

# The CEA Voice

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Columbus Education Association

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## A Message of Hope and Action

Michael Eric Dyson delivered this year's keynote address. More than 450 CEA members, administrators, students and community leaders gathered at the Hyatt Regency on Jan. 12 to acknowledge Columbus' social justice advocates. CEA presented Bishop Jerome Ross, Sr., of Triedstone Missionary Baptist Church with the Dr. Martin Luther King, Jr. Humanitarian Award and artist and art teacher Kenya Davis with the Helen Jenkins Davis Award. The Davis Award is named for Columbus City Schools' first black teacher.

Dyson brought a message of inspiration: Americans have the ability to address inequalities and make a place for everyone. Teachers can make that happen. They can teach about the need to learn about the past, about the ways to speak out, and they can give their students the tools to do that. There is no better time than the commemoration of Dr. King's work to talk about it.

Dyson, a sociology professor at Georgetown University has produced a body of work addressing issues of race and culture across such diverse publications as *Christian Century* and *Rolling Stone*. He has spoken and written about the work still needing to be done to address the grievances of African-Americans. His recent books include: *Tears We Cannot Stop: A Sermon to White America* and *April 4, 1968: Martin Luther King, Jr.'s Death and How it Changed America*. Dyson's dinner message centered on King's legacy.

In a message punctuated by rap, song and poetry, Dyson, who also is an ordained Baptist minister, spoke about the continuing nightmare of backlash to resistance by black people, but also by white people who themselves have been paralyzed by the specter of white supremacy that grew from repression of the powerless.

King's most famous address, he said, shrouds the message challenging racial discrimination in a larger mantle: a call to end brutality and injustice, and to unite people of all races and religions to ensure civil rights for all. King, Dyson said, noted that such a dream would not be fulfilled without "whirlwinds of revolt." King's speech addressed police brutality, and the "lonely island of poverty" on which black people were marooned. But it also referenced injustice in general, and the part we all play in addressing it.

"We've got to deal with militarism, racism and poverty," Dyson said. "Poor white people must fight with poor black people and Latino and Asian people to have a revolution of values in America." He said, channeling Dr. King, "If you put it in the Constitution, then live it. Don't make it an empty piece of

paper. We must transform this society by challenging economic inequality and social injustice. This is the King we ignore."

Following Dyson's speech, Davis, a teacher at Duxberry Park Arts Impact Elementary School, took a moment while accepting her award to recount the courageous life of Helen Jenkin Davis. Davis was the sole black graduate in her college class, who persevered to be the first black teacher in Columbus in 1918. Years later, she was invited to speak out in federal court against the harmful effects of school segregation.

Bishop Ross, known for his youth programming, was at Dr. King's funeral. With great emotion, he praised Dyson's message and urged dinner attendees: "We must save our children."

CEA President Tracey D. Johnson spoke passionately. "Our kids are counting on us," she said. "We have lost more than 20 students to senseless violence in the last year. We cannot sit quietly while this is happening. When will we say, 'Enough is enough?' and fight for our children? No child should have to come to school hungry, sick, or homeless. We must come together as never before. I challenge you to do something."

## Staff Survey Closes Soon

You still have time to complete the CEA Staff Survey. The survey window will close on Sunday, Jan. 29 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](mailto:tellcea@ceaohio.org). Include your name and school/unit.

## When Violence Happens

Most school days are full of the rewards of helping students. But occasionally, teaching is interrupted by violence. Teachers sometimes become victims. If you are assaulted on the job, remember: CEA is there for you. It is our job to advocate for you. But to get assistance, you must follow these important steps:

1. If you need immediate medical attention, get it. But first, take pictures of visible injuries.
2. Immediately contact your administrator, faculty representative and CEA with a verbal account of the incident.
3. Give your administrator a concise written account of the incident and a completed 190. Make copies.
4. Your principal should contact appropriate personnel and secure written statements from all parties involved. You should request copies.
5. Administration should notify proper agencies, including the police. You have the right to call 911 and the police yourself (Columbus Police : 614-645-4545). You have the right to file charges.
6. Keep a record. As soon as you can, write a detailed statement of the incident and complete an Incident Report Form. File a Workers' Compensation Claim if applicable.
7. Refrain from making statements unless you are advised by legal counsel.
8. Keep all records of the incident.
9. CEA will accompany you through the process.
10. You should keep CEA and your administrator apprised of all developments.

## Professional Development Opportunities

The District has many upcoming professional development offerings. These offerings are being presented by fellow CEA members. Please take advantage of these great opportunities to grow in your profession. You can register for any of the sessions through CIMS.

### Special Education Support Sessions

**Presenters:** Carolyn Williams, Holly Wingler & Traci Arway

**Description:** These work sessions are for new and returning special education teachers. Bring your questions as well as participate in guided topic discussions such as testing pages, accommodations, IEP Anywhere, AIR Testing, Alternative Assessments, Functional Behavioral Assessments and so much more!

