

# The CEA Voice

Volume XLIV, No. 22

Columbus Education Association

January 27, 2014

## Calendar survey results

The survey results for the 2014-2015 school year are complete. We want to thank the 1,808 CEA members for participating. We will present your preferences to the joint CEA/ CCS calendar committee.



Per state law, the school board will hold a public hearing at least 30 days before adopting the calendar. Here are your preferences:

- ✦ Teachers report Monday, Aug. 18, 2014
- ✦ Winter break, Dec. 20, 2014–Jan. 5, 2015 (inclusive)
- ✦ Spring break Apr. 3–10 (inclusive)
- ✦ Capital Day, Oct. 18
- ✦ Last day for students May 28, 2015
- ✦ Last day for teachers May 29, 2015

A breakdown of the survey responses is given below:

### Begin and end of the 2014–2015 school year

Monday, Aug. 16, to Friday, May 29	47.4%
Thursday, Aug. 21, to Wednesday, June 3	16.6%
Monday, Aug. 25, to Friday, June 5	26.3%
Tuesday, Sept. 2, to Friday, June 12	9.6%

### Begin and end of the 2014–2015 winter break

Saturday, Dec. 20, to Sunday, Jan. 5	96.7%
Friday, Dec. 19, to Thursday, Jan. 1	3.3%

### Begin and end of the 2014–2015 spring break

Monday, Mar. 30, to Monday, Apr. 6	27.0%
Friday, Apr. 3, to Friday, Apr. 10	73.0%

## True symbols of courage

His mother was the first black teacher hired in the predominantly white Elk Grove, Calif., school district. He was a friend of the late Rev. Martin Luther King, Jr. Cornel West, also, is an outspoken critic of the U.S. military industrial complex and of the lack of will in many American quarters—particularly in black America—to seek and expose truth and justice on behalf of those who remain unable to speak for themselves.



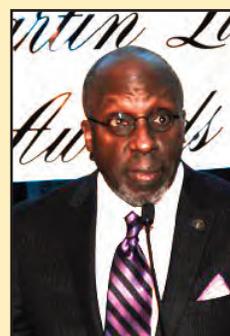
Dr. Cornel West

Speaking as the keynoter Jan. 16 at CEA's 35th Annual Dr. Martin Luther King, Jr., Awards Dinner, West pointed to Dr. King as a symbol of the quest for justice, but one co-opted by many communities for their own ends.

The dinner was at the Hilton Columbus Downtown, staged for a sold-out crowd of more than 600 educators,

community members and elected officials. The evening included honors for the Rev. Dr. Charles Booth, senior pastor of Mt. Olivet Baptist Church, and CEA President Rhonda Johnson.

Booth, a pastor for 50 years now, received the Dr. Martin Luther King, Jr. Humanitarian Award for his activism on behalf of the urban community. Accepting his award, Booth recalled hearing King speak and remembered how moved he himself was when he visited significant sites of African-American history. Booth said he was greatly affected by his walk on the campus of Wilberforce University, the oldest private African-American university in the United States.



Dr. Charles E. Booth

“Knowledge is what separates the oppressed from the oppressor,” he said.

Rhonda Johnson received the Helen Jenkins Davis Award, given on behalf of Columbus' first black teacher. Reg Weaver, immediate past president of the National Education Association, presented the award. Johnson, who is retiring after a decade as CEA's sixth president and first woman and African American, was lauded that evening as a determined, successful advocate of collaboration and reform to build support for public education and to address the challenges of race and class and socio-economic segregation. During her tenure, she has led the way toward mutual respect and compromise with optimism and patience.



CEA President Rhonda Johnson

West preceded the awards with words about justice. “We are well adjusted to injustice with material toys,” he said, referring to the state of comfort and “complicity” present in all communities, and with drastic results. West spoke of what he has witnessed in the American prison system—an inordinate number of black males incarcerated and without hope. A philosophy professor at Union Theological Seminary who also has taught at Yale and Harvard, West pointed to Dr. King as a leader willing to proclaim his Christian love for all people, regardless of race or creed, but reminded the audience that King was a radical in his time, hated by blacks and whites alike, seen as a troublemaker. Dr. King's legacy, he said, is his toughness and his tenderness; his recognition that respectful connectedness is the only thing that will save mankind.

“Justice is what love looks like in public,” he said, and “gentleness is what love looks like in private.”

Go to <http://bit.ly/ceamlk35> to view photos from the event.



## Dues deductions for 2013

Tax time is coming. Some CEA members may be able to deduct a portion of their union dues on their income tax returns. These are considered unreimbursed employee expenses and may be deducted on Schedule A (Form 1040) Line 21.

This type of deduction is subject to a minimum: It must amount to more than 2 percent of your adjusted gross income. Consult IRS Publication 529 for more details. Visit [www.irs.gov/pub/irs-pdf/p529.pdf](http://www.irs.gov/pub/irs-pdf/p529.pdf). Search for "union dues."

The table above shows your deduction for NEA, OEA and CEA dues for the 2013 tax year.

