

The Voice

Rhonda Johnson, President

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King's message still a beacon

Young people have the firmest grasp on tomorrow, and we should encourage them to cultivate their dreams of a better world. This was Ed Gordon's keynote message at this year's CEA Dr. Martin Luther King, Jr. Awards Dinner held on Jan. 14.

"As teachers, as educators, I know you understand," he told the 300-plus attendees gathered at the Hyatt Regency.

Gordon was a correspondent for BET and MSNBC and is a much-respected voice in America's African-American community. He spoke of Barack Obama's election as evidence that Americans support continued social change. But we must keep Dr. King's vision alive.

The challenge, he said, is to help our youth transcend the late civil rights leader's media image. Today, Gordon said, MLK is a "corporate logo" used largely to signify the black experience. "King's message cannot be forgotten," he said. "We must keep the action flowing," he said, "at the ballot box and in our communities."

Gordon's message provided a segue to the awards ceremony. Michelle Mills is this year's Dr. Martin Luther King, Jr. Humanitarian Award honoree for her work as director of St. Stephen's Community House, where she continues to forge partnerships to create a community-driven, enriching experience for Columbus' Linden-area children and families.

Mills, who won a childhood MLK essay contest, spoke of her own supportive family. Her father—who was seated next to her—once gave her a crystal whistle, "so I can call my own shots," she said. She encouraged everyone in the room to continue to support Linden youth.

Sandra Y. Waters-Holley accepted the Helen Jenkins Davis Award for her work with the Project Help Clothing Ministry, a community-wide effort that Holley carried on at Brentnell Apostolic Church after her mother Claire Waters passed. Mrs. Waters was the Dr. Martin Luther King, Jr. Humanitarian Awardee eight years ago.

Waters-Holley is a beloved guidance counselor at Hamilton STEM Academy PreK-6, a job from which she will be retiring this year. She spoke of encouraging students to find life's joys. She held up a prism, evidence that shattered glass can reflect our dreams. She encouraged her fellow educators to "teach kids to polish every facet."



Ed Gordon



Michelle Mills



Sandra Y. Waters-Holley

211 dates and planning calendar

CCS is beginning the assignment and transfer process.

Article 211 of your negotiated agreement details the process. We will begin by training principals/supervisors and faculty representatives. The posting process begins Mar. 5 and ends May 4. Interviews will be extended this year, held in two rounds through May 18.

The following dates reflect the major events in the Article 211 process:

- Friday, Mar. 5 Round 1 postings open
- Monday, Mar. 8 Round 1 interviews open
- Tuesday, Mar. 16 Round 1 postings close
- Friday, Mar. 26 Round 1 interviews close
- Monday, Apr. 26 Round 2 postings open
- Wednesday, Apr. 28 Round 2 interviews open
- Tuesday, May 4 Round 2 postings close
- Tuesday, May 18 Round 2 interviews close

- Wednesday, June 2 Job fair for positions requiring Subject Certificates (7-12 and 4-9 Regular), Special K-12 Certificates (Art, Music, PE, etc.) @ Northgate (Rm. G, 4:30 p.m.)
- Thursday, June 3 Job fair for positions requiring Elementary Certificates (K-8, 1-8, PreK-3) @ Northgate (Rm. G, 4:30 p.m.)

Staff reductions automatically apply to the following:

- ◆ Teachers assigned through Human Resources in the spring of 2008
- ◆ Teachers who selected a position at the job fair hired in the spring of 2008
- ◆ Teachers staff reduced and assigned by HR due to reorganization
- ◆ Teachers staff reduced as part of budget cuts
- ◆ New hires assigned by HR for the 2009-2010 school year

Retire/rehires will not be considered until the June 3, 2010, job fair.

To apply for a posted position, a teacher/professional must submit a cover letter, résumé and proof of, or a copy of, a valid certificate/license to the principal and faculty representative at the schools or departments where vacancies exist. Proof of certification is available on the Ohio Department of Education Web site at <http://bit.ly/6GJqJl>.

