

The CEA Voice

Rhonda Johnson, President

www.ceaohio.org

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King honorees named

Join CEA on Thursday, Jan. 14, as we honor the memory of Dr. Martin Luther King, Jr. and honor community leaders. This year, we honor Michelle Mills with the Dr. Martin Luther King, Jr. Humanitarian Award and Sandra Y. Waters-Holley with the Helen Jenkins Davis Award, named for the first black teacher hired by the Columbus City Schools.

Michelle Mills is President and CEO of St. Stephen's Community House in the Linden neighborhood. She maintains partnerships with more than 25 agencies bringing human services, health care and social services to the Linden area. She is a community representative for CCS' OhioSTEM technology and math initiative and part of a team planning educational improvements for Linden neighborhood schools. Mills holds several positions nationally within the settlement house movement. She also is an adjunct professor at Case Western Reserve University's Mandel School of Social Work. Mills received the *Columbus Post's* 2007 Empowered Woman Award. She also was honored by *Word* magazine and recognized by *Business First* as one of Columbus' Forty Under 40 emerging leaders.



Michelle Mills

Sandra Y. Waters-Holley is a guidance counselor at Hamilton ES. Her concern for students and their families extends beyond the school walls. For years, Holley has worked with the Project Help Clothing Ministry, founded 25 years ago by her mother, Claire Waters. The project provides clothing each December to thousands of families. In 2005, when her mother died, Waters-Holley evaluated the project's mission and has refocused it on grandparents raising grandchildren. Project Help has grown into a major charity run in association with Brentnell Apostolic Church and FIRSTLINK. In 2005, Waters-Holley received a Nationwide/Dispatch/WBNS Jefferson Award for community service.



Sandra Y. Waters-Holley

This year, the 31st Annual Dr. Martin Luther King, Jr. Awards Dinner will be held at the Hyatt Regency Columbus. Our keynote speaker is Emmy Award-winning news personality Ed Gordon. Gordon was a leading news anchor for the Black Entertainment Television network.

Make your reservations through Minority Involvement Program (MIP) committee members, faculty representatives or CEA. Tickets are \$25. For more information call CEA at 253-4731.

Take action for Ohio's schools

The Ohio Supreme Court ruling that prevented Video Lottery Terminals from being installed in seven racetracks around the state created an \$851 million shortfall in Ohio's primary and secondary education budget. A further \$1.5 billion in matching federal stimulus funding could be lost if the funding hole is not plugged.

Reacting quickly, the Ohio House of Representatives developed H.B. 318 in order to plug the funding hole. H.B. 318 would delay a planned Ohio income tax reduction for tax years 2009 and 2010, restoring \$851 million to primary and secondary education.

While the House passed H.B. 318 in just a few weeks, it has gathered dust in the Ohio Senate since Oct. 22. Senate majority leaders have held the bill hostage, creating multiple proposals that include legislation not included in the original House version, like construction reform and prison sentencing reform. To add insult to injury, Senate majority leaders have held hearings on construction reform, but not on H.B. 318.

If this important legislation is not passed by Dec. 31, 2009, school districts across the state could find themselves in dire financial straits. It is estimated that CCS could lose at least 10 percent of its funding over the next tax year.

CEA and OEA strongly believe that H.B. 318 as passed by the Ohio House is the best option for fixing Ohio's budget shortfall. OEA urges the Senate to pass the House version of H.B. 318 immediately and without any additional policy changes.

Help this important legislation pass. Take action now. Contact your state senator, and urge him to pass H.B. 318. Go to <http://bit.ly/5715uW> to locate your state senator and for contact information.

License renewal update

If you have already submitted your license renewal application and received a confirmation from the LPDC and have completed a BCI/FBI background check within the last year, you are good to go and need not be concerned about the new ODE policy that takes effect Jan. 1, 2010.

If you have not completed the background check, you must do so. You may call the CCS fingerprinting office at 365-5603 for hours of operation. The office will be open on Tuesdays, 8 a.m.-4 p.m. and Wednesdays, 8 a.m.-3 p.m. during winter recess.