**Dates:** Jan. 18, Feb. 8, Mar. 8, and April 5 from 3-6 p.m. at Hudson Distribution Center.

**Target Audience:** Special Education Teachers

### Kindergarten Teacher Workshops

**Presenter:** Jan Reitzel

**Description:** Join these collaborative meetings to share ideas, activities that work, and discuss issues you are experiencing in your classrooms. In addition, District and State mandates directly affecting kindergarten will be reviewed.

**Dates:** Jan. 19, Feb. 23 and Mar. 16 from 4:30 – 5:30 p.m. at Gables Elementary.

**Target Audience:** Kindergarten Teachers

### Balanced Literacy In The Intermediate Classroom

**Presenter:** Jennifer Couch

**Description:** The PD is being offered to priority school intermediate teachers. Each session will be 2 hours long. The January session will cover Guided Reading, and the March session will cover Interactive Read Aloud with responses to texts.

**Dates:** Jan. 19 and Mar. 9 from 4:15 - 6:15 pm at Linden STEM

**Target Audience:** Teachers in grades 3-6 in priority schools

### Primary Sources Can Help Teach Critical Thinking Strategies!

**Presenter:** Sarah Rhoads

**Description:** This presentation will look at using primary sources in the classroom. Teachers will use image analysis and annotation to help get their students thinking. Teachers will get strategies to help students look critically at photographs, political cartoons, and primary sources such as letters and eyewitness accounts.

**Dates:** Feb. 1 & Feb. 8, 2017 from 3:45 – 4:45 p.m. at Columbus City Prep School for Girls – Room 218.

**Target Audience:** Middle School Teachers

### Developing an Effective Advisory Committee in Career-Technical Education

**Presenter:** Pamela Snyder

**Description:** Advisory Committees are a required component of career-technical programming. This will be a hands-on workshop, where I will help teachers (at east and possibly other schools) form a functioning and effective advisory committee for their Project Lead the Way programs.

**Date:** Thursday, Feb. 9 from 3:30-5:30 at East High School.

**Target Audience:** Career-Technical Teachers

### Classroom Organization for the Professional Educator

**Presenter:** Alan D'Aurora

**Description:** This workshop will provide teachers the support needed to transform their classrooms into organized spaces of learning for themselves and their students.

**Date:** Wednesday, Feb. 15, 2017 (see CiMS for time and location)

**Target Audience:** CCS Teachers

### Blended Learning –What It Is And How You Can Use It

**Presenter:** Carolyn Willis

**Description:** This presentation will focus on defining what blended learning is and how to use it effectively in the classroom. It will be a mixture of lecture/presentation and working on creating a lesson using blended learning.

**Date:** Feb. 23, 2017 from 4:00 p.m. – 6:00 p.m. at Columbus Gifted Academy (date may change — be sure to register on CiMS).

**Target Audience:** Elementary and Middle School

## Article 211: Staff Reductions

The District must notify you by Monday, Jan. 30, 2017 if you will be staff reduced. Staff reduction is not the same as “laid off.” You are still gainfully employed by the District you are just released from your current placement and will have to seek another assignment within the District.

Staff-reduced members can fully participate in all 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:

- hires placed by HR in Spring 2014/Fall 2015
- members in their second year of a job-fair (Spring 2014)
- members who have been approved by HR for a voluntary staff reduction

If you are unsure if you are in a staff-reduction status, ask you administrator.

## Special notes

- Consider running for a CEA office.** Open positions: 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 through **Feb. 3**. Campaigning 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 ends **Apr. 11**. Voting begins **Mar. 29** and ends **Apr. 11**. Votes will be tallied **Apr. 12**.
- If you plan to retire this year, and you want enhanced severance pay, you must notify the district of retirement intentions by **Feb. 1**. Notification is essential. Advance notice may prevent a colleague from being laid off. Please call CEA if you have any questions.
- Feb. 1 is the deadline to complete your required coursework or CEUs if your Ohio teaching certificate/or license is expiring June 30, 2017.** Failure to renew your certificate/license may result in pay suspension and initiation of termination/non-renewal proceedings. You must complete the online application and a background check. Fingerprint results must be completed electronically through WebCheck. The CCS Fingerprint Office at 270 E. State Street (ask for Human Resources) is open Monday through Friday, 8 a.m.–5 p.m. The fee is \$40. Accepted forms of payment are: credit/debit card, or money order made payable to Columbus City Schools. If you have a continuing contract, you must complete your coursework and submit your application by the end of June.
- The final LPDC License Renewal Support session will be offered Feb. 23, from 4-5:30 p.m. in Computer Lab 1 at Hudson Distribution Center. **Please register on CiMS.** Staff will be there to help you count CEUs and review your CiMS PD Profile.

	Deduct your dues	
Full Dues	Plan A (21 Pays)	\$841.63
	Plan B (26 Pays)	\$842.18
Switched from:	Plan A to B	\$784.51
	Plan B to A	\$899.30
Half Dues		\$468.97
Quarter Dues		\$276.82