

# The CEA Voice

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

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Columbus Education Association

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### Middle school FRs candid

On Thursday, Sept. 30, CEA held a meeting at Arts Impact MS with the middle school FRs to discuss the district's middle school redesign. FRs were asked to respond to questions in the following areas:

- \* Reading in the Content Areas (RICA)
- \* Equity of duties
- \* Common-planning time
- \* Support, Technology and Academic Re-Engagement—Resource Teachers (STAR-RT)

The FRs were professional and candid as they openly discussed their concerns regarding what is currently happening in our middle schools. District-level administration was also in attendance to hear the discussion.

While in some schools RICA is going well, others are struggling to find ways to keep the students engaged. “There is no clear direction for the class—everyone is lost as to its focus/intent,” stated one FR.

In most schools duties are equitable. However, in a few schools, Encore and special education teachers receive more duties than academic teachers.

Common-planning time works well in those schools where teachers facilitate their own meetings and set their own agendas. Some schools expressed concern that their meetings are dictated by the building principal and not all teachers receive common-planning time. “Admin is dictating what people meet about every day,” stated one FR.

Almost everyone in attendance expressed concerns regarding the STAR-RT program and were not pleased with the time and steps it takes to have a student receive services. One FR stated, “I do not feel it is effective. It takes too much to get a student in it.”

At the recent meeting of the Joint Labor Management Committee, CEA shared the concerns from the meeting. The Regional Executive Directors will be meeting with mid-

dle school principals to hear their perspectives on the new middle school redesign. Follow up will take place at the next Joint Labor Management Committee meeting.

### Performance Advancement System (PAS)

If you haven't heard about the Performance Advancement System (PAS), find out more in Article 910 of the *CEA Master Agreement*. This program is a salary incentive for developing new, more effective teaching strategies through action research.

PAS participants can earn \$2,500 if their mean student achievement gain exceeds the overall district gain by three Normal Curve Equivalents (NCE). Value-added data is also used in the determination.

The PAS committee looked at student progress, identified teachers' best practices and is now announcing this year's group of 135 awardees who will receive \$2,500 for successfully completing the PAS program last school year:

Tripti Agarwal, Heather Allen, Karen Andermills, Thomas Antes, Vicki Ayotte, Jody Barnes, Deborah Bennett, Sherrie Berry, Stacey Blackstone, Cynthia Blaha, Sandra Bopp, Beth Boyd, Kristin Brant, Christine Burgess-Marrell, Buffy Burroughs, Patti Burton, Suzanne Butler, Jeanne Byrer, Charmaine Campbell, Diane Campbell, Melissa Charles, Jeanne Collins, Casey Copper-Fent, Julie Crosby, Amy Crossin, Rachel Crough, Amanda Crum, Carla Davis, Julia Degarmo, Robert Delaney, Julie Deshuk, Julie Didlick, Cynthia Donofrio, Cheniqua Drennen, Michael Ann Efron, Christy Ellis, Keith Emrick, Anita Gerberry, Darren Greschuk, Michelle Hall, Seka Harris, Yolanda Harrison, Ali Hassan, Marcie Hatfield, Paulette Haven, Anette Hayes, Scott Heiss, Amber Hill, Megan Hinz, Danielle Hittle, Sheila Hock, John Hoell, Christina Hoerig, Carrie Hoover, Nicole Horston, Melanie Huber, Mohamed Isse, Peggy Ann Jenkins, Joan Johnson, Rebecca Jozwiak, Shelley Justice, Victor Kapostasy, Laura Kerr, Kathy Kessler, Susan Kinsel-Wilson, Angelia Kipfer, Marsha Kipfer, Cynthia Lacey-Hester, Kenneth Lacure, Deborah Leopold, Lila Levendoski, Mary Lewis, Robert Losee, Kathryn Lown, Kara Lucas, Christie Lukasik, Tracy Magnuson, Dawn Marsh, Brooke Martin, Michelle Martin, Sharonda Mattox, Susan Mayhugh, Edna McCambridge, Marilyn Miller, Sherri Mitko, Loraine Mohre, Margaret Molli-Clark, Heather Mullenax, Deborah Nagy Mack, Luann Oliver, Amy Page, Tad Page, Puttan Palanca, Brianne Pannell, Joseph Patete, April Pendery, Frances Penn, Tiffany Peterson, Wendi Pifer, Emilie Pitzen, Charles Ratliff, Michele Reese, Christine Richards, Denise Riley, Retha Roblero, Erika Rosch, Pamela Scott, Mary Seipel, Sharon Shanks, David Smith, Kevin Smith, Micheolle Smith, Pamela Smith, Mishelle Soule, Lori Sutton, Lori Swope, Deborah Tallman, Beth Taylor, Leigh Taylor, Kelly Telzrow, Sequoia Temple, Lonita Temple-Jackson, Michelle Torka, Thomas Trang, Melinda Tucker-Gundling, Jessie Turner, Stephanie Wade De Castro, Elizabeth Walker, Vernell Washington, Rosalind R Watkins, Mary Weaver, Jane Welin, Marilyn Wilcox, Summer Wiles, Deborah Wood, Rebecca Woods, Mary Young.

### Special notes

- ❑ The district's **United Way** campaign is wrapping up on Friday. Thanks to those who participated. Your investment will help our families and our community. If you haven't made your pledge yet, see your FR. Even if your building campaign is over, you still can make a contribution. Let's make this our best year ever!
- ❑ The **Minority Involvement Committee** (MIP) will meet at the CEA office on **Monday, Oct. 25, at 5 p.m.** to plan the Annual CEA Dr. Martin Luther King, Jr. Humanitarian Awards Dinner. Call CEA at 253-4731 for more information.
- ❑ The **deadline** for applying for the **CEA Members Scholarship Fund** is **Oct. 29. Get \$750 in tuition assistance** for your college senior. For more information, call Cora Miller at 253-4731.
- ❑ Campaigning for **CEA District 1 Governor** is Oct. 25–29. **Faculty Representatives will vote** Nov. 2–15. Ballots will be tallied on Nov. 16.