

# The Voice

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

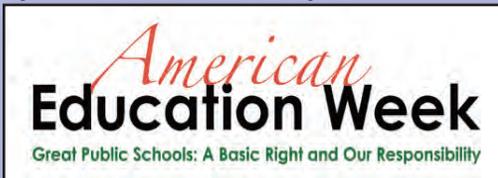
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Columbus Education Association

November 16, 2009

## American Education Week

American Education Week (AEW) is celebrated the week before Thanksgiving as a reminder for all to give *thanks* to educators. NEA is spotlighting the importance of providing every child in



America with a quality public education from kindergarten through college, and the need for everyone to do his or her part in making public schools great.

Each day of the week spotlights an aspect of school life:

**Wednesday: Education Support Professionals (ESP) Day.** Individuals who provide invaluable services to schools are recognized for their outstanding work. We acknowledge the major contribution ESPs make to children and public education every day. ESPs comprise more than 40 percent of the total K–12 education workforce.

**Thursday: Educator for a Day.** Community leaders are invited to serve as educators to get a glimpse at a day in the life of a school employee.

**Friday: Substitute Educators Day.** This day honors educators called upon to replace regular classroom educators. Substitute educators serve as a bridge, providing continued quality education to children in the temporary absence of regular classroom educators.

AEW begins Nov. 16 and runs through Nov. 21. For more information, visit <http://bit.ly/16Mcvv>.

## Teachers rewarded for reaching goals

For more than a decade, schools that have improved have received Gainsharing funds for teachers in a building who meet agreed-upon goals. Article 908 of our *Master Agreement* details this process. CEA is a pioneer in this area, and many school districts across Ohio (and nationally) have adopted our model.

If a school achieves Adequate Yearly Progress (AYP), everyone in that CEA unit receives the Gainsharing payment. Teachers on special assignment and teachers who work at one or more schools may sign a Gainsharing Service Plan for one school or receive a proportional award.

Here is a list of the schools that received \$1,325 in the Nov. 6 pay for each bargaining unit member: Africentric EC, A.G. Bell ES, Alpine ES, Alum Crest HS, Avalon ES, Avondale ES, Berwick K–8, Binns ES, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, CAHS, Columbus Spanish Immersion Academy K–8, Como ES, Cranbrook ES, Dana ES, Devonshire ES, Duxberry Park ES, East Columbus ES, Easthaven ES, Eastmoor Academy HS, École Kenwood K–8, Ft. Hayes Arts and Academic HS, Huy ES, Independence HS, Indian Springs ES, Indianola K–8, Maize ES, Mifflin HS, Moler ES, Northtowne ES, Oakland Park ES, Oakmont ES, Olde Orchard ES, Parkmoor ES, Parsons ES, Scottwood ES, Shady Lane ES, Stewart ES, West Mound ES, Winter-set ES and Woodcrest ES.

Gainsharing appeals will be held on Friday, Nov. 20. E-mail Cathy Tysen at [ctysen@columbus.k12.oh.us](mailto:ctysen@columbus.k12.oh.us).

## Award nominations due Nov. 30

Nominations are being accepted for The Helen Jenkins Davis Award and The Dr. Martin Luther King, Jr. Humanitarian Award. Both are presented annually at CEA's Dr. Martin Luther King, Jr. Awards Dinner. Members will receive copies of the nomination forms in their buildings. Forms also are available on the CEA Web site.

Last year, we honored Clarence Lumpkin with the MLK Humanitarian award. This award goes to an individual who exemplifies the spirit of Dr. King's work and recognizes distinguished service in the areas of community, education, social justice or human and civil rights.



Carol Moyer received The Helen Jenkins Davis Award. This award honors the first black teacher hired by the Columbus schools. Hired in 1918, Mrs. Davis also was the first witness called in the 1976 school desegregation trial in Columbus. The Davis Award goes to a CEA member who has promoted social justice, diversity and human and civil rights.

Past recipients include former school board member Rev. Leon Troy, business owner and former Columbus City Councilman Jerry Hammond, Mayor Michael Coleman, City Councilwoman Charleta B. Tavares and former State Rep. Joyce Beatty.

Nominate a deserving peer for the Davis Award. Any individual is eligible for the King award, except current employees of the Columbus City Schools.

This year, the dinner will be held on Thursday, Jan. 14, at the Hyatt Regency Columbus.

## PD registration deadline is coming

Remember to register for your three-day professional development strand. Registration closes on Nov. 23 at 9 a.m. Remember, if you do not register by Nov. 23 at 9 a.m., you will be assigned to a three-day strand and notified by Friday, Dec. 4. Walk-ins to any strand will not be accommodated due to restrictions around presenter contracts, room capacity and assuring that all participants receive session materials.

Part-time and hourly certificated employees are encouraged to register and attend a strand but should check with their supervisor regarding the availability of compensation.

To register, go to the Curriculum and Staff Development Web page at <http://www.columbus.k12.oh.us/staffdev/>.

Click on "Registration Site" under "Professional Development Days."

