

The CEA Voice

www.ceaohio.org

Volume XLIII, No. 14

Columbus Education Association

November 19, 2012

Don't miss our MLK speaker

Join us for the CEA Annual Dr. Martin Luther King, Jr. Awards Dinner scheduled for Jan. 17 at the Hyatt Regency Columbus. During the evening, we honor the memory of Dr. King and present awards to individuals who exemplify the spirit of his work.



This year, our speaker is Michael Eric Dyson, named by *Essence* magazine as one of the 40 most inspiring African-Americans and by *Ebony* magazine as one of the 100 most influential Black Americans. He is a dynamic speaker with some of the most original ideas of our generation.

Dyson is an author, scholar, ordained minister, media commentator and radio talk show host. In his books, Dyson has taken on some of the toughest and most controversial issues of our day, including Dr. Martin Luther King, Jr.'s radical legacy, the virtues and crises of hip-hop culture and, more recently, the political and racial fallout from Hurricane Katrina.

Dyson has taught at Brown University, the University of North Carolina at Chapel Hill, the University of Pennsylvania and Columbia University. He has appeared on "The Ed Show," the "Today" show, "Nightline," "The O'Reilly Factor," "The Tavis Smiley Show," "Real Time with Bill Maher," "Rap City," "Def Poetry Jam" and "The Colbert Report." He hosts the syndicated radio show, "The Michael Eric Dyson Show," which addresses social, cultural and political issues in a contemporary vein.

The King Dinner is always well attended. Get your tickets early. They are \$30; tables of eight are \$240. Watch for information about this event in upcoming issues of *The CEA Voice*.

One person, one PLC

This year, every CCS employee is expected to participate in the district-wide implementation of the Professional Learning Community (PLC) initiative. This professional learning vehicle has the full backing and support of your Association. When implemented effectively, your PLC will create collaborative learning opportunities so that your classroom will be even more productive.



The PLC process will provide us with job-embedded professional development while increasing student learning. This district-wide initiative is still in its infancy, and, just like an infant, needs constant care and positive reinforcement for it to grow and flourish. Unfortunately, the directives of some administrators are having the opposite effect, resulting in stunting the growth of this promising initiative.

First, you should understand that PLC work should be job-embedded (during the contractual day), because professional learning is a necessary part of all our daily work. Your group's efforts to improve student learning will be most effective when you are consistently working with the five to six members of your *one* PLC. For the most part, school schedules dictate PLC participation. However, as we continue to learn about the process, some may wish to explore alternative groupings and should open dialogue with the administrative team at your school to make positive schedule changes.

Second, to maximize the benefit of your collaborative efforts, your PLC should meet once a week. Your team should refer to Dufour's four questions from *Learning By Doing* to determine the meeting's topic/agenda. The district does not require that your PLC submit an agenda or an "accountability form" after your weekly meetings. The CCS Staff Development office recommends that teams engage in structured reflection around Dufour's questions and has developed a PLC Educator Rubric that helps define PLC evolution. These resources and many more are available at www.columbus.k12.oh.us/pl.

Third, the only information that the district requires about your group's work is your team's weekly attendance, which should be entered by your PLC facilitator. CEUs are automatically awarded to those with an approved IPDP on file.

CEA is committed to protecting the work of our members' PLCs. We want to ensure that our members' job-embedded professional development results in an increase in our students' learning. PLCs are too important to be hijacked by a few administrators who think micromanaging the work of professionals is more important than increasing student achievement.

United Way leadership givers recognition

The Columbus Education Association, the Ohio Association of Public School Employees (OAPSE), the Columbus Administrators Association and the Columbus Classified Supervisors Association, along with Superintendent Harris, will hold a leadership givers event at the Capital Club, at 4:30 p.m. on Monday, Dec. 3.

If you are not a leadership giver, you still have an opportunity to make a contribution and attend this event. Please call CEA if you want to give to the campaign but have not already done so or would like to increase your gift. Leadership gifts are \$500 or more.



We are working for you

We find new issues, and some old ones, that we must file grievances about regularly. This year, the major bone of contention surrounds technology. CEA is working hard to keep these issues in front of the administration. Here is a list of the grievances we are working to resolve. Remember to call us right away as others arise. We are here for you.