If you have not yet submitted your renewal application, you have two choices:

1. Submit the current renewal form to the LPDC Office at Northgate no later than 5 p.m. on Wednesday, Dec. 16. Any form received after that deadline will be returned to the sender who will have to follow the directions listed below (in #2). You will need to complete the BCI/FBI background check if you have not done so within the last year.

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Grievances update

Article 110 of the CEA contract describes the negotiated grievance procedure for filing and dealing with complaints. Unfortunately, this section is called into use for a variety of reasons. These are the grievances CEA currently is working to resolve:

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CEA/Board Agreement was violated when administration developed a K-1 split.	That the Board/Administration immediately hire a teacher/adjust numbers to make all classes in the building compliant with the kindergarten or 1-5 categories as required by the contract.	Step II Hearing Pending
Maize ES Renea Williams	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.	After careful review and consideration of all the facts presented at the Step II grievance hearing, it is the hearing officer's position that no violation of the contract occurred. (Article 302.03) In lieu of the above, the relief requested is denied.
Maize ES Renea Williams	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 Guide to Positive Student Behavior and the PEAK Program.	Adm. provide all reasonable support and assistance to teacher with respect to the maintenance of control and discipline in the classroom and within the building, utilizing a plan that includes the Guide to Positive Student Behavior and the PEAK Program; that the adm. provide an atmosphere within the school building that is conducive to learning; that all School Form 190s 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
Alum Crest HS Teresa McGurr	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 Guide to Positive Student Behavior.	Adm. provide all reasonable support and assistance to teacher with respect to the maintenance of control and discipline in the classroom and within the building, utilizing a plan that includes the Guide to Positive Student Behavior; 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.	All school forms (190s and Behavior Incident/Observation Forms) will be returned to Mrs. Branch in a timely manner.
Dana ES Pam Eberhart	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.	Given the circumstances embedded in the grievance, there are violations of the Agreement that are shared responsibilities between teachers and principal. Although there is not clarity in all instances of the contract violations, it is apparent that interpersonal communications have created an uncomfortable, anxious, and strained climate among the school professionals. Teachers and principal must adhere to appropriate engagement that demonstrates collegial and professional relationships. Therefore, it is incumbent on the principal, as the school leader, to model high expectations in communications and interpersonal relationships that will build trust, will support excellence in teaching and learning, and will advance student achievement and success. Teachers must realize their obligation in exhibiting leadership that will construct a positive climate and will accelerate student learning.

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- After Jan. 1, 2010, obtain and submit the new license renewal form. To obtain the new form, go to the ODE Web site at <http://www.ode.state.oh.us> and search for Educator Licensure Applications. Click on the link entitled, "ODE-Educator Licensure Applications." Download and print out the form entitled, "5-Year License Renewal or Transition." You will need to complete the BCI/FBI background check according to the new ODE policy outlined on the new form. E-mail Dean Fowls at dfowls@columbus.k12.oh.us if you have questions.

OEA RA Recap

Nearly 90 members from the Columbus Education Association represented you at the Ohio Education Association Fall Representative Assembly (OEA RA) on Dec. 5. The RA is the top governing body of the state association and is comprised of more than 1,300 elected delegates representing local associations.

Delegates to the RA were addressed by Ohio Treasurer and Columbus City Schools graduate Kevin Boyce and Ohio House Speaker Armond Buddish. OEA President Pat Frost-Brooks confirmed that OEA will support the decision-making process of local associations as they apply for federal Race to the Top (RTTT) funding.

Delegates also passed a measure that would allow the OEA Board of Directors to establish dues for members of affiliates who join OEA as a result of a joint organizing agreement between OEA and another union.

CEA elections

The following positions will be open in the CEA Spring 2010 Election: CEA President; CEA Vice President; Governors for Districts 2, 7, 9 and 10; 2010 NEA Delegates; and 2010-11 OEA Delegates.

Members may declare their candidacy for these positions from Jan. 4-Feb. 4 and conduct campaigns from Feb. 5-19. Voting will take place from Feb. 22-Mar. 8. The Elections Committee will tabulate votes on Mar. 9.

Special note

- ☐ CCS employees who contributed at least \$500 to the **United Way campaign** will be invited to a special **LIVE UNITED** event on **Jan. 6**. Watch for an invitation.

