

The CEA Voice

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Columbus Education Association

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Martin Luther King, Jr. Day of Service



January 16 : A Day of Service

Dr. Martin Luther King, Jr. once said, "Life's most persistent and urgent question is: 'What are you doing for others?'" Each year, Americans across the country answer that question by coming together on the King Holiday to serve their neighbors and communities. On Jan. 16, while we celebrate the legacy of the late Dr. Martin Luther King, Jr.'s fight for civil rights, many Americans also will spend the day in service to others.

Congress designated the Martin Luther King Jr. Federal Holiday as a national day of service in 1994. Taking place each year on the third Monday in January, the MLK Day of Service is the only federal holiday observed as a national day of service – a "day on, not a day off." The Day of Service is an opportunity to remember that history and re-commit ourselves as citizens by volunteering in service to one another. It is also a time to consider how much work still remains to fulfill Dr. King's dream.

Dr. King devoted his life to advancing equality, social justice, and economic opportunity for all. He challenged us to build a more perfect world. Service is a powerful tool for strengthening our communities, but it is only a start. As we work together, we will create economic opportunities by improving education, strengthening health care services, and improving financial literacy. These are central to making our economy work for every American.

Join the hundreds of thousands of people who serve on MLK Day and throughout the year. Find a volunteer opportunity in your community. Last year, people across the country delivered meals, refurbished schools and community centers, and collected food and clothing. Volunteers also recruited mentors, supported job-seekers, built homes and provided other services for veterans and military families, and helped community members improve their financial literacy skills. Learn more at <http://www.nationalservice.gov/special-initiatives/days-service/martin-luther-king-jr-day-service-0>.

Writing 190s

When you write a 190, your Association strongly suggests the following steps to ensure that your administrator has all of the information needed to correctly address any 190 you write.

- 1) Mark only one violation—the most severe. While the student may have committed multiple violations, Infinite Campus only allows for one violation to be entered for a discipline event.
- 2) Write your description of the event within the context of the Guide to Student Success. For example, student A gets up out of their seat, walks across the room and hits student B without provocation.
 - a. Fighting (a Level II violation) is defined as "mutual participation in an incident involving physical conflict". Physical Assault (a Level III violation) is defined as "Physically attacking another person. Unprovoked hitting, kicking, shoving or otherwise causing pain or harm to another outside of the context of a mutual conflict is considered assault."
 - b. A correctly written description could include the statement "Student A got up from their seat, walked across the room to where Student B was sitting, and hit Student B without provocation."
- 3) Document previous corrective measures you have utilized to try to address the student's misbehavior on the 190. These may include, but are not limited to parental/family contacts, behavior supports/contracts, seat changes, etc.
- 4) Keep a copy of your 190 for your records. You should NOT take pictures of completed 190s with your phone.
- 5) If it is important to you that your administrator be aware of the situation as soon as possible, personally deliver the 190 to your administrator and provide an explanation of the event that occurred.
- 6) Section 208.12 of the Master Agreement requires principals to return 190s within three days of receiving it, unless there are extenuating circumstances. Speak with your administrator if your completed 190 has not been returned within three work days after they receive it. Please call CEA if you have questions.

Article 211 Training

Article 211 Training for Faculty Reps and Administrators is approaching. In order to participate in the Article 211 Interview Panel, everyone on a building or unit panel must receive the appropriate training. If the Senior Faculty Representative is unable to attend the training, an alternate FR should attend in their place. The trainings listed below will take place at the Linmoor Education Center, 2001 Hamilton Ave:

- Wednesday, Jan. 18, 9–11 a.m. HS and MS (Div III, Div IV, Div V and Div VI) 1–3 p.m. (Departments)
- Thursday, Jan. 19, 9–11 a.m. (Elementary Div I) 1–3 p.m. (Elementary Div II)

Continuing Contract: Deadline Approaching

If you are eligible to receive a continuing contract beginning with the 2017–2018 school year, you must fill out and submit an application form on or before Mar. 4. While a limited contract is renewable from year to year upon recommendation of the superintendent, a continuing contract remains in effect until you resign, retire or are terminated or suspended. Section 401.08 of the CEA Master Agreement explains more about the process. To be eligible, you must meet all of the coursework and service requirements which include:

