

The CEA Voice

Tracey D. Johnson, President

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Calendar Survey

On Friday, Dec. 5, members should have received an email containing a link to an online survey that will determine our preferences for the 2015–2016 school calendar. The survey link was sent to members' personal email addresses.

You cannot access the survey at a CCS computer or through the district network. The survey will close at 11:59 p.m., Tuesday, Dec. 16. If CEA does not have your personal (non-CCS) email address or if you opted out of receiving email messages from CEA, you can get a paper version of the survey by contacting Vice President Phil Hayes at 253-4731. If you did not receive the email with the survey link and you wish to complete the electronic version of the survey, send a message with your personal email address to tellcea@ceaohio.org.

Your participation in the calendar survey is very important. Take this opportunity for your voice to be heard.

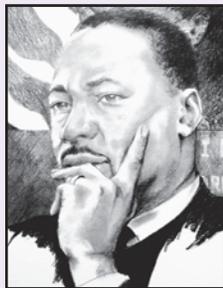
MLK Dinner is Around the Corner

Join us Jan. 15 for the CEA Annual Dr. Martin Luther King, Jr. Awards Banquet. The King dinner is always well attended, so make sure you purchase tickets early. Tickets are \$30 each with tables of eight at \$240.

This year's dinner at the Hyatt Regency Columbus features keynote speaker Roland Martin, a nationally syndicated columnist, radio host and author noted for his coverage of voter suppression and other issues during the 2012 general election.

The 2015 Dr. Martin Luther King, Jr. Humanitarian Award goes to Dr. C. Dexter Wise III, Pastor of Faith Ministries Interdenominational Church. The Helen Jenkins Davis Award goes to CEA's administrative assistant, Cora Miller, a retired CCS educator.

Call CEA to reserve your table or your seat.



It's Just Facebook—Right?

Social media is part of our lives. We use social media in some form every day. It's easy to forget the power we wield through our keypads. We've all heard nightmare stories about teachers who made comments or posted photos online, only to find themselves on probation or fired. Educators are held to a different standard when they post inappropriate material on Facebook or other social media sites. You could be subject to disciplinary action, lose your teaching license or even find yourself in court.

Attorney Chris Hogan of Newhouse, Prophater, Kolman & Hogan, LLC presented the following common-



sense guidelines to our Faculty Representatives at our Dec. 4 Legislative Assembly:

- ☞ Perception is reality: You are perceived as a role model for our kids.
 - ☞ Know your "friends" and "followers." Delete any questionable content that someone else posts on your page.
 - ☞ Social media is viral. What you write can be shared at lightning speed, and you will lose control over your content.
 - ☞ Never joke about students.
 - ☞ People tend to read into your messages, even if it's not what you intended or what you actually wrote.
 - ☞ Never "friend" or "follow" students, or send them messages.
 - ☞ All classroom social media should be transparent, for educational use and devoid of personal content.
 - ☞ Stay off your personal accounts while at school. It's just good sense.
 - ☞ Remember your confidentiality policies at school. They apply online, too. Never identify a student, even indirectly.
 - ☞ Know the law. Job-related speech is usually not protected. Gripes and threats are not, either—even if they are related to an association matter.
 - ☞ Never post anything critical of a parent.
- Before Posting Something "Iffy", Whisper to Yourself:
- ☞ I am a Professional, Licensed by the State of Ohio
 - ☞ I am a Leader and Role Model, whether I like it or not
 - ☞ I am the Heart of the Educational Enterprise
 - ☞ What I say Speaks to Who I Am

If you have questions about use of social media, call us at 253-4731.

Are You Retiring?

If you want enhanced severance pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. It is tempting to wait, but we advise that you notify CCS as soon as you have made a decision. It is important that you make the best financial decision for yourself. Early notice helps the district plan more effectively. Advance notice may prevent a colleague from being laid off. It may help the district decide where the greatest classroom needs are. Some members like to wait and see if a buyout is offered. This is not a good strategy. District circumstances change from year to year. Take some time to think about this. Call us if you have questions.



I Know I Can

“As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.” John F. Kennedy

During this holiday season, I Know I Can gives thanks to YOU for our 26-year partnership in helping CCS students reach their college dreams. You have played a critical role in helping thousands of students live out their BIG DREAMS of pursuing and completing college. We look forward to continuing this great work together as we move forward in a shared district and IKIC 2020 vision of ensuring that every CCS student is prepared for college or a career after high school.