<b>Full Dues</b>	
Plan A (21 Pays)	\$833.16
Plan B (26 Pays)	\$834.43
Switched from:	
Plan A to B	\$775.98
Plan B to A	\$891.61
<b>Half Dues</b>	\$460.83
<b>Quarter Dues</b>	\$271.32

## SLOs—Just do it

In this first year, we are all continuing to learn about the new teacher evaluation system. We have come a long way in a short amount of time. The Joint Evaluation Panel is formed with Tracey Johnson and Darryl Saunders as the co-chairs. The ILEAD electronic system is up so that you have access to review your administrator's feedback. Additionally, your Evaluation Trainers have been providing training to help develop understanding of the system since this past summer. More sessions are available on PD Planner. Currently, 50 percent of a classroom teacher's rating is based on performance on the teacher rubric and 50 percent is based on student growth. Licensed Support Professionals' rating is determined 100 percent from their performance rubric. In the first semester, the focus was on the performance aspects, getting to know the ILEAD site and understanding the parts of the Observation Cycle. This semester, we are moving to Student Growth Measures.

The Ohio Department of Education has determined that Student Growth Measures are determined from percentages of Value Added (26 percent) for teachers that have these results, Approved Vendor Assessments, or Student Learning Objectives (SLOs) based on the teacher's schedule. Columbus City Schools does not administer Vendor Assessments that meet ODE criteria, so our teachers have Value Added results or SLOs.

Like the teacher evaluation rubric, Student Learning Objectives (SLOs) are another new mechanism that the Ohio Department of Education has initiated. SLOs are the process that classroom teachers use to document student growth. The format of a SLO has specific components rooted in the work classroom teachers do each day and discuss in their PLCs/TBTs every week. Classroom teachers are encouraged to work with their colleagues on the development of shared SLOs. If teachers has Value Added data, they submit one (1) SLO; every other classroom teacher submits two (2) SLOs. The window for classroom teachers to submit their SLOs is open until Jan. 31, 2014. SLOs are submitted on the ILEAD Evaluation site, entered using the same password used for the performance portal. Completing the SLO(s) should not take teachers long—this is the teaching and learning process that we know and do every day.

Assessment Leaders have been identified by each school's principal and faculty representative to learn about assessments and Student Learning Objectives (SLOs). They are a great resource to you, along with information found on the district's Professional Learning & Licensure website: <http://www.columbus.k12.oh.us/staffdev/> or from the Ohio Department of Education: [\[ing/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Student-Growth-Measures/Student-Learning-Objective-Examples\]\(#\). SLOs are reviewed by each building's respective Assessment Leaders. They will approve or return the submission for revision for compliance with ODE guidance. Teachers will submit their SLO Scoring Template\(s\) to their evaluator in April.](http://education.ohio.gov/Topics/Teach-</a></p></div><div data-bbox=)

The Student Learning Objective process lies just where it should be, in the hands of the professional teachers who work with students every day. While the process is new this year, your impact with your students has not changed. You make the difference.

## Charter teachers united

The movement is beginning. Teachers at the Twin Cities German Immersion School, a charter school in St. Paul, Minn., now are part of the statewide Education Minnesota union of 70,000 educators. Twenty-one of the school's twenty-five teachers voted in favor of membership. It is the only charter school in Minnesota currently affiliated with the Association. Now the teachers will adopt a constitution and bylaws and will begin negotiating a contract.

Any charter school in Ohio can do what St. Paul's German Immersion School has done: organize. As public employees, charter school teachers have the right to organize, vote to affiliate with a union and bargain a contract. At its Fall Representative Assembly in 2012, OEA delegates voted to organize charter schools in Ohio. The CEA President spoke in favor of OEA organizing charter schools in 2007 at the OEA Representative Assembly; however, the proposal failed. Perhaps, if we as a union had been out in front of this issue, OEA could have helped improve the quality of charter schools. Failing charter schools would not have been allowed to proliferate and do harm to children and taxpayers.

## Help members campaign

Declaration forms for OEA and NEA (local and state) delegates are available at [http://bit.ly/NEA\\_OEADeclare](http://bit.ly/NEA_OEADeclare) and at the CEA office until Monday, Jan. 27. Declaration forms for officers are available only at CEA.

The campaign period for the CEA Spring elections begins Tuesday, Jan. 28. Members may send campaign materials to Faculty Representatives to be distributed and posted in buildings. CEA calls on all FRs to post and/or place campaign materials in teachers' mailboxes as soon as practicable. The deadline for the campaigning period is Monday, Mar. 3. No campaigning should take place after this date.

Call CEA Elections Committee Chairperson Michele Mays at 253-4731 with questions.

## Special notes

- Reminder:** The open enrollment deadline for same-sex married partners to enroll in insurance benefits is Friday, Jan. 31.
- Fee waiver applications for Summer 2014** will be in mailboxes on Monday, Feb. 3. Completed applications are due back to Northgate by Friday, Feb. 14, at 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.** Documentation is required with each fee waiver process. Call Norma Oldham, Northgate, 365-8993 if you have any questions.
- CEA thanks the following building that has recently completed its **United Way campaign: Columbus International HS 7-12.**