

The CEA Voice

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Columbus Education Association

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Article 211

With the new year comes new opportunities. Eligible members can now decide if they want to participate in the Columbus City Schools staffing and transfer process known as Article 211. Article 211 in the CEA Master Agreement details how transfers within our district will take place. It also spells out how staff reductions are handled. Please take the time to read over this very important article.

Here are a few important upcoming dates:

Jan. 12: Job Share packets were due to HR
 Jan. 12: Requests for Voluntary Staff Reduction based on "Philosophical Differences" were due to HR
 Jan. 16 & 17: Article 211 Training for Senior Faculty Reps and Administrators (FRs to be a part of the Interview Panel you must receive this training).

The entire Article 211 Calendar is now posted on the CCS Intranet.

Once again there will be a Priority Schools and Department Round. This Round will occur prior to Round 1 and will only list vacancies in priority schools and departments. There will still be two full rounds with all vacancies listed after the Priority Schools and Department Round. The Priority Schools and Department Round will open on Feb. 19 and close on Feb. 23. More information about the Rounds will be in upcoming editions of The CEA Voice.

You should also note that anyone including a new hire that interviewed at the building and was selected by the administrator, you will not be staff reduced. Only those completing their two-year Job Fair placement, those placed by HR or those approved by HR will be staff reduced. CEA will keep you posted of any changes or additions to the Article 211 process. If you have any questions call CEA President Tracey D. Johnson at (614) 253-4731.

Take the Professional Staff Survey

Spring is coming, and with it comes the Article 211 selective interview process. Whether you must interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there.

Because this is important for our members, it is part of the contract. The CEA Master Agreement provides for a district-wide evaluation of each school by the membership. Members will be able to rate work locations on professional environment, democratic procedures, teacher involvement and other important areas. Members will also have the opportunity to provide additional open-ended, anonymous responses on the survey. Additionally, this year's survey will offer bargaining unit members in city-

wide departments the opportunity to rate their department as well.

The 2017-2018 annual staff survey will be administered online. An email containing the link to the survey was sent to members' non-CCS email addresses on Friday, Jan. 12. The survey will close on Sunday, Jan. 28 at 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to tellcea@ceaohio.org to participate in the survey.

You will be able to access this survey from home or from work. The survey results for each school/building will be published on CEA's website, so you can make informed decisions during the 211 process.

Reorganization: It's Elementary

This is the time of the year when principals begin to organize their staffs. Principals must follow the rules when staff reducing and reorganizing staffs. In the elementary school setting:

- Reductions are made by category: K and 1-5.
- Reducing a kindergarten teacher? You must reduce from among the current kindergarten teachers, the volunteer or the least senior teacher.
- Reducing in grades 1-5? Only the volunteers or the least senior teachers are staff reduced. Staff-reduced teachers cannot be reorganized into vacancies.
- Kindergarten teachers may not be reorganized into grades 1-5 or 1-6 positions, and vice versa, unless a vacancy is available and with the agreement of CEA and Human Resources. This includes looping in grade-level categories.

If you have questions regarding the reorganization and staff-reduction process, read Section 211.03 of the CEA Master Agreement; or call CEA at (614)253-4731.

Know What You Want to Teach?

Do you 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 2017-2018 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.

Continuing Contract

It is that time of year where you can apply for a Continuing Contract. The form: Notification of Eligibility for Continuing Contract is available on the CCS Intranet under Human Resources/Employment and Staffing/Rick Bailey. It is also available under the CCS Internet under the following Human Resources link: (<http://www.ccsob.us/HRAdministration.aspx>)

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract

Article 401.16, to be eligible to receive a continuing contract, you MUST have the following:

CERTIFICATION

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before March 2, 2018.

EXPERIENCE

- At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years OR if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience.

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

- If you hold a master's degree at the time of initially receiving a teacher's certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.

If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2018-19 school year, you must return the application with original official transcripts (showing requisite coursework has been met) to the Certification/Licensure Office at the Columbus Education Center, Human Resources, 270 E. State Street, Columbus, Ohio 43215. (CEC-HR, Route 1, for school mail), no later than March 2, 2018. Questions regarding this information should be directed to Teacher Certification/Licensure at (614) 365-5658.

Bargaining Workshop Session 2: School Funding

On Wednesday, February 7, 2018 CEA will host our second session of our Bargaining Series. The session will take place at the Columbus Downtown HS and will begin at 4:30 p.m. If you read the email sent by Interim Superintendent Dr. John Stanford on January 9, he stated, "Let me start by sharing with you my five key priorities for these next few months. We will focus our efforts on:

1. Addressing our projected deficit in the fifth year of the five-year financial forecast and the shortfalls inflicted on us by the State: to say we need to tighten our belts is an understatement. The latest numbers show that our state funding will be shortchanged by as much as \$100 million of what the per-pupil funding should be. That equates to all of our Kindergarteners, First Graders, Second Graders, Third Graders, and many of our Fourth Graders receiving no state funding. To maintain our future financial stability, we have already begun to identify budget targets and potential reductions. We are on schedule to present the first of those potential reductions to the Board's Finance and Appropriation Committee later this month."

School Funding continues to be a huge issue that impacts the work that we do. OEA will be on hand to facilitate this session. All CEA members are welcome to attend. CEUs will be granted.

Grievance Update

CEA works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise our

members to work out problems at the building level first, we know this isn't always possible. We will inform you of the grievances CEA is working on for you on a regular basis. For a grievance update, go to <http://bit.ly/2x6Wvkm>

HB 21 – Improvements to Charter Student Residency Verification Pass Ohio House 94-0

(As printed in the OEA Legislative Update)

House Bill 21 is a bi-partisan bill supported by the OEA that was unanimously passed by the Ohio House of Representatives on December 13, 2017. Sponsored by Rep. Steve Hambley (R-Brunswick), House Bill 21 is a good government reform designed to improve the accuracy of verifying the residency of students who transfer to a charter school so that per-pupil charter payments are deducted from the correct school district. The bill now goes to the Ohio Senate for further consideration.

Current law requires school districts to verify for the Ohio Department of Education the district residency of students who attend charter schools. This process is inefficient and ineffective because once students have transferred to a charter school, local school districts are no longer in contact with these students and it is the charter schools that have possession of the student's residency documents.

A fairer and more logical system for verifying the residency of charter school students is needed. House Bill 21 would improve this process by giving charter schools the primary responsibility for verifying the residency of charter school students, while continuing to allow school districts to review and dispute erroneous residency claims.

Spring Election

The declaration period to run for office in the CEA Spring Election is open now. The following positions are open: 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 ends 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.

Reminders:

Are You Retiring This School Year? If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by **Feb. 1** of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS. Article 810 of the CEA Master Agreement defines how severance pay is granted. To estimate the amount of your severance pay, access the intranet under "Treasurer's Office," "Payroll" and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

Notification letters go to the Director of Human Resources, Columbus City Schools. The letter should include your name, your employee ID and your last day of service. You should hand deliver the letter and take an extra copy to be time-stamped for your records.