

The CEA Voice

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www.ceaohio.org

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Columbus Education Association

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Collective bargaining bill damaging to members

On Feb. 9, Senator Shannon Jones (R-Springboro) provided sponsor testimony on the collective bargaining bill (S.B. 5) in the Senate Insurance, Labor and Commerce Committee. The OEA lobbyists and several OEA staff attended the hearing. Although the placeholder bill was introduced late last week, the complete 550-page bill was released during the hearing. OEA is currently analyzing the bill and will provide additional information to members about specific provisions. However, based on Senator Jones' testimony, the bill proposes to:

- ♦ Eliminate salary schedules and step increases and replace them with a merit pay system
- ♦ Require employees to pay at least 20 percent of their healthcare costs
- ♦ Remove healthcare from bargaining and instead permit school boards to govern healthcare benefit plans for employees
- ♦ Eliminate teacher leave policies in statute and require local school boards to determine leave time
- ♦ Eliminate continuing contracts for teachers after the bill's effective date
- ♦ Eliminate seniority as a sole criterion for Reductions In Force (RIFs)
- ♦ Limit bargaining for local government employees (including school districts) to issues of wages, hours and terms and conditions of employment
- ♦ Allow a public employer in "fiscal emergency" to serve notice to terminate, modify or negotiate a collective bargaining agreement
- ♦ Allow public employers to hire permanent replacement workers during a strike

OEA and CEA are aggressively opposing this bill, and we need all members to become active opponents with us. Tell your legislators that collective bargaining allows educators a voice in improving opportunities for Ohio's students, better classroom resources and improved teaching and learning conditions. Educators, like all public employees, are an integral part of the fabric of Ohio's communities. Senate Bill 5 weakens Ohio. Rather than creating jobs, this legislation will hurt local communities, reversing Ohio's positive economic outlook.

What can you do as an individual member?

- ♦ Make phone calls, write letters and lobby your legislators. Go to www.legislature.state.oh.us/ to find your House Representative and your State Senator.
- ♦ Sign up to cyber lobby your legislators as an ACE (Advocate for Children and Education) at <http://aces.ohea.org/site/PageServer>.
- ♦ Fill out a Commitment Card for Public Education by going to <http://bit.ly/gOcQUT>.

CEA will continue to keep you updated on this critical issue.

Bargaining priorities survey

On Sunday, Feb. 13, you were e-mailed a link to the CEA Bargaining Priorities Survey from ColumbusEducationAssociation@ceaohio.org. The survey closes on Sunday, Feb. 20, at 11:59 p.m. For security reasons, members will be unable to take the survey on CCS computers or while connected to the CCS network.

If you did not receive the survey, send a message with your personal e-mail address to tellcea@ceaohio.org by Friday, Feb. 18, at 5 p.m. Include your name and building/unit. If you have blocked your e-mail address from SurveyMonkey, go to www.surveymonkey.com/OptOut.aspx to unblock it. If you cannot complete the electronic version of the survey, please call the CEA office.

Remembering all notable Americans

He ran and she sings. But Jessie Owens and Nancy Wilson have plenty in common. For one, they are both from Ohio. For another, they both are African American. This month, you can emphasize their contributions as part of Black History Month.

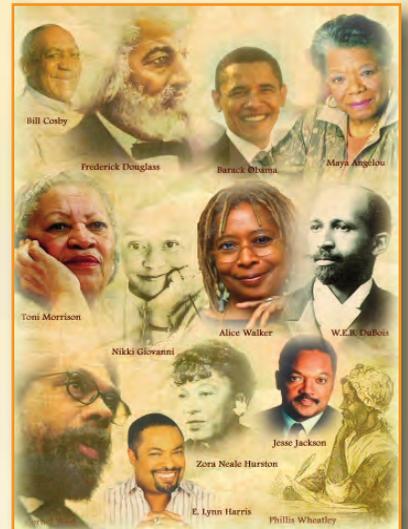
During February, we acknowledge the contributions of many Americans who were left out of history books for many decades. It's a unique yearly

opportunity to share the accomplishments of many American heroes and to emphasize that American history isn't the purview of any one group of people.

Black History Month began in 1926 when historian Carter G. Woodson urged fraternity brothers at 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, Fredrick Douglass and Abraham Lincoln, who perhaps most greatly influenced the lives and social condition of African Americans.

In 1976, fifty years after the first celebration, the Association for the Study of African-American Life and History held the first Black History Month. Ohio has no shortage of notable black individuals. In addition to Owens and Wilson, we also have George Washington Williams, the first African-American elected to the Ohio legislature; Yvette McGee Brown, the first African-American female Justice of the Ohio Supreme Court; Paul Lawrence Dunbar, poet and author and



Granville T. Woods, electrical inventor.

There are also plenty of resources for teachers about these and other Americans. For instance, the History Channel offers materials on the history of the Civil Rights struggle, plus more than 60 biographies of African Americans. You can find additional information at www.asalh.org, www.nea.org and www.pbs.org.

Know your CEA Governor

The CEA Constitution and Bylaws designate the Board of Governors (BOG) as the Association's executive arm. This week's *Voice* features Cindy "CJ" Jamison, Governor of District 9.

