

The CEA Voice

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Columbus Education Association

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MLK Dinner Will Feature Michael Eric Dyson

The Columbus Education Association is proud to announce that the keynote speaker for CEA's 38th Annual Dr. Martin Luther King, Jr. Awards Dinner will be Michael Eric Dyson. Dyson is one of the group of "new intellectuals" whose work addresses issues of race and culture across such diverse publications as *Christian Century* and *Rolling Stone*. He is a popular professor of Sociology at Georgetown University, as well as an author and radio host. He has written or edited 18 books dealing with subjects such as Malcolm X; Martin Luther King, Jr.; Marvin Gaye; Nas's debut album *Illmatic*; Bill Cosby; Tupac Shakur; and Hurricane Katrina. In his most recent book, *April 4, 1968*, examines how King fought and faced his own death, and what his legacy means.



Named by *Essence* magazine as one of the 50 most inspiring African Americans in the U.S., Dyson is one of the nation's most renowned public intellectuals. Called "a street fighter in a suit and tie," he takes on the toughest and most controversial issues of the day, including race, politics and pop culture, with his fearless and fiery rhetoric.

A native of Detroit, Dyson became an ordained minister at age 19. He later earned a master's and doctorate in religion from Princeton University. Dyson serves on the board of directors of the Common Ground Foundation, a project dedicated to empowering urban youth in the United States. Dyson and his wife, writer and ordained minister Marcia L. Dyson are regular guests and speakers at the Aspen Institute Conferences and Ideas Festival. Together, they lecture on many American college campuses.

Dyson has taught at Chicago Theological Seminary, Brown University, the University of North Carolina at Chapel Hill, Columbia University, DePaul University, and the University of Pennsylvania. His 1994 book *Making Malcolm: The Myth and Meaning of Malcolm X* became a *New York Times* notable book of the year.

Dyson was named by *Ebony* as one of the hundred most influential black Americans. He lives in Washington, D.C. Dyson hosted a radio show on Radio One and has been a commentator on National Public Radio and CNN, and is a regular guest on *Real Time with Bill Maher*. Beginning July 2011, Michael Eric Dyson became a political analyst for MSNBC.

Bishop Jerome Ross, Sr. of Triedstone Missionary Baptist Church will receive this year's Dr. Martin Luther King, Jr. Humanitarian Award. CCS teacher **Kenya Davis** will receive the Helen Jenkins Davis Award.

The 38th annual event is Thursday, Jan. 12, 2017, at the Hyatt Regency Columbus. Get your tickets now. The annual dinner is always well attended. Tickets are \$30 per person, or \$240 for a table of eight. Call CEA for yours.

Take The Bargaining Priorities Survey

Your Association would like to thank our members for the many responses we received from the Town Hall meetings and the bargaining issues survey. The Bargaining Team compiled the issues that were submitted. On Friday, Dec. 2, CEA members were sent a link for the online-only Bargaining Priorities Survey in their personal email.

This survey will close at 11:59 p.m. on Sunday, December 18. For security reasons, members cannot access the survey from a CCS computer or the CCS network.

Members who do not have a home computer or a non-CCS email address may complete the survey at the CEA office. Office hours are 8:30 a.m.–4:30 p.m., Monday–Friday. If you did not receive the email with the survey link, please be sure to check the bulk, SPAM and clutter files of your email account.

If you have any questions please feel free to email bargaining@ceaohio.org or call Teri Mullins, CEA Bargaining Chair at 614-253-4731. Please note: If CEA does not have your home email address, you will not be able to complete the survey online.

Reminder: Job-Share Applications Due

CEA is compiling 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/jobshare1718> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Please complete the form no later than 11:59 p.m. on Thursday, Dec. 8. On Friday, Dec. 9, a list of potential job-share partners will be emailed to each person who completes the online form to assist him or her in finding a partner for job sharing.

Each partner's completed job share proposal and job share proposal calendar are due to CCS Human Resources, ATTN: Employment and Staffing by no later than 5 p.m. on Friday, Jan. 6. The job-share packet can be downloaded from the CCS Intranet. Your Association strongly recommends hand-delivering these documents and obtaining a time-stamped copy for your records. If you have further questions about job-sharing, please contact Ezzetta Murray at the CEA Office at (614) 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.



