

The CEA Voice

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Columbus Education Association

February 26, 2018

Know Your Contract: Verbal Abuse

Teachers are professionals and should be treated in a professional manner. Direct verbal criticism of a teacher in front of students or parents reduces the teacher's ability to maintain an orderly teaching environment. Administrators do occasionally need to redirect staff. However, such direction should be respectful and should NOT be given in front of students, parents or other staff members. Section 404.06 of our Master Agreement details your rights when criticism has been lodged inappropriately. If criticism occurs in an inappropriate setting, the teacher may request a conference with the

administrator to discuss the incident. If the administrator repeats this inappropriate behavior, the teacher is entitled to a second meeting and can file a grievance. During these meetings, CEA members are always entitled to CEA representation. Administrators, too, may request Board of Education representation. If you have been subjected to verbal abuse, know that you do not have to put up with it. Call CEA to file a grievance.



Legislation Introduced to Consolidate Education Departments

(As published in the OEA Legislative Watch)

On Wednesday, February 14, 2018, House Bill 512 was introduced. The bill, sponsored by Representative Bill Reineke (R-Tiffin), seeks to consolidate the Ohio Department of Education, the Ohio Department of Higher Education and the Governor's Office of Workforce Transformation into a new, cabinet-level agency, the Ohio Department of Learning and Achievement.

The bill would make no changes to the composition of the State Board of Education. However, most of its functions and policy-making powers would be transferred to the new Department. Under the bill, the State Board would oversee teacher licensure and educator misconduct.

House Bill 512 has seven co-sponsors. The stated goal of the legislation is to align Ohio's education and workforce development departments so the state can more efficiently respond to a changing job market. At a press conference announcing the proposal, Speaker of the House Cliff Rosenberger (R-Clarksville) expressed his support for the bill.

OEA's view: "While OEA agrees with the lawmakers who've offered this proposal about the importance of

preparing our children for a successful future in the workplace," said OEA President Becky Higgins, "we question whether some elements of this proposal are the best way to achieve that goal. In particular, OEA is concerned about the diminished role of the State Board of Education. Members of the Board serve an important function as public officials to whom parents and educators can go to affect K-12 education issues. As this plan makes its way through the legislative process, OEA looks forward to working with lawmakers on the issue."

Article 211: Staff Reductions

The Article 211 process will consist of an "Article 211 Preliminary Roster Lab." It is at the completion of the Roster Lab that building principals learn of their staffing needs. As a result, Administrators may be required to staff-reduce additional least-senior teacher(s) or volunteers to meet their allocation total. The Article 211 Preliminary roster will list all "automatically" staff reduced teachers.

Here are the determinations of Automatically Staff Reduced Teachers:

- Elimination of program or school closure;
- Assignments by Human Resources after completing a two-year placement;
- Job-Fair positions after completing a two-year placement;
- Teachers approved by Human Resources for a Voluntary Staff Reduction.

If a building must staff reduce a teacher, the principal must first ask for volunteers in the area of certification needed for the staff reduction. If no one volunteers, the least senior teacher in the area of certification is staff reduced. Seniority is based upon District seniority not building seniority. If you have any questions, contact CEA President Tracey D. Johnson at (614) 253-4731.

Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying for a CEA and CEA-R Scholarship. The scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. Applications are due at 4:30 p.m., Thursday, March 29, 2018. You can find the application at <http://bit.ly/ceaspringschol18>.

The Scholarship application must include the following:

1. A statement of the student's personal philosophy and goals.
2. Two references: One from a current academic instructor with whom the student has studied during the past year, and one from someone other than a relative.

Applicants must:

1. Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
2. Have a cumulative point hour of 2.5 or above which must be verified by an official high school or university transcript.
3. Be full-time students while enrolled in college.
4. Include a copy of the Student Aid Report from FASFA.
5. Indicate all financial aid (other than student loans) which they expect to receive.

The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded.

