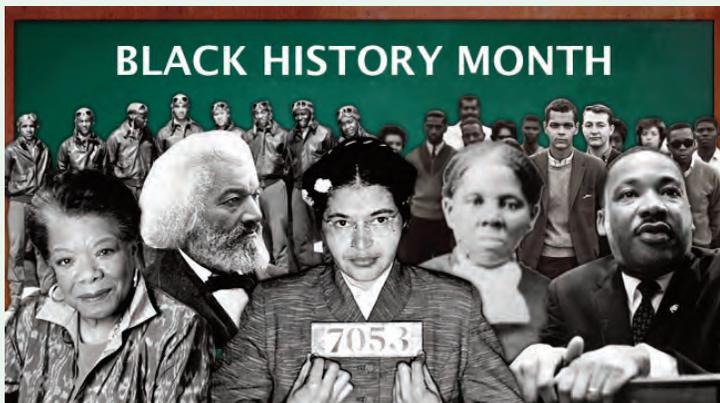


The CEA Voice



Honoring the Hallowed Grounds of Black History

Black History Month, or National African American History Month, is an annual celebration of achievements by black Americans and a time for recognizing the central role of African Americans in U.S. history. The recognition grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

This year’s theme, selected by the Association for the Study of African American Life, is “Hallowed Grounds.” There are many places where African Americans have made history: The Kingsley Plantation, DuSable’s home site, the numerous stops along the Underground Railroad, Seneca Village, Mother Bethel A.M.E. Church, Frederick Douglass’ home; the grounds of Mary McLeod Bethune’s home in Washington, D.C., 125th Street in Harlem, Beale Street in Memphis and Sweet Auburn Avenue in Atlanta are just a few. These historical sites maintain the seminal memories of the past two centuries for us and our children to experience; they are the sites of our forbears’ struggles for freedom and justice and equal citizenship.

Find additional resources to use in the classroom at <http://asah100.org/> and www.history.com/topics/black-history/black-history-month.

Help Our Students Reach Their Potential

CEA is looking forward to once again supporting our students in their journey to college by hosting the UNCF Columbus City Schools workplace campaign during the month of February.

Many of us know firsthand the obstacles that face college students. Many of our fellow staff members have overcome the same challenges our children face today to reach their full potential. Statistics show that financial obstacles are the number one reason students leave college. With a small in-

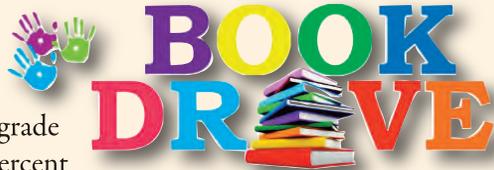


vestment into their futures, we can help to see that the students we serve each day realize their dreams. If each CCS employee is willing to donate just \$5 per pay period, Columbus City Schools can award 100 students a \$5,000 scholarship each. We know that with a \$5,000 scholarship a student increases the odds of graduating college from 32 percent to 85 percent. We can do it; but, we need your help!

During the month of February your FR or campaign coordinator will give you your pledge card, which we encourage you to fill out and return as soon as possible. Upon completing your pledge donation card, please turn it in to your site coordinator. The campaign will close on Feb. 26, 2016. Remember that 50 percent of everything we raise will be designated to provide scholarships for Columbus City School students. With your contribution, we can change the destiny of the children we serve. Please make a generous donation because “a mind is a terrible thing to waste.” If you have any questions, contact Ezetta Murray at (614) 253-4731.

CEA Annual Book Drive

Over the past few years, our district has dedicated much effort to meeting the state’s third-grade reading standards, resulting in a third-grade passage rate of 92 percent for the 2014–2015 school year.



Columbus City Schools has implemented a variety of strategies to raise the reading achievement of our third graders, including making changes in the elementary schedule, offering a professional development portal for teachers and enlisting reading buddies from the community.

CEA has joined hands with the district in this effort through our annual CEA book drive. This year’s focus is on placing a new appropriate-level book in the hands of each of our primary-grade students. Our campaign kicks off Monday, Feb. 1, and ends Monday, Feb. 29. Please support our campaign by donating two new books appropriate for children reading on the pre-primer through third-grade reading level. (A suggested book list has been given to your FR.)

At the conclusion of the campaign, there will be a drawing for one of five \$100 VISA gift cards. To be eligible for the drawing, donate at least three new books to the campaign. Give the books to your FR or building campaign chair and ask for a drawing entry form. You will receive one entry for every three books donated. The more books you give, the more chances you have to win. Complete and send the entry form to Teri Mullins at the CEA office no later than Friday, Mar. 4. The drawing will be Monday, Mar. 7.

For more information regarding this campaign, contact Teri Mullins at CEA (614-253-4731), or email her at tmullins@ceaohio.org. Thank you for your support. Together we can assist our students in reading improvement and meeting the standards.

Staff Survey Closes Soon

You still have time to complete the CEA Staff Survey and be registered to win a \$100 VISA gift card or one of twenty gas cards worth \$25 each. The staff survey window will close on Sunday, Feb. 7, at 11:59 p.m. CEA urges all members to complete the online survey, so everyone will have an accurate picture of the professional climate in every building. You will be able to view the responses made by your colleagues on the CEA website shortly after the survey closes. This information may be useful to you as you consider applying for positions during the 211 process. If you have not received an email with the link to the survey, send a message from your non-CCS email address to tellcea@ceaohio.org. Include your name and school/unit.