Know Your Rights

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, you have the right to call CEA. Do not be insubordinate, but do remind your administrator that you have the right to representation before making any statements.

If you are asked to meet with your principal or supervisor for an unspecified reason, take a moment to step back. It is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Have the administrator reschedule the meeting at a time when the representative of your choice can attend. You have the right to the representative of your choice, not your principal's choice. You can be represented by your FR or by a CEA staff member.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of our Negotiated Agreement. Questions? Call CEA at (614) 253-4731.

We are Humbled by Your Generosity

We thank you for giving to United Way of Central Ohio. You have provided:

- Basic needs for people in crisis
- Education
- Job-skills training
- Vital health resources
- Safe and vibrant neighborhoods

If you haven't given your completed pledge form to your SrFR, make sure you do so. Remember, by donating to the United Way of Central Ohio, you create positive changes for now and for the future of many Central Ohio families. Our Association would like to thank the following schools/units whose campaign envelopes were received since the publication of last week's Voice: Champion MS, Columbus Gifted Academy, East Linden ES, Fairwood ES, Fort Hayes CC, Johnson Park MS, Ohio ES and Shady Lane ES.

Calamity Days

Please note the following: 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 4:30 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.

TLI Application Deadline Extended

The Columbus Education Association, in collaboration with the National Education Association, the National Board of Professional Teaching Standards and the Center for Teaching Quality, is seeking 30 CEA members to participate in the 2017 cohort of the Teacher Leadership Initiative (TLI).

In the coming months, 300 teachers from multiple sites across the country will be selected to participate in our comprehensive leadership-training institute. Those selected to participate and complete the entire experience and provide feedback on the process will receive a \$300 completion honorarium.

Through the TLI, you will hone your expertise and engage in leadership work in schools, state houses, and associations throughout the country. The TLI will prepare you to serve as a leader of the profession, with the knowledge, skills, and core values to meet the new demands as a 21st-century teaching professional.

The deadline to submit your online application for TLI has been extended to December 31, 2016. Please disregard the online application's posted deadline of December 16.

To submit your application, go to <http://bit.ly/1617CEAtli>. Be sure that your application is complete, and includes your resume and references. Applicants will be notified of selection in early January of 2017. For information about applying for this program, contact Dorothy Wilson at CEA at (614)253-4731.

Correction: In the Nov. 28 Voice article, "Congratulations to our Scholarship Recipients", the name of the daughter of Susan Carter (Marion-Franklin HS) was incorrect. We congratulate scholarship recipient Abigail Carter-Stephanopolous and apologize for this error.

Special Notes:

- CEA Fall Election Runoff:** Campaigning for the runoff election for the two Middle School Governor-at-Large positions began on Nov. 17 and will end Dec. 13. Voting began Nov. 29 and ends Dec. 13; votes will be tallied on Dec. 14.
- CEA Spring Election:** The following positions will be open in the CEA 2017 Spring Elections: Governors for Districts 1, 4, 5, 10 and Middle School Governor At-Large (three-year terms); 2017 NEA Delegates, 2017 NEA State Delegates At-Large and 2017-2018 OEA Delegates. Members may declare their candidacy from Jan. 4 to Feb. 3. Campaigning begins Jan. 4 and ends Mar. 7. Voting begins Feb. 22 and ends Mar. 7; votes will be tallied Mar. 8. In the event of a spring run-off election, campaigning will begin Mar. 9 and end Apr. 11. Voting begins Mar. 29 and ends Apr. 11; votes will be tallied Apr. 12.
- License Renewal Support:** **The members of LPDC will be having support sessions to help you write, revise and submit your IPDP.** They will also be available to help you count CEUs and review your PD Profile in CiMS. The upcoming support sessions will be held 12/13, 1/10, 1/19 and 2/23 from 4-5:30 p.m. in Computer Lab 1 at Hudson Distribution Center. Please sign up on CiMS if you are planning to attend.
- CEUs for TBTs:** **Please make sure you are earning CEUs for all professional development activities you attend.** If you are involved in a TBT, make sure your team has selected a facilitator (a teacher on the TBT) to enter the proposal and track attendance. The facilitator will need to attend CiMS Facilitator training and can register in CiMS. Contact jmeade2968@columbus.k12.oh.us with any questions.