

The CEA Voice

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Columbus Education Association

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MLK Award Winners Announced

CEA congratulates our 2016 Dr. Martin Luther King, Jr. award winners. We will honor them on Thursday, Jan. 14, at our Annual King Dinner at the Hyatt Regency Columbus.

The Dr. Martin Luther King, Jr. Humanitarian Award goes to **Pastor Frederick V. LaMarr**. LaMarr is a life-long resident of the south side of Columbus and a National Honor Society graduate of East HS. LaMarr, the third of ten children, began his first job at age 14 with the Federal CETA Summer Youth Works program. Two years later, he began working a second job at Big Bear. In a short time, LaMarr rose from bagger to bakery manager of the Graceland Big Bear store while simultaneously earning a degree in Business Management.



Pastor Fredrick V. LaMarr

His private-sector business experience helped him hone his organizational skills. Later he was led to combine those skills with a spiritual mission. In 1987, he started preaching as an elder in his church. He then earned ministerial degrees from Eastern Union Bible College, Moody Bible College and Master's Divinity School, becoming pastor of Family Missionary Baptist Church on the south side of Columbus.

Pastor LaMarr is the CEO of Reaching Higher Heights Care Center 4 Life and co-founder of Ministries 4 Movement, working to help improve the lives of his fellow community members through assisting them in their pursuit of education and employment. He has devoted much of his ministry to community outreach and activism, focusing on gang activity and changing the paradigms of the inner city, particularly the south side of Columbus.

Over the years, LaMarr has faced daunting obstacles to his work. In 2013, arsonists set his church's 18-passenger van on fire. The fire happened not long after he had convinced a teen murder suspect to turn himself in to police. Two years earlier, someone shot out a window in his wife's car, which was parked at the church for a funeral. He serves on a multitude of local organizations, including the Franklin County Juvenile Court Advisory Board, Community Restorative Justice Circle and member of the National Association of Black Criminal Justice. In 2015, he received the Ripple of Hope Award, given by The MENTOR Network, a national network of local health and human services.

The Helen Jenkins Davis Award goes to **Dr. Yolanda M.**

Stewart, an English/Language Arts teacher at Johnson Park MS. She enjoys finding creative ways to engage her students. She specializes in finding real-world connections to knowledge that deepen the learning experience and help students identify their passions, their voices and their goals—especially within a social-justice framework.



Dr. Yolanda M. Stewart

For instance, when teaching about the four girls killed in the 16th Street Baptist Church bombing in Birmingham, Ala., in 1963, Stewart wanted her students to do more than read about it and write reports. She invited them to express the story in a more personal way by staging a "poetry slam." Such activities are part of Stewart's chief interest in literacy as a gateway to achievement and in the obstacles that

prevent many children of color from obtaining it.

Stewart is a member of CEA's second cohort of teacher leaders participating in the NEA's Teacher Leadership Initiative (TLI). Her TLI Capstone Project is based on improving the literacy rates among urban, African-American boys.

Stewart has served the district as middle school reading coordinator, linkage coordinator, literacy coach and teacher at Columbus City Preparatory School for Boys. She now teaches English/Language Arts at Johnson Park MS. In the spring, Stewart earned her Ph.D in Educational Policy and Leadership from The Ohio State University. She is a frequent presenter at national educational conferences, including the American Educational Research Association and the National Council for Teachers of English.

Over the years, Dr. Stewart has secured more than \$50,000 in grant monies from various organizations, including the United Way of Central Ohio and the City of Columbus. These monies have assisted with increasing community literacy rates and reducing violence in Columbus. She is a published author on the topic of improving literacy instruction to students. Stewart has served as a Leadership Team builder, Teacher Consultant, member of the School Improvement Team and facilitator for the Performance Assessment System. She is co-founder of Water, Light and Time, a professional consultant training and evaluation organization helping children become academically, socially and emotionally successful.

The King Dinner is always well attended, so make sure you purchase your tickets early. Tickets are \$30 each with tables of eight at \$240. Contact CEA to reserve your seat(s) at 253-4731.

It's Your Money: Be Careful

One of the negotiated benefits available to bargaining unit members is to elect to have a portion of your earnings placed in to a tax-deferred program (often referred to as a TDA, 403(b) or 457 plan) as part of your personal overall savings plan for retirement. Here are a few critical aspects of this elective program:

CAVEAT EMPTOR

- CCS offers payroll deduction for this program as an option and convenience to you.
- Within the program, CCS provides a payroll deduction service for over 20 companies—you may find the list of companies on the district intranet site under "Department," "Treasurer's Office" and scroll down to the payroll section.
- You may choose to do business with any company on the list.
- CCS does NOT endorse any one company over the others.
- CCS does NOT evaluate the companies in any way other than to require them to have a minimum number of participants prior to the start of payroll deduction.
- There is no "employer match" of the funds you elect to place in to the program—this program is employee funded only.
- CCS helps you with the mechanics of payroll deduction ONLY. The district is not permitted to, and therefore will not, provide any advice on the suitability of this program or

any particular company, tax implications for you, investment selection or any other aspect of participating in the tax-deferral program or what the companies have to offer.

- Participation is voluntary and solely at your option. Any risks associated with electing to participate in this program and with a particular company are yours.

Listen carefully to the sales presentation. Ask questions. Understand the investments, the risks and benefits and any document(s) you sign. To the extent the district is permitted, CCS would be glad to answer your questions related to enrolling in the tax-deferred program.

