

The CEA Voice

Volume XLVII, No. 17

Columbus Education Association

December 11, 2017



CEA Delegates at Work

On Saturday, December 2, 2017, 36 CEA delegates joined 816 other delegates in attendance at the Ohio Education Association's (OEA) Fall Representative Assembly (RA). Delegates were elected by the CEA membership in the Spring of 2017 to represent CEA.

The common thread throughout the entire RA was member engagement. OEA President Becky Higgins, Vice President Scott DiMauro and Executive Director Sheryl Mathis all stressed the importance of reaching out to members and providing opportunities for members to understand the work of the Association, build their capacity and actively participate in their Association's work. Members heard from Senator Sherrod Brown who gave a rousing speech about the importance of labor unions. Senator Brown also discussed the tax bill and the negative impact many provisions will have on the middle class and Association members. Brown showed appreciation for our advocacy and asked us to continue to fight on behalf of our profession and our students.

Delegates adopted the proposed 2017-2018 Legislative Policies for Achieving Excellence in Education as amended. They also passed the following new business items:

- FA-2017-01 – OEA will request information on the number of seniors who are on track to graduate, given their specific guidelines, from local presidents by the end of February and share the information with members through existing communication channels.
- FA-2017-02 – Create an OEA Special Education Work Group to develop recommendations for professional development programs, sample contract language, OEA Resolutions, and OEA Legislative Policies that would address the needs of OEA members involved in or supporting education programs for students with special needs.

Delegates in attendance contributed \$30,937.99 to the OEA Fund for Children and Public Education.

Job Share

Article 211: Voluntary Staff Reductions

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 Concerns" is 5p.m. Friday, January 12, 2018. You can submit your written 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. You can also email 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.

Members who submit a request by January 12, 2018 will be notified by HR later in January of their decision. Submitting a request does not mean it will be automatically granted. No requests will be considered after the January 12 deadline.

Support I Know I Can

As teachers, counselors and advisors, we all understand the magic of the "in-between." The great impact we can have in the quiet moments when extra support and inspiration can truly make a difference.



Our work together allows us to make a difference in the lives of countless students. Last year, we helped students submit over 10,000 college applications, complete over 1,400 FAFSAs and leveraged over \$3 million in financial aid.

In the words of Mandi Blascak, CNIS College Advising Manager: "Working together, we are helping ensure that the next generation of Columbus City Schools students will be well educated and prepared to take their next steps after high school."

I Know I Can extends its great gratitude for your years of partnership, and looks forward to another successful year of helping our students achieve their postsecondary goals.

During this season of giving, we hope you will consider supporting our mission with a financial pledge. To donate, please visit www.iknowican.org/donate or contact the IKIC office at (614)233-9510.

Free Literacy Kits Available

United Way is pleased to share with you that Nationwide has partnered with United Way's Champion of Children to provide 4 unique literacy kits for children in grades preK-4. This year's kits include:

- (4,100) Flat Stanley: The Great Egyptian Grave Robbery (Grades 2-4),
- (2,000) Flat Stanley and the Firehouse (Preschool – 2)

- (2,000) Little Critter: Snowball Soup (Preschool-2),
- (1,900) 10 Turkeys in the Road (Grades Preschool-1)
- Activities, and supplies like crayons, glue and scissors.

Now is the time to get those kits into the hands of children. The kits are appropriate for classrooms of children, participants in out-of-school programs, parent engagement efforts, school welcome/enrollment centers, etc. The primary consideration is that the kits are placed in the hands of children and families who will benefit most from them.

Because of our work with or on behalf of children in our community, United Way is offering kits to us so that we can disseminate them to children in need. The kits are free of charge.

United Way will need the following information:

- How many kits would you like to receive, and what book(s)? For example, you might want 500 (10) Turkeys in the Road kits and (300) Little Critter: Snowball Soup kits
- Who are the kits for? For example, you might say that the kits are for children in schools with high economic disadvantage or you might say that the kits are for children participating in pre-K programs or that the kits are for a parent engagement program.
- When are you able to pick up your kits at UWCO?

Kits will be disseminated on a first-come-first-serve basis. If you would like to have some of the kits, reach out to Brandi Davis at Brandi.Davis@uwcentralohio.org, as soon as possible.

OEA Advocacy and Organizing Institute

The Ohio Education Association (OEA) is sponsoring its Annual Advocacy and Organizing Institute February 1-3, 2018 at the Renaissance Columbus Downtown Hotel. The Conference will include topics such as:

- Strategies for Collective Bargaining
- Member Rights and Working Conditions
- Organizing to Leverage Power
- Compensation and Insurance
- Professional Issues

If you would like to be considered to attend the Institute, email CEA President Tracey D. Johnson at: tjohnson@ceaohio.org. Include your first and last name, school/unit, home address, phone number and your reasons for wanting to attend. Submit your request by Monday, December 18 at 4:30 p.m.

Spring Election

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 ceaohio.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.ceaohio.org.

Job Share Opportunities

If you are interested in job sharing NOW is the time to find your partner and get administrative approval. To download the job share packet, go to the HR section of the CCS Intranet. You must work together to each complete your own job-share packet. The documents must be signed by both job share partners and the consenting administrator or supervisor where the job share unit will occur. Once these forms are accepted, the job share unit can only be dissolved by all parties involved agreeing to do so (teachers, administrator/supervisor and HR).

CEA will compile a list of bargaining unit members who would like to find a job share partner. To be included on the list, go <http://bit.ly/jobshare1819> and complete the form no later than 11:59 p.m. on Thursday, Dec. 21st. On Friday, Dec. 22nd a list of potential job share partners will be emailed to each person who completed the online form. This list will assist him or her in finding a job share partner.

Completed applications and proposed calendars are due to CCS Human Resources ATTN: Employment and Staffing, no later than 5:00 p.m. on Friday, January 12, 2018. It is recommended that you hand-deliver these documents to CEC and obtain a time-stamped copy for your records.

If you have any questions about job share, please contact Ezetta Murray at the CEA office (614)253-4731.

Reminders:

Have you completed your RSVP for the 39th annual CEA **Dr. Martin Luther King, Jr. Awards dinner?** National speaker, author and political analyst Dr. Marc Lamont Hill will deliver the keynote address at this annual event to be held on Thursday, Jan. 11, 2018. The Dinner will be held 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.

If you possess one of the following certification areas: Special Education, Unified Arts, World Languages, High School (All Subjects) or Licensed Support Professional **consider applying to become a PAR Consulting Teacher (CT)**. While all are encouraged to apply, we are specifically in need of PAR Consulting Teachers in these areas for the PAR Pool. You must submit a letter of interest, a resume, and 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.

Your Association is sponsoring a Town Hall event for CEA members to come and meet the CEA officers, District Governors and staff. Come and 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>.

If you have intentions of retiring you must notify Human Resources by Feb. 1 if you want enhanced severance pay. 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. Call us if you have questions.