DATE	DESCRIPTION
MONDAY - FEB 1	Deadline for posting list of items to retire (with enhanced severance)
TUESDAY - FEB 2	Division II & IV Training @ Northgate (Room G, 1:00 - 3:30)
THURSDAY - FEB 4	High School - Training @ Northgate (Room G, 8:00 - 10:30)
FRIDAY - FEB 5	Contract Negotiation Training @ Northgate (Room G, 1:00 - 3:30)
FRIDAY - FEB 19	Article 211 packet delivered including a link to B-Rosters
FRIDAY - FEB 21	Notify any staff member of an administrative staff reduction
FRIDAY - FEB 26	All B-Rosters due to Curriculum and/or PLC Office
MARCH - MARCH 2	All applications due to Human Resources
FRIDAY - MARCH 5	Round 1 Postings OPEN
TUESDAY - MARCH 9	Round 1 Interviews OPEN
FRIDAY - MARCH 12	Round 1 Postings CLOSED. Applications no longer accepted.
FRIDAY - MARCH 19	Round 1 Interviews CLOSED. B-Rosters sent after interviews close @ 4:00
APRIL - APRIL 1 - APRIL 4	SPRING BREAK (NO INTERVIEWING)
THURSDAY - APRIL 15	Round 1 B-Rosters & Selection Agreement Forms due to Curriculum & PLCs
FRIDAY - APRIL 16	All B-Rosters & Selection Agreement Forms due to Human Resources
FRIDAY - APRIL 23	Round 2 Postings OPEN
WEDNESDAY - APRIL 28	Round 2 Interviews OPEN
MAY - MARCH 2	Round 2 Postings CLOSED. Applications no longer accepted.
TUESDAY - MARCH 16	Round 2 Interviews CLOSED. B-Rosters sent after interviews close @ 4:00
FRIDAY - MARCH 21	Round 2 B-Rosters & Selection Agreement Forms due to Curriculum & PLCs
FRIDAY - MARCH 26	All B-Rosters & Selection Agreement Forms due to Human Resources
JUNE - JUNE 2	Job Fair Positions requiring Subject Certificates (7-12 and 4-9 Regular), Special K-12 Certificates (Art, Music, PE, etc.) @ Northgate (Room G, 4:30)
THURSDAY - JUNE 3	Job Fair Positions requiring Elementary Certificates (K-8, 1-8, PreK-3) @ Northgate (Room G, 4:30)
THURSDAY - JUNE 3	All Job Fair Results will be posted the day after the job fair held the day before

For members only: Quarterly diagnostic survey results

CEA has activated the members-only area of its Web site. This new feature contains protected content intended only for CEA members. The members-only area includes political action information and will be regularly updated to contain additional members-only content.

Your Association has placed the results from the first nine weeks' Quarterly Diagnostic survey behind the member login. In order to download this material, members must first create their own personalized CEA account. Creating your CEA account is a quick and secure process.

To create your CEA account, you will need your ten-digit ID number, found on your OEA/CEA membership (ACCESS) card. Your ID number can also be found on the mailing label of your *Ohio Schools* magazine. To quickly create your CEA members-only account, go to <http://www.ceaohio.org>.

Continuing contracts: The time is now

Applications are now available to apply for a continuing contract. You may obtain a form from your building administrator or through the CCS Intranet. Please contact Cheryl Creamer, Teacher Licensure, 365-5658, if you have questions. The application deadline is Mar. 5.

Section 401.16 of the *CEA Master Agreement* explains more about the process. Eligible teachers are those who hold professional, permanent or life teaching certificates, professional educator licenses or have completed 30 semester hours of coursework in related licensure or field areas. A teacher with a master's degree who has earned six additional semester hours of graduate coursework in the area of licensure or in an area related to the teaching field is also eligible.

CEA advises all eligible teachers to obtain continuing contracts (tenure). Teachers with continuing contracts have certain rights and protections that limited-contract teachers do not have.

