

# The CEA Voice

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Columbus Education Association

April 15, 2013

## Article 211 update

Today is the last day for administrators to notify teachers that they have been staff reduced.

The notice does not have to be in writing, but it should be delivered in person and privately. A staff meeting, a department meeting or a PLC is not the place or time to tell someone that he or she will be staff reduced.

Here are some contractual reasons a teacher may be staff reduced:

- ▶ Declining enrollment (reductions affect volunteers or least senior teachers)
- ▶ Elimination of a program or a school closure
- ▶ Expiration of a two-year job fair assignment
- ▶ Assignment to a building or program by HR in the spring of 2011 or fall 2012
- ▶ School is designated as a "Turnaround School" (re-constitution)

Staff reductions may also affect teachers who moved in to a new building or changed grade-level categories during the October reallocation process.

Reorganizations should be made as follows:

- ▶ Prior to Round 1 only, unless a subsequent vacancy occurs
- ▶ After Round 1 by mutual agreement between the administration and CEA
- ▶ In grades 1–5, only volunteers and least senior staff can be reduced

Kindergarten teachers may not be reorganized in to Grades 1–5 or 1–6 positions, or vice versa, unless vacancies are available and CEA and Human Resources agree.

Positions must be posted by the end of the workday on Friday, Apr. 19. The postings are listed on the CCS Intranet. Each principal must print a hard copy of the postings and make it available for staff. Teachers who work at year-round schools and who will be on intersession on Apr. 19 may go to Human Resources to view a hard copy of the postings. They also may access the postings by using a computer in any other district building. Check with those building administrators for approval first. Keep in mind that the district updates postings almost daily.

## Alternative 211 interview panels

We have completed training for the Article 211 process, and Round 1 opens on Thursday, Apr. 25.

The 211 manual defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. Buildings may convene an alternatively constructed panel. To request an alternative panel, make a request in writing to the CEA President prior to Apr. 25. Fax requests to 253-5052. The same is true for assignments to multiple buildings and/or citywide programs.

The selective interview process is the method used for determining which applicants to interview. However, the panels must interview the two most senior applicants for each position/vacancy. The administrator decides which applicant is ultimately selected for each position. If an administrator does not follow the recommendation of the panel, he or she must send a written notice of the selection to the members of the building's/unit's interview panel and to the CEA President. Applicants who accept offers to fill vacancies must complete and sign the selection agreement form at the close of the interview process.

Article 211 of the contract defines the assignments and transfers process. Section 211.01 details the requirements for panel members.

## CCS board makes the right move

On Tuesday, Apr. 9, the CCS Board of Education voted 4-2 on a resolution to search for an interim superintendent and begin working with the greater Columbus community to recruit Dr. Harris' permanent successor. The resolution also named Board President Perkins and Mayor Coleman as co-chairs of the superintendent search committee.

This is the right move. CEA commends the Board's decision. Many challenges face our district, and our students and families will be well-served by creating a comprehensive search plan and taking time to carefully consider the best candidates for the superintendency. This much-needed pause will allow the Columbus Education Commission to complete its recommendations and, hopefully, provide the time required for the state and federal authorities to complete their investigations of CCS.

Keep reading your *Voice* for further details.

## Got a library card?

This week is National Library Week (Apr. 14–20). It's the perfect time to honor the work our school library media specialists and our public libraries do every day.

Libraries today are more than repositories for books and other resources. Libraries work to connect with communities and meet their needs, offering e-books and technology classes, materials for English-language learners, programs for job seekers and support of early literacy.

The American Library Association has been designating this week since 1958. Today, the program designers would be amazed to see what our libraries are doing. Did you know that Columbus Metropolitan Library



**Caroline Kennedy**  
Honorary Chair



is officially the nation's No. 1 library system? With 21 branches throughout the city, it offers a long list of programs and services, including programs to help parents prepare their preschoolers for kindergarten; a dedicated job-search center; free computer classes and a large number of research tools in many subject areas. You can check out books or download them onto your iPad, Kindle and other electronic devices. Kids go to the library after school to get help with their homework.

Our school library media specialists offer a wealth of information to enhance your classroom plan. They work with our students to get them excited about learning. It is a shame that the district is reducing five of these positions and four library instructional assistant positions for next year. This means that middle school specialists' services will be reduced to two days per week. We want these valuable team members to know that we appreciate what they do. So when you see your library media specialist and assistant, please say "thank you!"

## CEA staff survey results

CEA thanks the more than 2,000 members who completed the 2012–2013 online staff survey.

The results of the staff survey will be useful to you as you consider applying for positions during the 211 process. The final results of the survey will be posted on [www.ceaohio.org](http://www.ceaohio.org) by the end of the workday, Friday, Apr. 19. Sarah Grosh (Elem. Art) was the grand prize winner of the Apple iPad.

The following members each won a \$25 gas card and can pick it up at the CEA Office (929 E. Broad St.) between the hours of 9 a.m.–5 p.m. Monday through Friday: Thomas Bowden (Centennial HS), Veronica Bryant (Valley Forge ES), Scott Burkholder (I-PASS), Jennie Demarco (Devonshire ES), Alexander Dotson (Beechcroft HS), Loria Dreyer (Huy ES), Carol Fluharty (Guidance Counselors), Phillip Hankins (Buckeye MS), Jaime Herrick (Cedarwood ES), Joan Hudak (Highland ES), David Lakso (Whetstone HS), Nooriya Marshall (Cedarwood ES), Lisa McCoy (Nurses), Cathy Mehl (Africentric SS), Katherine Newcomer (Mifflin MS), Cynthia Price (Mifflin HS), Amy Simons (Starling MS), Leigh Taylor (N. Linden ES), Sheila Tuck (S. Mifflin ES) and Carolyn Williams (Clinton ES).