School Counselors are Vital to Student Success

National School Counseling Week 2016 celebrates “School Counseling: The Recipe for Success” from Feb. 1–5 with a focus on the unique contribution of professional school counselors. The annual celebration, sponsored by the American School Counselor Association, highlights the tremendous impact these professionals can have.

School counselors help students remove barriers by addressing their academic concerns, career awareness and personal/social skills. Counseling programs help to increase student achievement and provide a much-needed resource for students, parents, teachers and administrators. They help children adjust to new grade levels, deal with social environments and find access to community resources to help them and their families. They help students who are struggling academically to work through their challenges. Counselors can offer families strategies on parenting and helpful advice on how to connect with their children. Students can seek one-on-one help from their school counselor to discuss personal issues such as bullying, or seek crisis counseling. They also help with educational and career planning.

School counselors help all students in the areas of academic achievement, personal/social development and career development, ensuring today’s students become the productive, well-adjusted adults of tomorrow. From all of us at CEA to our CCS school counselors: A great big cheer of appreciation for all you do.

Article 211: Staff Reductions

By Friday, Feb. 12, administration should have notified everyone who will be staff reduced. Staff reduction is not the same as “laid off.” Staff reduced simply means you are still gainfully employed by the district, but you are released from your current position.

Staff-reduced members can fully participate in all the Selective Interview Rounds of the Article 211 Process and can also attend the job fair if they are not selected during the interview rounds. Staff reductions include:

- New hires placed by HR
- Members in their second year of a job-share placement
- Members in their second year of an HR placement
- Members who have been approved by HR for a voluntary staff reduction.

If you are not sure if you are in staff-reduction status, ask your administrator.

Take it to Heart: Wear Red on Feb. 5

Heart disease and stroke cause one in three deaths among women each year, killing approximately one woman every 80 seconds. Fortunately, we can prevent 80 percent of cardiac and stroke events with education and action. You have the power to reduce your risk of heart disease and stroke. During February, especially on Feb. 5, this year’s National Wear Red Day, we remind ourselves and our friends—especially the women in our lives—that it’s important to:

- Eat fruits, vegetables, whole grains, low-fat dairy prod-

ucts, poultry, fish and nuts

- Avoid red meat, sugary foods and processed foods
- Reduce sodium intake
- Enjoy at least 150 minutes of moderately intense activity each week (including at least two days of muscle-strengthening activities)
- Avoid tobacco smoke

The American Heart Association’s Go Red for Women campaign highlights the risks of heart disease and provides access to the latest news about the factors that affect women the most. New guidelines are drawing attention to heart disease treatment and management. Wear Red, and support the AHA’s efforts. Encourage others through your social channels to do the same using the Twitter hashtags, #GoRedWearRed and #WellWomenVisit. Visit <https://www.goredforwomen.org/home/get-involved/national-wear-red-day/> for more information.

Share Your VOICE For Graduate Credit

CEA members have a strong VOICE! Through the use of Personalized PD, teachers can tell a very dynamic story of the great teaching and learning occurring in Columbus City Schools. Teachers can earn low-cost graduate credit toward licensure renewal and salary advancement by using a professional Twitter, Instagram or Pinterest account to share excellent learning practices. Personalized PD provides teachers with the autonomy for self-directed growth by showcasing great teaching and learning skills in action.

Personalized PD is a job-embedded process that requires NO after-school meetings. Share how you help students make amazing academic growth. Simply use your Smartphone to capture the greatness of our profession; no one can do it better than we can.

Examples of what to capture: Active Use of Learning Resources, Instructional Strategies, Exemplar Student Work, Lesson Preparation Process, TBT Meetings, Standards-Based Lesson Plans, Differentiated Learning, School Improvement Strategies, Community Engagement Activities, Site-Based Initiatives and more.

How it works:

1. Use your professional social media tool (Twitter, Instagram or Pinterest)
 2. Capture great learning experiences
 3. Post your final product for graduate credit
- Sign up now and tell your great story from the classroom.

Go to www.PPD-1.Eventbrite.com for more information.

Special Notes

- ❑ **Want to serve CEA? You may declare your candidacy through Feb. 16** for Association positions: 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. **Campaigning ends Mar. 14. Members will vote from Mar. 1–14**, with votes tabulated on Mar. 15. If necessary, run-off campaigning will be from Apr. 4–25, with voting from Apr. 12–25. Candidacy forms will be available at www.ceaohio.org under the “forms” tab, or from Judy Nelson at (614) 253-4731. For questions, contact CEA Elections Committee Chair Neil Moore at (614) 264-2188.

- ❑ Applying for a continuing contract? Mar. 5 is the deadline for the 2016–2017 school year. Find the form on the CCS Intranet under Human Resources/HR Administration/Mira Wright, or download it at www.ccsob.us/HRAdministration.aspx under Licensing/Contract. We recommend you hand deliver to Human Resources and receive a time-stamped receipt.

- ❑ **You may be able to deduct your union dues from your income tax.** Use Schedule A (Form 1040) Line 21 for unreimbursed employee expenses. This deduction is subject to a minimum. Consult IRS Publication 529 for more details. Visit www.irs.gov/pub/irs-pdf/p529.pdf.

Full Dues	
Plan A (21 Pays)	\$835.20
Plan B (26 Pays)	\$834.49
Switched from:	
Plan A to B	\$777.54
Plan B to A	\$892.15
Half Dues	\$473.77
Quarter Dues	\$279.56