Cell phones in the classroom

A Pew Internet poll released in August of 2009 found that more than 50 percent of teens in middle school own a cell phone. When teens enter high school, nearly 70 percent own a cell phone. To ensure the integrity of the instructional day, the Board of Education adopted a policy dealing with the use of electronic communication devices by students in August of 2005.

Board Policy 5143.1 details the conditions under which students may possess such devices. This policy specifically states that disciplinary action will be taken against a student if they are observed using an electronic device or if the device rings or beeps during the instructional day.

Students in violation of the policy face disciplinary action "including but not...limited to confiscation of the device." The policy also states that following a conference with the building administrator, confiscated devices may be picked up from the school by a student's parent or guardian after showing proof of ownership.

If you confiscate a student's electronic device for a violation of the board's policy, ensure that the device is secured appropriately and is available for the student's parent or guardian to pick up. Members of CEA who confiscate a student's electronic communication device cannot be held financially liable by their administrator or supervisor if the device

becomes damaged, lost or stolen.

Board Policy 5143.1 affirms that after a student's electronic device is confiscated, the district "shall not assume responsibility for devices that are damaged, lost or stolen".

A copy of Board Policy 5143.1 can be accessed from <http://bit.ly/5pxD17>.

How's your building

Each year, via our negotiated contract, we survey staff about professional environment, democratic procedures, teacher involvement and co-curricular programs in the school. We collect your opinions about conditions in the building. We collect information about the way student discipline is handled and staff business is conducted in your building.

The survey includes building cleanliness, sexual harassment, staff and student cooperation and sufficiency of educational resources.

Take time during a February staff meeting to take the survey and provide us feedback. Your Faculty Representative will collect and turn them in, taking care to assure anonymity.

This is extremely helpful data. You can use it to make decisions about position changes. New teachers can use it to decide how and whether they will apply for jobs here. The Association also uses the data when we bargain contracts.

All surveys are due back to Kingswood by Monday, Mar. 1.

CEA elections

CEA members now are declaring their candidacy for CEA President; CEA Vice President; Governors for Districts 2, 7, 9 and 10; 2010 NEA delegates; and 2010-11 OEA delegates. The declaration period will end on Feb. 4.

Members will be receiving notice by U.S. Mail in the upcoming week as required under the Landrum-Griffin Act.

Candidates will 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 notes

- Retiring by the end of this school year? The deadline to notify CCS of your retirement and be eligible for "super severance" pay is Feb. 1.**
- CEA members **may be able to deduct union dues** from the income taxes on this year's return. If you are a **full-time employee** and are on **Pay Plan A** (21 Pays), you can deduct **\$778.02**. If you are on **Plan B** (26 Pays), the amount is **\$777.31**. If you have **switched from Plan A to B**, the amount is **\$724.20** and if you **moved from Plan B to A**, **\$831.13**. **Half-time employees on Plan A** (21 Pays) can deduct **\$437.18** and **Plan B** (26 Pays) would allow a **\$437.18** deduction. Consult IRS Publication 529 for more details. Visit www.irs.gov. Search for "union dues."
- The **CCS/OSU Outreach Courses** for spring quarter will be available for registration online **Jan. 25-Feb. 7**. For information, go to www.columbus.k12.ob.us or call Greg Mild at 365-5039.
- Fee waiver applications for spring quarter 2010** will be in mailboxes on **Monday, Feb. 1**. The completed applications are due back to Northgate by **Friday, Feb. 12, by 5 p.m.** If you have **Priority I** or **Priority II status**, include the proper documentation. **Your priority status will change to Priority III without proper documentation.**
- Take a chance on winning** one of ten **\$100 Target gift cards**. NEA members can **register between 12 a.m. on Feb. 15 and 11:59:59 p.m. on Feb. 28** in the **ENTER TO WIN** area of the NEA Member Benefits Web site at neamb.com. No purchase is necessary to enter. See neamb.com for complete rules.