## ILEAD transition evaluation update

We are pleased that Race to the Top funding has provided an outside evaluator, Community Research Partners, to conduct surveys and focus groups on the Transition Evaluation. Recently, each educator in the district should have received an email asking for feedback on the transition evaluation process. These emails were sent to the address that you provided in the MUNIS system.

Your candid responses will be reviewed by the Evaluation Committee and used to inform our evaluation system. Your feedback has already contributed to our implementation as the district will be providing training on the ILEAD Evaluation System that is led by teachers for teachers. The following teachers will be conducting training through the rest of the school year at regional locations after school and at Northgate on Saturdays:

Region 1: Jacquinette Brown (Fairmoor ES), Daria DeNoia, Maybury ES), Laticha Henry (Shady Lane ES), Wendy Jones, Scottwood ES), Victor Kapostasy (Oakland Park ES), Elizabeth McNally (Easthaven ES), Eddy Stevens (Walnut Ridge HS), Mary Welch (Scottwood ES) and Kari Yates (Walnut Ridge HS)

Region 2: Donald Cain (Maize ES & N. Linden ES), Theresa Cover (Medina MS), Carla Davis (Forest Park ES), Cynthia Dybik (Mifflin HS), Geri Granger (Northgate), Joan Johnson (Shepard Center) and Timothy Wangler (Mifflin MS)

Region 3: Seneca Bing (CAHS), Emily Corbin (Clinton ES & Colerain ES), Jada Jackson (Dominion MS), Jenny Meade (Northgate), Kathryn Righter (Northgate) and Denise Staffilino (Indian Springs ES & Winterset ES)

Region 4: Marcia Davis (PAR), Scott Hamilton (Eakin ES), Betty Maxwell (Briggs HS), Kerri Myers (Northgate), Carrie Shivers-Mazzei (Highland ES & West Mound ES), Denise Sizemore (Fifth Ave. ES) and Allison Volz (Hilltonia MS)

Region 5: Traci Arway (Livingston ES), Daniel Burke (Columbus Downtown HS), LaTanya Foshee-Hatton (Champion MS), Shalonda Likely (Fairwood ES), Nollie Robinson (Fairwood ES), Benita Smith (Eastgate ES), Patricia Stevens (Arts Impact MS) and Peter Trautmann (Arts Impact MS)

Sessions begin Saturday, Apr. 27. Check on PD Planner for details. Training is not mandatory, but we urge you to be a student of this system so that you are successful in your professional growth.

## Are you a master teacher?

BetterLesson has unveiled the Master Teacher Project, whose mission is partly to connect teachers and improve instruction. Funded by the Bill & Melinda Gates Foundation, the project aims to create exemplary Common Core aligned, year-long courses, units and lessons, freely available to teachers everywhere beginning with math, grades 6–12.

Two Columbus teachers have been selected to join the Master Teacher Project: Jada Jackson of Dominion MS and Malissa Thomas St. Clair of Champion MS. They were among the 28 out of 360 teachers from around the country who applied and who were selected for their exceptional mathematical knowledge, unique ability to illuminate math for their students and their leadership in their schools and community.

Want to join them? If you are an exceptional math teacher, currently teaching in grades 6–12, have a proven track record of supporting student learning and are a talented lesson architect, visit <http://betterlesson.com/public/masterteachers> or email [christine@betterlesson.com](mailto:christine@betterlesson.com).

Master Teachers each receive a \$30,000 stipend for this two-year endeavor. Application deadline is Tuesday, Apr. 30.

## Pay parity: Not for everyone

How would you feel if your ATM machine gave you only 80 percent of what you requested? That's what happens to many women's paychecks. While we were on break, a significant day passed us: April 9, or Equal Pay Day for Women. This day unofficially marks the point in the year when many women's wages catch up with their male counterparts'—from the previous year. That's right: This is how long many women have to work past Dec. 31 to achieve pay parity with their male counterparts. On average, women earn 77 cents for every dollar a man earns. The wage gap is even greater for most women of color.

We are lucky to be members of CEA. It gives us our own team and leverage to protect our working rights. We can't forget that not everyone enjoys this protection. Learn more from the National Committee on Pay Equity ([www.pay-equity.org](http://www.pay-equity.org)). As we move into the spring season, let us not forget our friends, family and neighbors who continue to strive for equal treatment in the workplace.

## Special notes

- ❑ Save the date for one of our best loved events. **The 37th Annual CEA Awards & Retirement Banquet** is **Saturday, May 18**, at the **Hilton Columbus Downtown**. Social hour is 6 p.m. with dinner at 7 p.m. There is no cost for retirees, honorees and Senior Faculty Representatives to attend. Call CEA to make a reservation or see your Senior FR.
- ❑ The following buildings/units completed their **United Negro College Fund campaign** since the last issue of *The CEA Voice*: Cranbrook ES, Dept. of Early Childhood Education, Eakin ES, East Linden ES, Kingswood Center, Olde Orchard ES, Ridgeview MS and Weinland Park ES.