

# The CEA Voice

Tracey D. Johnson, President

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Columbus Education Association

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## CEA Staff Survey Data

Your Association sincerely thanks the more than two thousand CEA members who took the CEA Staff Survey for the 2015–2016 school year. Each respondent was asked to rate 64 statements on a 5-point Likert scale as follows: Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) and Strongly Disagree (1). The chart below shows each of the district's nine category averages for the past three years. Our website's searchable school-specific Staff Survey Database will be updated prior to the Priority Schools/Department Round postings. Keep reading *The CEA Voice* for more information.

Category	2013–2014	2014–2015	2015–2016
Vision	3.84	3.71	3.72
School Climate	3.73	3.68	3.68
Administrator-Teacher Relationships	3.67	3.58	3.66
Democratic Process	3.55	3.56	3.58
Instructional Programs	3.71	3.56	3.61
Instructional Resources	3.15	3.064	3.25
Professional Environment	3.49	3.47	3.5
Student Behavior	3.4	3.35	3.36
Family & Community	3.92	3.87	3.96
Combined Category Average	3.6	3.53	3.59

## Article 211: Preparing for Selective Interviews

The 211 Calendar is your guide for the schedule of job postings and interview opportunities for available positions for the 2016–2017 school year. This year will feature a Priority School and Department Round. Only known vacancies in departments and in Priority Schools will be posted during this round.

- The Priority School and Department Round opens Friday, Feb. 19, and will close on Wednesday, Feb. 24.
- Interviews for the Priority School and Department Round begin on Thursday, Feb. 25, and end on Monday, Feb. 29.
- Round 1 opens Monday, Mar. 7, and will close on Friday, Mar. 11.
- Interviews for Round 1 begin on Monday, Mar. 14, and end on Friday, Mar. 18
- Round 2 opens on Monday, Apr. 18, and will close on Fri. Apr. 22.
- Interviews for Round 2 begin on Monday, Apr. 25, and end on Thursday, Apr. 28.

There will be no 211 activity during Spring Break or during the Intersession.

Candidates who want to be considered for a vacancy must submit two copies of the following items to the building:

- Cover letter that includes the job for which you are applying, along with the job number
- Current résumé
- Copy of your current certification/license

The 211 selective interview process is the method used for determining applicants to interview. While buildings are not required to interview all applicants, they must extend an offer to 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/department's interview team and to CEA President Tracey D. Johnson. Applicants who accept an offer to fill a vacancy must complete and sign the Selection Agreement form. Once the form is signed, the applicant can no longer accept any other offers.

Article 211 of the contract defines the assignments and transfers process.

## Article 211: Alternative Panels

The training for Article 211 is now complete. Each building should have established an Interview Panel. The *Master Agreement* defines the interview panel as the administrator, Senior Faculty Representative, one elected member of the Association Building Council and two parents/community members. However, buildings may convene an alternately-constructed panel. To request an alternate interview panel, a request must be made in writing to CEA President Tracey D. Johnson, signed by both the Senior FR and the administrator, by Friday, Feb. 19. Fax requests to (614) 253-5052. The request must include the composition of the panel.

The following schools or departments have submitted alternative interview panels: Beatty Park ES, Cedarwood ES, Counselors, Maize ES, Nurses, Scottwood ES, Shady Lane ES and Visual Impairment/Special Needs Pre-K.

## Please Give

Our UNCF Workplace Campaign is quickly drawing to an end. We would like to encourage you to consider giving generously as our own students benefit. Fifty percent of the money collected is earmarked for scholarships just for them. Higher education provides our students with a pathway to success. The UNCF helps those who are financially disadvantaged get the resources they need to attend college. Our goal is 100 percent participation for CCS. Thanks to all who have already donated.

If you have any questions or need additional materials, contact Ezetta Murray at (614) 253-4731.



## Got New Books? Bring ‘em

Not every child has a library of books at home. Join us in the annual CEA book drive, from now until Monday, Feb. 29. Our goal is to put a new book in the hands of each primary grade student in our district. You can support our campaign by donating at least two new books appropriate for children reading on the pre-primer through third-grade reading level. Your FR has a suggested book list; to download a copy of the list, go to <http://bit.ly/ceabookdrive16>.



