA) Caucus is working to address student equity issues in our school district. The CCS anti-bullying policy protects our students on the basis of sexual orientation—or even perceived orientation. Making statements such as, "That's so gay," or teasing someone in reference to his or her gender identity or sexual orientation violates this policy.

GLBT teens are three times more likely to commit suicide than their heterosexual classmates. We must work to ensure a safe environment for all. We must use inclusive language that does not assume everyone is *straight*. We must protect students against bullying.

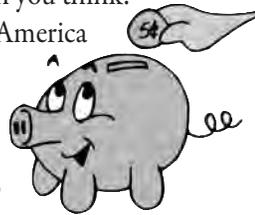
CEA also is working with OEA lawyers to unblock Web sites that provide helpful information. Their censorship sends a negative message to students, teachers and counselors.

To learn more about the GLBTA Caucus efforts, e-mail jkbeall@gmail.com.

Feed the piggy bank

Most of us are not prepared for financial emergencies. But saving for such emergencies is much easier than you think. Columbus City Schools is participating in America Saves Week, Feb. 22–Mar. 1.

Visit www.stressfreewallet.com and join the community to share thoughts and ideas on saving money and paying down debt. To learn more about this campaign, visit www.AmericaSaves.org, or call CEA Vice President Sally Oldham at 253-4731.



Take advantage of NEA Member Benefits

CEA and NEA Member Benefits business partners are sponsoring a free workshop, *What I Want My Loved Ones To Know: A practical look at life and family preparedness*. Join us Wednesday, Feb. 25, at 4:15 p.m. at the CEA office, 929 E. Broad Street.

You will hear about matters which will be important to you and loved ones in the event of an accident, illness or

death. Discussion includes the importance of having a will; a durable power of attorney for health care; the kinds of medical treatment you may or may not want; life, disability, and long term-care insurance; and making sure your loved ones know where to find your important papers. Call Ezzetta Murray at 253-4731 to register. Refreshments will be provided.

Special notes

- ❑ The **CEA Catastrophic Leave Fund** needs donations. **Vicki Steger**, special education teacher, has been approved to receive 45 days once colleagues make donations. Fill out an absense form indicating how many days are to be donated, and send it to **Cathy Tysen, Labor Relations**.
- ❑ **Feb. 27** is the **deadline to notify HR of your intent to retire** to receive the **super severance** benefit. Although you are not required to do so, notifying the Board prior to Feb. 27 will ensure your position being posted during Round 1 of the 211 process. Send your notice of intent to retire to **Bryan Buoni** in the HR office.
- ❑ **CEA Elections: Voting** takes place in all buildings/units from **Feb. 17–Mar. 2**, and **tabulation** is on **Mar. 3**. Ask your FR for a ballot.
- ❑ CEA members **Amber Hill** (Northtowne ES) and **Karen Santilli** (Dana ES) have been accredited by the **National Association of Education of Young Children**. The NAEYC awards programs of excellence based on ten standards, including a developmentally appropriate curriculum, high quality teaching staff, relationship with parents and community and the classroom environment.
- ❑ **Gary Theil** (NWCC) has been sworn in as Grand Chapter President of Iota Lambda Sigma Honor Society. This organization recognizes excellence in workforce development in education, business and industry.
- ❑ **New rates for fingerprinting**: \$58 for existing employees (\$28–BCII, \$30–FBI); \$46 for new hires (\$22–BCII, \$24–FBI). Call 365-8169 if you have questions.
- ❑ **Blue Jacket Tickets** are available from the CEA office for **Feb. 16, Dallas (2)**. Call CEA at 253-4731 to purchase tickets.