

# The Voice

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## Remembering Brown

May 17 marks the 62nd anniversary of the landmark court decision, *Brown v. the Board of Education of Topeka*.

Most of us think of it as the case that ended segregated schools. It also stimulated a civil rights movement that desegregated many facets of American society. You may not know the whole story of this historic decision. Here are some interesting facts to note about Brown's legacy:



- The backlash to *Brown v. Board of Education* was widespread. In 1958, for example, Virginia officials closed certain public schools rather than open them up to black students. In 1963, Alabama Governor George Wallace famously proclaimed, "Segregation now! Segregation tomorrow! Segregation forever!" By early 1964, only about one percent of black children in Southern schools attended school with whites. Those who did, often endured constant harassment. Desegregation efforts would not gather energy until the later part of that decade.
- The decision did not succeed in a wholesale dismantling of school segregation. Many districts remain racially imbalanced. Many civil rights advocates point to what they believe is a "resegregation" trend. For instance, in New York City, more than half of public schools are reportedly at least 90 percent black and Hispanic. In Alabama, nearly a quarter of black students attend a school with white enrollment of 1 percent or less.
- Academic achievement of African Americans has improved dramatically in recent decades, but racial achievement gaps remain huge.
- Schools for black children had enormous resource shortages in 1954. Inequalities still exist in some places, although they are much smaller. We also recognize that equality itself is insufficient because disadvantaged students require more resources than middle-class students to prepare for success in school. Necessary resources include high-quality early childhood programs, high-quality after-school and summer programs, full-service school health clinics, more skilled teachers and smaller classes.
- Education policy is housing policy. Schools remain segregated today because neighborhoods in which they are located are segregated. Communities are supposed to be pursuing federal-mandated residen-

tial integration. These regulations are largely unenforced, and federal programs to subsidize movement of low-income families to middle-class communities have been weak and ineffective.

- According to the Economic Policy Institute, low-income black children are currently more racially and socioeconomically isolated than at any time since the 1980s.

Correcting these policy shortcomings is essential if the promise of Brown is to be fulfilled.

## CCS Teacher Shares Podium at White House

When President Barack Obama publicly recognized the efforts of teachers on May 3, CEA educator Rosina Bell-Games stood nearby. Bell-Games, who teaches ESL at East Linden ES, was one of four educators selected by NEA to attend the Teacher of the Year event at the White House. She joined national and state Teachers of the Year at the public event.



Rosina Bell-Games

Standing next to the President was a highlight of her career, she said. "It was a true celebration! There was a delicious smorgasbord, musical entertainment, lots of mingling, a chance to explore the East Wing of the White House, as well as the opportunity to bask in the presence of a great man, President Obama. To tell you the truth, I'm still pinching myself."

Bell-Games just completed her year-long participation in the NEA's Teacher Leadership Initiative. Her Capstone Project presented research and suggestions for closing achievement gaps for English Language Learners, reducing the numbers of priority schools and meeting federal and state compliance guidelines—all challenges faced by Columbus City Schools. She is passionate about diversity, equity, and cultural competence and considers her White House honor a way to draw attention to the efforts of Columbus City's 7,000 English language learners.

Bell-Games also attended a national summit on Teacher Diversity sponsored by the U.S. Department of Education. She encourages her fellow teachers to take advantage of professional development. CEA offers many opportunities to learn, locally, regionally and nationally. "You never know where your involvement may lead," she said.

## Better Hearing & Speech Month

May is Better Hearing & Speech Month. It's the time when we say thanks to the district's speech-language pathologists and audiologists. Our pathologists, often referred to as SLPs, evaluate and treat communication disorders in children ages 3 to 21, helping them with spoken speech sounds, under-



standing and using words, and improving fluency and voice use in regular and special education settings.

More than 3,000 students are in the district's speech-language program. Many of them are dealing with complex syndromes such as autism and learning or cognitive disabilities. Audiologists evaluate and monitor the hearing of all CCS students, from birth to age 22. They screen students and refer them for other professional attention when appropriate. Being able to hear in the classroom is essential since children spend at least 45 percent of the school day in listening activities. Thank your building's SLP and our audiologists for their dedication and service to our students.

