

The CEA Voice

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Columbus Education Association

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Article 211: Voluntary Staff Reductions

Do you have strong philosophical differences with your current building assignment's program? Do you believe your skills would be best utilized in another assignment within the District? The deadline for CEA members to submit their request for a voluntary staff reduction from Human Resources (HR) based on "Philosophical or Health and Safety" is 5:00 p.m. Friday, January 12, 2018. You must provide specific reasons for your request in writing. You can submit your request by:

1. Submitting a signed, hard-copy written request to Rick Bailey, Human Resources, 270 E. State Street, Columbus, OH 43215. This is the preferred method and Your Association strongly suggest you hand deliver your letter and obtain a time-stamped copy for your records.
2. Emailing your request 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.

Faxed letters WILL NOT be accepted.

You are NOT required to inform your administrator you are making this request and they should not ask you if you have. Your written request WILL NOT be shared with your administrator.

Members who submit a request by January 12, 2018 will be notified by HR later in January of their decision. Remember HR has the final say. Submitting a request does not mean it will be automatically granted. Please be specific and give supporting evidence for your request. No requests will be considered after the January 12 deadline.

Help Your Students Get Cash for College NOW!

Did you know that last year, students lost out on over \$2 billion dollars in federal financial aid because they did not complete the FAFSA (Free Application for Federal Student Aid)? And that FAFSA completion remains one of the strongest predictors of college enrollment after high school graduation?

It's true! That's why I Know

I Can is working hard this school year to ensure more students than ever get their FAFSAs completed.

For 2017-18, FAFSA has made changes that are making it easier than ever for families to complete – including the



ability to use 2016 tax returns (instead of waiting for the current years' taxes to be completed).

We hope you will help us with reminding and encouraging your students to get their FAFSA completed as soon as possible! By completing early, students will maximize their potential for federal and school based financial aid.

For questions or assistance, students and families are invited to meet with their school counselors or I Know I Can advisor. More information is available at www.iknowican.org/fafsa. I Know I Can is here to support CCS and its students who dream big and work hard as they pursue their postsecondary goals.

Spring Election Nears



The following positions will be open in the 2018 CEA Spring Elections: CEA President; CEA Vice President; Governors in Districts 3 and 6; High School Governor-At-Large (2 positions); 2018 NEA Delegates, 2018 NEA State Delegates At-Large, and 2018–2019 OEA Delegates. Members

may declare their candidacy from Jan. 8 to Feb. 9. Campaigning begins Jan. 8 and ends Mar. 13. Voting begins Feb. 28 and ends on Mar. 13; votes will be tallied Mar. 14. In the event of a spring run-off election, campaigning will begin Mar. 15 and end Apr. 24. Voting begins on Apr. 9 and end Apr. 24; votes will be tallied on Apr. 25.

Declaration of Candidacy forms may be found at www.ceahio.org under the Forms tab, or you may request one by calling CEA at (614) 253-4731. Additional information on these elections will be published in The CEA Voice and on the CEA website at www.ceahio.org.

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.

2018-2019 School Calendar*

* Your Association sent the administration your preferences for the 2018-2019 school calendar on Monday, Oct. 2. We're still waiting for it to show up on the Board agenda.

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Mourning the Loss of Our Own

It is with a heavy heart CEA acknowledges the passing of one of our fellow members CCS elementary school counselor, Ms. Brenda J. Bryant. Our hearts go out to her family and friends and the staffs at both Ohio Avenue ES and Eastgate ES.

Join Us at the CEA MLK Dinner

National speaker, author and political analyst Dr. Marc Lamont Hill will deliver the keynote address at the 39th CEA Dr. Martin Luther King, Jr. Awards dinner. The dinner will be held Thursday, Jan. 11, 2018 at the Hyatt Regency Columbus. Tickets are \$35 per person, or \$280 for a table of eight.

During the dinner, CEA will present awards to individuals who exemplify the spirit of Dr. King's work. Join us for this great event that honors the legacy of one of our great Civil Rights Leaders. To reserve your seat call CEA at (614) 253-4731.

Become a PAR CT

We need CEA members to mentor and support their colleagues. If you possess one of the following certification areas: Special Education, Unified Arts, World Languages, High School (All Subjects) or Licensed Support Professional? While all are encouraged to apply, we are specifically in need of PAR Consulting Teachers (CTs) in these areas for the PAR Pool. Current certificated CEA members who want to grow as a teacher leader and support others are encouraged to apply. PAR CTs provide consulting, coaching/feedback, and support services to intern and intervention teachers who enter the CCS PAR Program. CTs must complete the OTEs and Resident Educator training through the Ohio Department of Education. For a complete list of the qualifications needed to be a PAR CT, go to : <http://bit.ly/PARct18>

Applications will be accepted from those who meet the selection criteria to be placed in the PAR Pool for consideration based on district needs. Those chosen to be placed in the PAR Pool will remain active for five years. Selected CTs may serve for up to four years. In addition to submitting a letter of interest and a resume, each applicant is required to have three letters of reference from the following: current building administrator, a CEA member and a professional reference. The application deadline is Friday, Jan. 12, 2018 at 4:30 p.m. All documents should be submitted to CEA President Tracey D. Johnson at the CEA Office. This is a selective interviewing process. Selection to be in the PAR Pool does not mean an immediate placement.

Calamity Days

The following is CEA's policy on how the CEA Office will operate when there is a calamity day. When the Columbus School District determine it is necessary to close schools, the CEA Office will operate on a two-hour delay. The office will open at 10:30 a.m. and will close at 4:30 p.m. If the Columbus City School District closes schools early, the CEA Office will close at 4:00 p.m. If Franklin County is on a level-two emergency, the CEA Office will be closed.

Reminders:

- Your Association is sponsoring a Town Hall event for CEA members to come and meet the CEA officers, District Governors and staff. Come to learn more about your Association, the Master Agreement or just ask questions. This informal event is open to all CEA members. The Town Hall will be held at Arts Impact MS on Wednesday, Dec. 13 at 4:30 p.m. To RSVP, go to <http://bit.ly/CEAth17>.
- Help CEA Members Carley Morrison and Michael Hood by donating days to them for Catastrophic Leave. To donate, enter your name at the top of the CCS "Report of Employee Absence" form. In the "Comments" section write the words, "Catastrophic Sick Leave Donation." Both you and your principal or supervisor must sign the form. Send your completed form to: 270 East State Street, Columbus, Ohio 43215, Attention: Leave Department.