- Having a five-year professional license or permanent certificate on file in Human Resources
- Completing (by the end of this school year) three years of successful Columbus teaching experience within the last five years OR completing two successful years of Columbus teaching if you previously had a continuing contract in Columbus or another Ohio district

Under the new licensing standards, you must also meet the following coursework requirements:

- If you have a master's degree: six semester hours of graduate coursework in your licensing or related area
- If you do not have a master's degree: thirty semester hours of 300-level coursework or above in your licensure or related area

The form is located on the CCS Intranet under Human Resources/HR Administration/Mira Wright or can be downloaded at <http://bit.ly/2imRagJ>. Return your completed forms to Human Resources, Columbus Education Center, 270 E. State Street, Columbus, Ohio 43215. For questions on eligibility requirements, contact Teacher Certification/Licensure at (614) 365-5658. Your Association highly recommends hand delivering your form and requesting a time-stamped copy as a receipt.

Article 211: Voluntary Staff Reduction Requests

The deadline for teachers to submit their request for a voluntary staff reduction from HR based on Philosophical Differences or Health and Safety is 5 p.m. on Friday, Jan. 13. Individuals who are requesting a voluntary staff reduction must provide specific reasons for requesting a voluntary staff reduction. There are only two ways to submit your request:

- 1) Signed, hard-copy written requests are preferred by HR and should be submitted to Victoria Frye, Human Resources, Columbus City Schools, 270 E. State St., Columbus, OH 43215. Your Association strongly suggests you hand deliver your letter and obtain a time-stamped copy for your records.
- 2) Requests can be submitted via email using your CCS email to: article211@columbus.k12.oh.us. Include in the subject line "Voluntary Staff Reduction Request" followed by your first and last name and employee ID number.

Please note that faxed letters will not be accepted. Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for voluntary staff reduction will be notified by HR later in January of their decision. To download the Article 211 Calendar, please go to the Human Resources section of the CCS Intranet.

Know What You Want To Teach?

Have a preference for a particular grade level or subject area at your current school? Now is your chance to make your request for the 2016–2017 school year. Section 211.05 of the CEA Master Agreement allows members to express their teaching assignment preferences in writing for the following school year to the building principal. The deadline is Feb. 1. There are no guarantees, but our agreement gives members this opportunity.

Records Day Is Coming

The second Records Day of the 2016–2017 school year will occur on Tuesday, Jan. 17. On this day, there will be no PD pull-outs, no forced TBTs, no suggested meetings by supervisors or administrators; they also get and need this time. This is your day to spend working in your building on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Remember, it is a work day. All members are expected to report to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

Notify Early

If you plan to retire this year, you must notify CCS of your plans by Feb. 1. Meeting this early deadline means that a larger amount of money for unused sick leave will be coming your way. It also helps the district plan for staffing budgets. The Feb. 1 deadline applies for unused sick leave only. You will receive pay for 50 percent of your personal leave days no matter when you notify the district. See Article 810 of the CEA Master Agreement to determine how much severance pay will be granted and the conditions for granting the pay. Call CEA if you have questions.

Declare Your Candidacy

The declaration and campaigning period for the CEA Spring Elections began on Jan. 4. The following positions are open: 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 until Feb. 3. Campaigning began 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.

No Decision on Graduation Changes Yet

Changes are likely coming to Ohio's controversial new graduation standards, but not for at least four months. The Ohio Board of Education delayed its decision to revise the standards, instead opting to assemble a group to study the system and report back.

The new graduation requirements are set to effect the Class of 2018. That class will still need 20.5 course credits, but it will have three testing options: a set of new, more difficult end-of-course exams in English, math, science and social studies; the option to earn a "remediation-free" score on the ACT or SAT; or the choice to earn an approved industry credential that includes a workforce-readiness test. The requirements are controversial because of a dispute over how the end-of-course exams might affect the statewide graduation rate. Some contend it will drop from 83 percent to as low as 60 percent. In November, school superintendents from across the state organized to protest the changes.

The panel of up to 25 people will consist of representatives chosen by the governor, state legislators, state and local school boards, superintendents, parents, teachers and others.

✔ Special Notes

✔ 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 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 plan 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.