| Building/Unit/Administrator | Statement of Grievance | Relief Requested | Disposition |
|---|--|---|--|
| David Mangas Columbus Downtown HS | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administrator David Mangas failed to give reasonable support to grievant when he stripped the entire OPOTA vocational program of a budget, supplies and certification. Mr. Mangas also subjected the grievant to direct, verbal criticism and unprofessional behavior when he yelled at, slammed his hands on his desk and chastised the grievant during a meeting that was overheard by students. | That the grievant be given a written apology from David Mangas. That David Mangas gives academic support to grievant and the OPOTA program, and he stops his verbal abuse and unprofessional behavior when conferencing with professionals. | No violation of the contract occurred. |
| CCS Administration Amy Dennis | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administrator, Amy Dennis, failed to inform grievant that there had been anonymous staff concerns that had been lodged against her. Not having that information did not allow her to resolve the concern of the complaining party. | That the Board/Administration immediately initiate the process of resolving the anonymous staff concerns that have been documented by Amy Dennis to date in accordance with the CEA/Board Agreement and that any references to a prior hearing be null and void. | Step II hearing pending |
| CCS Transportation Department | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board failed to provide buses that arrive and leave in a timely manner for Winterset, Oakmont, et al. | That the Board immediately provides bus service for Winterset, Oakmont, et al, that is consistent with the contractual student day and the teacher day; that the bus service be scheduled to correspond with the school day arrival and dismissal times in the buildings. | Management will continue to work with CEA to resolve these issues as they arise. |
| CCS Administration | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration failed to give adequate support to the CEA membership when they required teachers to use iPods to administer tests. As a result, the duties of the membership have significantly increased as it relates to testing. | That the Administration solves the technical issues related to the use of iPods when administering tests and decrease the amount of time needed to complete the tests. Also, that the Administration provides adequate professional development on the use of the iPods. | Management is more than willing to work with the teachers/CEA on resolving this issue. Therefore, if a teacher is experiencing great technical difficulty using the iPods, they should stop testing and communicate to their principal and to Helena Dameron on what the issues are. The reading department will send someone out to assist with the issue. If the teacher does communicate the concerns and cannot complete the testing by the deadline due to the technical issue, there will be no repercussions as a result of not meeting the deadline. |
| Linda Cameron Maybury ES | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Administration failed to give reasonable support and assistance to the grievant when she repeatedly reported the offenses of a student that was disruptive and abusive to the point of stopping all instruction in the classroom during his presence. Administration also failed to address the discipline forms in a timely manner, resulting in no disciplinary action issued in response to the report. | That the Administration give adequate and reasonable support to teachers. That the Administration respond to SCH-190s and all approved discipline forms in a timely manner and that no reprisals be taken against the grievant due to the filing of this grievance. | I have taken due notice to the Level I grievance. In the future, I will make every effort to alleviate any teacher concerns and/or perceptions of administrative non-support. |

Our new governors

Congratulations to John Coneglio and Cindy Love, our newly elected High School Governors-At-Large. John teaches social studies at Independence HS and Cindy teaches Spanish at Northland HS.



John and Cindy will serve a term of three years representing high school classroom teachers. These governors are responsible for seeking members' views on matters of importance to the education profession and the Association.

In addition to serving on the CEA Board of Governors, they are members of the Legislative Assembly and delegates to the OEA and NEA Representative Assemblies.

Special notes

- CEA would like to recognize the following veterans whose names were not listed in the Nov. 5, 2012, edition of *The Voice*:
Army—Michael Buschur ★ Brian Friedman ★ Troy Weis ★ **Navy**—Mike Vail ★ **Marine Corps**—Gina McGowan ★ **Air Force**—Sean Billingslea ★ Gerald Collins ★ Aaron Reid ★ Thomas Underwood ★
- CEA is accepting nominations for the **Helen Jenkins Davis Award** and the **Dr. Martin Luther King, Jr. Humanitarian Award**, to be presented at the Dr. Martin Luther King, Jr. Dinner on **Thursday, Jan. 17**. You may also download a form from the CEA website.
- The enrollment period for the **2012–2013 PAS program** has been extended to **Monday, Nov. 26**. Go to <http://columbus.blackboard.com> to enroll in PAS. After logging in, click on the **PAS 2012–13** tab at the top of the screen. If you have questions or need more information, call **Judy Wright** at **Northgate** (365-5039).
- CEA thanks the following buildings/units that have recently completed their **United Way campaigns**: Alum Crest HS, Avalon ES, Avondale ES, Beechcroft HS, Brookhaven HS, Buckeye MS, Clearbrook MS, Columbus Downtown HS, East HS, Ft. Hayes General's House, Independence HS, Southwood K–6, Weinland Park ES and West Mound ES.

Job-Sharing Request • 2013–2014

If you are looking for a job-share partner, fill out the form below and return it to the CEA office. A list will be printed and mailed to each person who submits the form to assist in finding a partner for job sharing. Even if you submitted your name last year, **fill out a new form this year**. Please return this form to **Carol Wagner** at CEA by **Tuesday, Nov. 20**.

Name: _____ School: _____ Phone: (____) _____

Present Assignment: _____ Home Phone: (____) _____

Certification Area(s): _____ Mobile Phone: (____) _____

Teaching Preference for Next Year: _____ Email Address: _____