Bed Bugs: We Must Remain Vigilant

Bed bugs are small reddish-brown, oval-shaped flat insects that are about 1/4-inch long. They feed on humans at night, then crawl away to hide in the cracks, crevices and recesses of furniture. Bed bugs do not transmit disease. **STUDENTS ARE NOT TO BE EXCLUDED FROM SCHOOL FOR BED BUGS.**



Bites are usually along a line, especially on the head and upper body. There is usually a pattern to the bites. Bed bugs are spread through the acquisition of infested second-hand furniture or by hitchhiking on items used during travel, such as suitcases, outerwear and other belongings. Once established, bugs can move through a building by crawling or transporting on humans.

Follow these procedures if you suspect you have found a bed bug in your building:

- Save the bug in a Ziplock bag or a bottle.
- Call Buildings & Grounds at 365-5268. They will have specialists from a professional pest control company come to the school to identify the bug.
- Isolate the source where the bed bug was found, such as a book bag or on clothing, and place it in a plastic bag. Clothes and outerwear may be a source.

If the professional pest control company identifies the bug as a bed bug, the school should:

- Notify the parents or guardians.
- Administration should send a form letter home with the child involved, notifying the parents or guardians.

Bed bugs do not necessarily mean poor hygiene or housekeeping, but a cluttered home could make it much harder to get rid of bed bugs. Find additional information regarding bed bugs and their treatment at the Central Ohio Bed Bug Task Force at www.centralohiobedbugs.org and at the Columbus Public Health Department at <http://bit.ly/vB8vbK>.

Track Your Evaluation

CEA has created the CEA Teacher and Licensed Support Professional Evaluation System Checklist, an evaluation form for members to use to record all activities of the evaluation process. The form helps you track your pre-observation conferences, observations, walkthroughs and final conferences. We must be vigilant about making sure everyone follows the guidelines. We know from experience that if we track the events that occur during the evaluation process, we can get a good idea of where we stand. This document is not an official CCS form. It is merely a tool for members' personal use in keeping track of your progress. A hard copy of this form was distributed to all members at the beginning of the 2015–2016 school year. To download a copy, go to <http://bit.ly/1lqs3r5>.

Unclaimed 2014–2015 TBT CEUs

All district-approved professional development opportunities listed in PD Planner afford you the opportunity to accumulate Continuing Education Units (CEUs). If they are earned in accordance with your IPDP, CEUs can be used towards the next renewal of your five-year professional license.

One way to earn CEUs is through the work you are currently engaging in with your Teacher Based Team (TBT). Full participation in your TBT can earn you up to three CEUs per year. In order for

you to be awarded CEUs for participation, the facilitator selected by your team must submit your TBT proposal on PD Planner and track your team's attendance throughout this school year.

If your TBT's proposal for the 2014–2015 school year has not yet been submitted on PD Planner and is not submitted by Dec. 31, 2015, you will not receive any CEUs for your year of TBT work. PD Planner user guides are available to help you with this process at <http://www.ccsob.us/CIMSUserGuides.aspx>. If you have questions, please contact Jennifer Meade in the Office of Professional Learning and Licensure at 365-5039 or at jmeade2968@columbus.k12.oh.us.

Looking to Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete his or her own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors and HR). To download the job-share packet, go to www.ccsob.us/Downloads/2016-17JobShareFinal.docx.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <http://bit.ly/1617jobshare> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Wednesday, Dec. 16. On Thursday, Dec. 17, a list of potential job-share partners will be emailed to each person completing the online form to assist in finding a job-share partner.

Each partner's completed job-share packet is due to CCS Human Resources, ATTN: Employment and Staffing, no later than 5 p.m., Tuesday, Jan. 19. Your Association recommends hand delivering these documents and obtaining a time-stamped copy for your records. If you have further questions about job sharing, contact Ezzetta Murray at CEA at 253-4731.

Travel to Cuba

Join Bexley Travel as they rediscover Cuba. You will enjoy a nine-day cultural exploration flying from Tampa, Florida to Santa Clara Airport, Cuba. You will spend three nights at Cuba's pristine beaches of Cayo Santa Maria, and you will savor four nights in historic Havana.

During your stay, you will visit a working cigar factory and meet some world-renowned rollers, get an insider's look at the life and work of Cuban artist Jose Fuster, delve into the world of classic cars and meet the owners of these vehicles, as well as learn the Cuban national dance—Salsa. Your trip includes eight breakfasts, three lunches and six dinners. The trip starts June 7, 2016, from \$3,614 with double occupancy. Contact Angel at Bexley Travel (614) 235-8818 for more information.

Correction: In the Nov. 30 edition of *The CEA Voice*, the article "Declare Your Candidacy for Spring Elections" incorrectly stated that the campaigning period would run from Feb. 17–Mar. 14. The campaigning period runs from Jan. 4–Mar. 14. Your Association apologizes for the error.

Special Note

- From Jan. 4–Feb. 16, you may declare your candidacy for the following Association positions in the Spring CEA Election: CEA President; CEA Vice President; Governors in Districts 1*, 2, 7, 8 and 9; High School Governor-At-Large; 2016 NEA Delegates, 2016 NEA State Delegates At-Large and 2016–2017 OEA Delegates. Formal campaigning will run from Jan. 4–Mar. 14. Members will vote from Mar. 1–14, with votes tabulated by the Elections Committee on Mar. 15. In the event of a run-off election, the formal campaigning period will be from Apr. 4–25. Voting for run-off elections will take place from Apr. 12–25, with votes tallied on Apr. 26. Declaration of Candidacy forms are available at www.ceao.org under the "Forms" tab, or from Judy Nelson at (614) 253-4731. If you have questions, contact CEA Elections Committee Chair Neil Moore at (614) 264-2188.