## Grievances update—continued letdowns

Our *Master Agreement* is an important document. It is mutually negotiated with the school district and is a constitution of teachers' rights and responsibilities. CEA works tirelessly to protect your rights and defend the integrity of the *Master Agreement*. We encourage our members to make every attempt to work out problems informally at the building level first. However, when issues cannot be resolved with the building administrator, CEA will utilize the grievance process. This month's grievances are listed below.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
<b>Innis ES</b> <b>Linda Cameron</b>	Adm. denied intermediate teachers the afternoon recess for their students (which they voted to have according to the CEA/Board Agreement).	Adm. develop a recess schedule to include an afternoon recess for the intermediate teachers at Innis ES.	Step II Hearing Disposition - Based on the information presented at the 2nd Step Grievance Hearing there was no violation of Art. 302.05 of the CEA/Board Agreement. However, the parties did agree to work together to develop an afternoon recess schedule for the intermediate teachers. This process will be completed by 11/20/09. Upon completion of the schedule the Labor Relations Office will forward copies of the schedule to the the CEA.
<b>Maize ES</b> <b>Renea Williams</b>	Adm. did not provide teachers their daily 10- to 15-minute mid-afternoon break.	Adm. develop a mid-afternoon recess schedule instead of an end-of-day recess schedule for the teachers at Maize ES.	Step II Hearing Disposition Pending
<b>CCS Administration</b>	The Board failed to provide buses that arrive in a timely manner after school.	The board immediately provide bus service at Oakmont ES that is consistent with the contractual student-day and the teacher-day; that the bus service be scheduled to correspond with the school day dismissal time.	Upon review of the route, by transportation, it was discovered that three stops on route (route error) had same time. This has been corrected. Finding is in favor of grievant, matter will be monitored.
<b>Alum Crest HS</b> <b>Teresa McGurr</b>	Adm. failed to give all reasonable support and assistance to teacher with respect to the maintenance of control and discipline in the classroom and within the building that is conducive to learning and provide support to teacher that is legal and consistent with the <i>Guide to Positive Student Behavior</i> .	Adm. failed to give all reasonable support and assistance to teacher with respect to the maintenance of control and discipline in the classroom and within the building that is conducive to learning and provide support to teacher that is legal and consistent with the <i>Guide to Positive Student Behavior</i> ; that the adm. provide an atmosphere within the school building that is conducive to learning; that all School Form 190s and Behavior Incident/Observation Forms be returned to teacher in a timely manner, reviewing individual student's behavior to determine when discipline should be progressive and following through on assigned discipline to make sure it is fairly and consistently enforced.	Step I Hearing Pending
<b>Dana ES</b> <b>Pam Eberhart</b>	Adm. verbally abused teachers in front of other teachers and students. Adm. threatened teachers. Adm. routinely subjects teachers to verbal harassment.	Adm. cease and desist from screaming at staff members. Adm. apologize to the staff. Adm. take part in anger management counseling.	Step II Hearing Results Pending

### Honoring Native Americans

This month is National American Indian and Alaska Native Heritage Month. During the month, we celebrate the ancestry and time-honored traditions of American Indians and Alaska Natives in North America. They have guided our land stewardship policies, added immeasurably to our cultural heritage and demonstrated courage in the face of adversity.

Nov. 27 is National Native American Heritage Day. It has a long history, beginning at the turn of the 20th century, established largely through the efforts of Dr. Arthur C. Parker, a Seneca Indian, who was the director of the Museum of Arts and Science in Rochester, New York.

The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators enacted such a day in 1919. In 1990 President George H. W. Bush approved a joint resolution designating November 1990 "National American Indian Heritage Month." Similar proclamations have been issued each year since 1994. President Barack Obama signed his proclamation on Oct. 30.

### Thanks for standing UNITED

Thank you for supporting United Way. Your generosity reaps great benefits right here in our schools in the form of services for our students and their families. United Way supports health care, housing, workforce and educational initiatives throughout central Ohio.

Thanks to these schools that have turned in the completed envelopes during the past week: Adult Education Center, Broadleigh ES, Centennial HS, Champion MS,



Dana ES, Fair ES, Highland ES, Independence HS, PAR Program/17th Ave., Monroe MS, Northgate Center, Parsons ES, Ridge-view MS, South HS, Southmoor MS, Weinland Park ES and Woodward Park MS.

### Three community meetings remain

Before the Columbus Board of Education meets and determines the final school closures in late December, the district started hosting a series of redistricting and consolidation meetings. Their purpose is to provide important information and gather input from stakeholders throughout the district about the process of closing six school buildings and redistricting.

The remaining three community meetings will be held from 6–8 p.m. at the following locations: Monday, Nov. 16, West HS: 179 S. Powell Ave.; Wednesday, Nov. 18, Northland HS: 1919 Northcliff Dr.; and Monday, Nov. 23, Marion-Franklin HS: 1265 Koebel Rd.

### Special notes

- Have you checked the **CEA calendar** for upcoming events? You can find it on the **CEA Web site**. Don't miss any important dates and deadlines. Go to [www.ceaohio.org](http://www.ceaohio.org).
- Join the CEA-Retired organization.** Memberships in CEA-R make great gifts for retiring teachers. Events are held throughout the year and on week ends. Four brochures are mailed each year. Yearly dues are just \$10. Lifetime dues are only \$100. Mail the dues with your name, address, phone and e-mail to CEA, 929 E. Broad St., Columbus, OH, 43205.
- Blue Jacket tickets** are available from the CEA office for the following dates: **Nov. 16, Edmonton (4)** and **Nov. 30, St. Louis (4)** at \$50 per ticket. Call CEA at 253-4731 to purchase tickets.