CJ currently teaches grade 5 at Leawood ES. She has been involved in various CEA committees and is currently a member of the Curriculum Quality Control Council.

Jamison was elected Governor of District 9 in the spring of 2004. Schools in District 9 include: Broadleigh ES, Easthaven ES, Fairmoor ES, Independence HS, Johnson Park MS, Leawood ES, Liberty ES, Maybury ES, Oakmont ES, Olde Orchard ES @ Old Shady Lane, Scottwood ES, Shady Lane ES, Sherwood MS, Walnut Ridge HS, Woodcrest ES and Yorktown MS.



Cindy Jamison

Rounds, SISP misinterpreted or misapplied?

Designed as a professional development tool for superintendents, the Instructional Rounds in Education is a network approach to improve teaching and learning. The process was developed by Harvard Professor Richard Elmore and is based on the medical rounds model.

In CCS, we call the process Professional Rounds. School Leadership Teams, with input from the staff, look at school data and determine their problem of practice (POP). The teachers in the building then develop strategies to address the POP, which becomes part of the school's daily work. Teams of observers, which include faculty representatives, principals and Northgate staff, visit classrooms to determine if the strategies are being implemented. These observations are non-evaluative, and the feedback is non-judgmental, with no identification of an individual teacher or classroom. The Professional Rounds process is used in the Briggs, Centennial, Linden-McKinley, and Marion-Franklin feeder patterns.

Also in CCS, a modified Instructional Rounds process called the School Improvement Support Process (SISP) is in place in all schools. Led by School Improvement TOSAs, observations are conducted by the teachers in the buildings. The protocols for observations and feedback are the same as those for the Professional Rounds process.

In most schools, the processes foster positive relationships and collaborative partnerships among staff, and protocols are correctly followed. Teachers are being supported, their hard work is being validated and teaching and learning is improving.

However, some observers and some principals are not adhering to the protocols of the process and not following the CEA Agreement. Some teachers have been singled out and even called into the office by the principal for a discussion of what teams observed in individual classrooms. Some schools have even been labeled as bad schools. When the rounds process or the SISP process is not being followed as prescribed, the integrity of this professional development tool is being compromised, and the written agreement is being violated. If you believe that protocols are not being followed, please call CEA to voice your concerns. Also, don't hesitate to call CEA to share positive experiences you have had with rounds or SISP.

To read the Agreement between CEA and CCS on

rounds and SISP, go to <http://bit.ly/fPl5d0>. For more information on Instructional Rounds, go to <http://www.instructionalrounds.com/>. For more information about the SISP, call Danny Graves at 365-5252.

Want a NOOKcolor?

One of the most popular eReaders on the market is the Barnes & Noble NOOKcolor, and you can win one. Donate three new books to CEA's Reach Out and Read (ROR) book campaign, complete an entry form and return it to Tracey Johnson at the CEA office no later than Thursday, Mar. 17.



CEA's ROR campaign kicked off Monday, Feb. 7, and runs through Friday, Mar. 18. Reach Out and Read is a pediatric literacy program dedicated to putting books in the hands of children in our community. See your Faculty Representative for more information regarding your building's campaign, where to drop off books and how to obtain a NOOKcolor entry form (one entry per member).

If you were not able to attend the CEA Bookfair Day at Barnes & Noble on Feb. 12, you can still make purchases online until Feb. 17 to support CEA's campaign. Go to www.bn.com, and use Bookfair# 10405363 when you check-out. When you do, CEA will receive a percentage of the sales from your purchases.

Join CEA in serving our community.

Do you qualify for a continuing contract?

To be considered for a continuing contract, you must file the appropriate paperwork and meet the following criteria:

- ▶ Have a five-year professional license, eight-year certificate or permanent certificate on file with CCS Human Resources Department by Mar. 4, 2011.
- ▶ Have three years of successful Columbus teaching experience within the last five years OR have two years of Columbus teaching experience if you previously had a continuing contract in another Ohio school district.
- ▶ Hold a master's degree with at least six semester or nine quarter hours of completed master's work in your licensure field; OR, have taken at least 30 semester or 45 quarter hours of master's level coursework toward your license.

The deadline for applying is Mar. 4, 2011. If you have questions, call the CCS Certification/Licensure Department at 365-5658. See page 194 of the *Master Agreement* to see a facsimile of the application form.

Special notes

- ❑ A special meeting of the **CEA Legislative Assembly** is scheduled for **Thursday, Mar. 3, 4:30 p.m.**, at the **Columbus Downtown HS**. FRs will vote on the bargaining priorities CEA will take to the table. It is critical that all FRs attend this very important meeting.
- ❑ **Campaigning** for open positions during the CEA Elections ends **Feb. 18**. **Voting** will be **Feb. 22–Mar. 7**, with **ballot tallying** on **Mar. 8**.
- ❑ Attend the **Region 1 OEA's New Member Forum** to be held on **Saturday, Mar. 5, 11:30 a.m.**, at the **Quest Conference Center**, 8405 Pulsar Place. The **forum is free and open to first-, second- and third-year Association members**. To register, contact Debbie Roberts at (800) 282-1500 ext. 3116, or e-mail her at robertsd@ohea.org.