## Do You Have Qualifying Insurance Event?

If you recently married, adopted or given birth, experienced a spousal job-change or other qualifying event, be sure to make changes to your insurance coverage. Members have a 30-day eligibility period to add or drop dependents and make other eligible changes to coverage. This 30-day period is calendar days, not school days. So, if you experience a qualifying event during the summer break, be sure to notify the CCS Benefits Department in a timely manner. CEA suggests that you hand carry the appropriate documents to CEC (270 E. State St.) and obtain a time-stamped copy. Here is a list of qualifying events and required documentation:

Qualifying Event	Required Documentation
Marriage	Marriage Certificate
Divorce	Divorce Decree
Legal Separation	Court Documentation
Birth	Birth Certificate
Adoption	Adoption Award Letter
Your child is now ineligible for coverage	Complete the proper form to terminate dependent coverage (available from Benefits Department)
Court-issued Qualified Medical Support Order (QMCSO)	Copy of Support Order
Loss of coverage (spouse's employer or spouse's coverage eligibility)	Loss-of-Coverage Letter from prior insurer or employer (on their letterhead)
Dependent child now has coverage from an employer	Letter of Creditable Coverage from an employer

## 2016–2017 School Year Pay Plan Change Form

To be eligible for participation in year-round "stretch pay," employees must meet the following requirements:

- Regular assigned school-year employee
- Scheduled to work 20 or more hours per week

Employees that meet these requirements have the option to choose:

- Twenty-one (21) pays (September–June)
- Twenty-six (26) pays "stretch pay" (September–August)

The plan remains in effect until the employee makes a change during open enrollment next year.

If you are already on "stretch pay," you **do not** need to complete another form unless you want to change to 21 pays per year.

### OPEN ENROLLMENT DATES:

- Certificated employees (May 2–Aug. 18, 2016) (Form due in Payroll by 5 p.m., Aug. 18, 2016)
- Forms received after the due dates will not be processed.
- Changes **may not** be made outside of the open enrollment period.

Pay Plan Change Forms are also available on the CCS Intranet under "Departments/Treasurer/Payroll," on Employee Self Service under "Resources" and in the Payroll office.

## Master Teachers

Congratulations goes to our members for renewing their Master Teacher status. The Master Teacher program allows teachers to demonstrate their practice based on the Ohio Standards for the Teaching Profession. Successful completion also satisfies one of the requirements for an advanced license.

Congratulations: Sherrie Berry, Dan Burke, Nancy Buttermann, Pamela Condo, Karen Fiedler, Geri Granger, Jill Grimm, Cheryl Gulling, Janet Love, Wendy Mattucci, Heather Monroe, Beth VonBlon and Tara Wrighter.

## Memorial Day is a Paid Holiday

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including Memorial Day. However, pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding Memorial Day and the day immediately following Memorial Day will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for this paid holiday.



## Update Your Information

Please do not forget that before the school year closes CEA needs your personal (non-CCS) email address and your cell phone number. CEA needs to communicate critical information by the most expeditious means possible. That is not always *The Voice* but we can communicate to you in a moment's notice through emails and text messages. CEA does not share this information externally. To update your information, send an email to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org).

## News from CEA-R

COSI has many and varied volunteer opportunities for the summer and year long. The length and frequency of volunteering is up to the volunteer. If you are interested in learning more, contact Marilyn Allen at [mrsecond@yahoo.com](mailto:mrsecond@yahoo.com).



CEA members are invited to join CEA-R members on an August event. Mark Aug. 10 and 11 to "Let's Explore Northern Ohio" with other CEA and CEA-R friends. On the first day, the group will go by bus and visit The Holden Arboretum and the restored village of the early Mormons.

After checking in at the Embassy Suites, the group will enjoy a dinner cruise on Lake Erie. On the second day, we will have a driving tour of Cleveland and visit the Rock & Roll Hall of Fame and Museum. We will lunch in Little Italy before heading to Ohio City and the West side market. At 4 p.m., we will depart for home. CEA members, please join CEA-R members on the trip. Perhaps we can make this an annual event. For more information, check [www.cea-retired.com](http://www.cea-retired.com) or email [mrsecond@yahoo.com](mailto:mrsecond@yahoo.com).

## Special Note

- ❑ Seats are still available for The CEA Annual Awards and Retirement Banquet that will take place on Saturday, May 21, in the ballroom of the Hyatt Regency Columbus, 350 N. High Street. Tickets are free for retirees and Senior FRs, and are \$35 for guests. To make reservations, call CEA at (614) 253-4731.