CEA will be giving away five \$100 VISA gift cards to randomly selected members who donate at least three new books to the campaign. Give your books to your FR or building campaign chairperson, and ask for an entry form. You should complete one entry form for every three books you donate. Send completed forms to Teri Mullins at the CEA office no later than Friday, Mar. 4. The drawing will take place Monday, Mar. 7.

For more information about the campaign, call Teri Mullins at CEA (614-253-4731), or send her an email at [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org).

## Your FR Was There

Each month FRs attend the Legislative Assembly (LA) to receive updates from CEA officers and bring them back to you. We thank the FRs from the following schools who attended the February LA:

Alpine ES, Art, Avalon ES, Avondale ES, Berwick PreK–8, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Global Acad. 6–12@ Brookhaven, Columbus Gifted Academy, Columbus North International HS 7–12, Como ES, Dominion MS, Eakin ES, East Columbus ES, East HS, Easthaven ES, École Kenwood K–6 @ Northgate, Fairmoor ES, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Georgian Heights ES, Guidance Counselors, Highland ES, Hilltonia MS, Hudson Comm. Ed. Center, Hudson St. Warehouse, Huy ES/A.G. Bell Program, Independence HS, Indianola Informal K–8, Innis ES, Johnson Park MS, Juvenile Detention Center, Leawood ES, Liberty ES, Lincoln Park K–6, Lindbergh ES, Linden STEM Acad. PreK–6, Linden-McKinley STEM 7–12, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Moler K–6, Music, Northland HS, Northtowne ES, Nurses, Ohio Avenue ES, Olde Orchard ES, PAR, Psychologists, Ridgeview MS, Salem ES, Scottwood ES, Shady Lane ES, Sherwood MS, South HS 7–12, Southwood K–6, Special Ed. Coordinators, St. Vincent, Starling K–8, Valley Forge ES, Watkins ES, Weinland Park ES, West HS, West Mound ES, Westmoor MS, Whetstone HS, Winter-set ES, Woodcrest ES and Yorktown MS.

## Correction: Apply To Teach Summer School

The application for the district summer school program is now available on the CCS Intranet at [www.columbus.k12.oh.us/summerschool16](http://www.columbus.k12.oh.us/summerschool16). To be eligible to work in this program, you must be a full-time certificated/licensed teacher in the district. Although there is no established deadline for completing the teacher summer school application, the goal is to finalize summer staffing prior to spring break. Selections will begin immediately and continue until all positions are filled. Selected teachers will receive a selection agreement by school mail that must be signed and returned.

## Special Notes

- ❑ **Joint District Meetings Scheduled:** The CEA Board of Governors will hold two district meetings this week: **Tuesday, Feb. 16**, at the Spaghetti Warehouse; and **Thursday, Feb. 18**, at the 94th Aero Squadron. Both meetings will begin at 4:30 p.m. In addition to regular CEA business, candidates for OEA delegate, NEA delegate, CEA Governor and CEA President and Vice President will be given an opportunity to share with you their reasons for running for office and to communicate their qualifications for the respective positions. These meetings are open to all CEA members. If you have questions, call CEA at (614) 253-4731.
- ❑ **Professional Learning and Licensure and the CCS ELearning Committee** are offering an unique professional development event **Mar. 12**, at AIMS from 9 a.m.–12 p.m. Presentations will focus on using technology to enhance teaching and students’ learning. Topics include: Adobe Connect, Google Drive, Smartboards, Education APPS, Web Conferencing, Office 365 and so much more. CEUs will be awarded. Be sure to register in CiMS.
- ❑ **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](http://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.
- ❑ **Mar. 5 is the deadline to apply for a continuing contract for the 2016–2017 school year.** The form can be downloaded at [www.ccssoh.us/HRAdministration.aspx](http://www.ccssoh.us/HRAdministration.aspx) under “Licensing/Contract.” We recommend you hand deliver to Human Resources and request a time-stamped copy.
- ❑ The CEA Social and Economic Justice Committee will be meeting on **Tuesday, Feb. 23**, at 4:30 p.m. at OEA Headquarters, 225 E. Broad Street. Please plan to attend this important planning meeting and bring a friend.
- ❑ 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](http://www.irs.gov/pub/irs-pdf/p529.pdf).

<b>Full Dues</b>	
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
<b>Half Dues</b>	\$473.77
<b>Quarter Dues</b>	\$279.56