The demand for a college degree is growing. By 2020, over 60 percent of available jobs will require it, while only 42 percent of CCS graduates are enrolling in college upon high school graduation. With your continued support, we can improve college enrollment and completion outcomes for CCS students. Each year, there are many motivated and hard-working students who are unable to successfully negotiate the procedural and financial barriers to college despite their potential. By partnering together to offer programs and services, we are working to close this gap and create more opportunities.

Today, we ask once again for you to consider supporting IKIC in helping students turn college dreams into a reality. Each donation enables us to provide greater access to resources, knowledge and college materials for students and families. Next week, you will find a pledge card in your CCS school mailbox. We hope you will take a minute to read it and consider a donation. For more information about I Know I Can, please visit iknowican.org.

Investing in our students today is an investment in our community's tomorrow. Thank you for your leadership and support.



Know your Governor: Courtney Johnson, District 4

Courtney Johnson sees the local and global potential of her CEA leadership.

As a Faculty Representative at Hubbard ES and then at Mifflin HS, she was always ready to step in when teachers' rights were at stake. But Johnson, a 14-year educator, knows there are broader issues at stake as well and listens closely when members want to make a statement about social issues affecting the entire community.

“I often hear colleagues say, ‘What is the union doing about this?’ I reply, we are the union; what do you want to do? I remember what we can accomplish when we work together. I am hopeful that I can serve the members of District 4, as well as be their voice on the board.”

Johnson points to her “moment of truth” in the thick of the battle against Senate Bill 5, when all our rights were on the chopping block.

“That’s when I really felt like I became an activist,” she said. “I long for the sense of solidarity that I felt during those months. That’s why I’ve joined Jobs with Justice, marched for farm worker justice and stood and sang with Service Employees International Union (SEIU) over the past few years.”

Johnson also joined an effort to encourage a local company perceived as anti-union to move out of Columbus. “The sense of solidarity,” she said, “is why I wanted to join the CEA Board of Governors.”

Johnson and her husband, Brad, have a son, Brady, who is 8 years old and embraced the union spirit, too. “He has learned to love banging a drum and to use protest chants to get his way,” said Johnson. “He chants, ‘What do we want? Television! When do we want it? Now!’”



Courtney Johnson

Want to Get Involved?

CEA Spring Elections are coming. Consider running for an office. This is a great way to get involved and work for the good of the profession right here in your home district. When you become a CEA governor, you represent your colleagues and their best interests in matters within the district, and across the state and the nation. CEA works closely with OEA, and in turn with NEA, to improve working conditions and enhance teacher education.

The following positions will be open in the CEA 2015 Spring Elections: Governors for Districts 3, 6 and two High School At-Large (three-year terms); 2015 NEA Delegates and 2015 NEA State At-Large and 2015–2016 OEA Delegates. Voting will take place from Mar. 17–30, 2015. Votes will be tabulated on Mar. 31. Additional information on these elections will be published in *The CEA Voice* and on the CEA website.

Math Textbook Adoption Committee

Our *Master Agreement* provides CEA members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate. Here’s how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Teachers from each pertinent subject area and grade level at schools involved select the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominees go to a joint Association and Board committee for a final vote.
- Administrators have the right to designate one member of each textbook committee.

The Joint Textbook Committee will meet on Dec. 15 to review nominations for the Math Textbook Adoption Committee. If you currently teach math at any grade level and you are interested in being a part of the process, let your principal know you are interested in participating no later than Dec. 10.

CEA Calamity Day Policy

The CEA Board of Governors recently adopted an official CEA Calamity Day Policy.

- ✦ When the Columbus City School District determines it is necessary to close schools, the CEA Office will operate on a two-hour delay. The office will open at 11 a.m. and close at 5 p.m.
- ✦ If the Columbus City School District closes schools early, the CEA office will close at 4 p.m.
- ✦ If Franklin County is on a level-two emergency, the CEA office will be closed.

Summer Excursion to Ecuador

You depart June 14 for a 10-day, 9-night tour flying from Columbus to Quito. You will visit Otavalo, Cayambe, Patate and Guayaquil. You get air, hotel and daily tours along with 9 breakfasts, 5 lunches and 5 dinners, all for only \$3,100 per person based on double occupancy. Call Marty, Bexley Travel, for more information at 235-8813.



Special Note

- ❑ CEA wants to thank Lincoln Park ES who recently completed their United Way Campaign.