Send completed applications to:
Columbus Education Association
Attn: Spring Scholarship
929 E. Broad Street Columbus, OH 43205

Apply for a Grant

Looking for a grant to support your work in the classroom? Go to the CCS web page and click on staff then grant information. There you will find a list of grants you might want to consider applying for. Below is a list of some of the grants featured:

Penguin Random House Foundation

Scope: Awards of up to \$10,000 and in-kind donations of books to USA public libraries and schools to recognize outstanding work in implementing creative community-based programs. The Foundation is seeking to reward programs that encourage locals to engage in and support reading initiatives that will bring together libraries with their communities. Applications must excel at some of the following:

1. Successful partnerships with public schools, local businesses, museums, recreation departments, and other community learning resources that support learning and reading programs.
2. Strong focus on working with their community on early childhood and pre-kindergarten learning from low-income families.
3. Engagement of young adults in learning through use of digital media, mentors, or local community and civic organizations, including schools.
4. Evidence of successful outcomes.
5. Strong focus advancing literacy through adult programming.
6. Deadline: April 15, 2018

Web: <http://foundation.penguinrandomhouse.com/libraryawards/guidelines-and-application>

Maximum Youth Development Grants

Scope: The goal of the MAXIMUS Charitable Foundation is to award grants to organizations and charities that help disadvantaged individuals and underserved communities. The foundation's funding priorities are youth and child development, community development, and health care. Under the youth and child development category, priority is given to programs that serve disadvantaged or low-income youth. Program areas may include but are not limited to: child abuse prevention and supportive services, child hunger and nutrition services, and enrichment and education programs. Previous grants were used to fund groups helping high school dropouts complete their General Education Development (GED) tests and helping to support students affected by homelessness and students in foster homes. Other grants have included in-school and after-school education in compassionate citizenship, literacy labs, and environmental awareness.

Eligibility: Public, Other (including homeschool, 501 (c)(3) organizations), Charter.

Award(s): \$2,500 to \$5,000

Deadline(s): January 31 and August 31, annually

Web: <http://www.maximus.com/corporate-citizenship/maximus-foundation/grant-application>

American Honda Foundation

Scope: The American Honda Foundation engages in grant making that reflects the basic tenets, beliefs and philosophies of Honda companies, which are characterized by the following qualities: imaginative, creative, youthful, forward-thinking, scientific, humanistic and innovative. Funding priorities include youth education, specifically in the areas of science, technology, engineering, mathematics, the environment, job training and literacy.

Program Areas: General Education, Math, Reading, Science/environmental, STEM (Science, Technology, Engineering, Math), Technology

Proposal Deadline: February 1, August 1

Average Award Amount: \$20,000 - \$75,000

Contact address: 1919 Torrance Blvd., Mailstop: 100-1W-5A, Torrance, CA 90501

Telephone: 310-781-4091

Email: ahf@ahm.honda.com

Website: <http://www.honda.com/community/applying-for-a-grant>

AASL Innovative Reading Grant

Scope: The AASL Innovative Reading Grant supports the planning and implementation of a unique and innovative program for children that motivates and encourages reading, especially with struggling readers. The reading program must be specifically designed for children in kindergarten through grade 9 in a school library setting. The grant committee awards the grant to an innovative program that demonstrates the potential for reading improvement; promotes the importance of reading; and facilitates learners' literacy development by supporting current reading research, practice, and policy. The program's potential for replication should also be apparent.

The applicant must be a personal member of AASL. The application is accessible online at the contact website. An award rating sheet and grant rubric is available to download for help in crafting a winning application.

Eligibility: Public, Private, Charter, Other (including homeschool, 501 (c)(3) organizations)

Award(s): Grants of \$2,500 are awarded.

Deadline(s): Applications are due February 1, annually

Focus: At Risk, Literacy, PreK-12, Professional Development

Grade Level(s): K-2, 3-5, 6-8, 9-12

Content Area(s): Reading/English/Language Arts

Website: <http://www.ala.org/aasl/awards>

Contact: Shannon Carter, Program Coordinator; American Association of School Librarians; American Library Association; 50 E. Huron Street; Chicago, IL 60611

Phone: 800-545-2433 ext. 4381

Email: scarter@ala.org

Reminders

- * Bargaining Workshop Session 2: School Funding will now be held on Wednesday, March 7, 2018. The session will take place at the Columbus Downtown HS and will begin at 4:30 p.m. With talks of the District's impending deficit in five years it is important we understand how school funding works in the Ohio. The Ohio Education Association (OEA) will facilitate this session. All CEA members are welcome to attend. CEUs will be granted.
- * CEA Spring Election: The declaration period for the Spring election has now closed and campaigning continues. Campaigning ends Mar. 13 and 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.
- * You can now 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.ccssoh.us/HRAdministration.aspx>). 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.