

# The CEA Voice

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Columbus Education Association

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## Legislative Updates

### HB 540 – OTES Reform Bill Receives Sponsor Testimony

OEA and CEA strongly supports the proposed reforms to the Ohio Teacher Evaluation System (OTES) contained in HB 540. The sponsors of the bill testified before the House Education Committee on Tuesday, March 20, 2018. The sponsors, Rep. Theresa Gavarone (R-Bowling Green) and Rep. Nathan Manning (R-North Ridgeville), are both members of the Committee.

The OTES reforms in HB 540 are based on the recommendations of the teacher-majority Educator Standards Board. These OTES reforms are similar to those contained in SB 216.

To take action, send an email to your state representative asking them to support the teacher evaluation reforms in HB 540, go to <http://bit.ly/2GyMe4M>.

### SB 216 Passes House, Off to Senate

The Ohio Senate passed SB 216 by a vote of 32-0 on Thursday, March 22. It is a wide-ranging bill with numerous policy proposals that impact educators and students. The bill contains Ohio Teacher Evaluation System (OTES) reforms long-sought by the OEA. However, the bill contains a multitude of provisions impacting other areas of education policy. Some of these other provisions are cause for concern, such as those that impact teacher licensure. OEA will continue to review the bill as it moves to the House and will urge that our concerns be addressed in the House consideration of the bill.

### Teacher evaluation system

The SB 216 OTES reforms are based on the January 2017 recommendations made by the Educator Standards Board.

- Requires ODE to revise the state framework for OTES based on those recommendations and requires the State Board of Education to adopt the revised framework by May 1, 2019, and each district board, by July 1, 2019, to update its teacher evaluation policies to conform to the updated framework;
- Eliminates a requirement that 50% of an evaluation consist of value-added student data and replaces it with at least two measures of "high-quality student data," as defined by ODE, including the value-added progress dimension and at least one other measure;
- Eliminates shared attribution of performance data among all teachers in a district, building, grade, content area, or group;
- Eliminates an option for districts to formally observe an "accomplished" teacher only once (instead of the general

- requirement of twice) as part of the teacher's evaluation if the teacher meets certain requirements;
- Eliminates the alternative framework for the evaluation of teachers; Prohibits the use of student learning objectives;
- Eliminates the requirement that certain "ineffective" teachers of core subject areas in traditional and joint vocational school districts and all teachers of core subject areas in low-performing community and STEM schools take content area tests; and
- Requires ODE to provide guidance to districts on various aspects of the revised evaluation system and professional development and technical assistance through a pilot program in the 2018-2019 school year

### State achievement assessments – online and paper formats

- Authorizes public and chartered nonpublic schools to administer the third, fourth, and fifth grade state achievement assessment in any combination of online and paper formats, potentially increasing the state's cost for the assessments. State assessments are primarily funded by the General Revenue Fund.

### Educator license grade bands

- Requires the State Board to specify whether an educator is licensed to teach in pre-kindergarten through the fifth grade, grades four through nine, or grades seven through twelve when issuing resident, professional, senior professional, and lead professional educator licenses.
- Current law does not require educator licenses to be issued for particular grade bands, but the State Board's rules specify that licenses be issued for "Early Childhood" (pre-kindergarten through grade three), "Middle Childhood" (grades four through nine in named curriculum areas), and "Adolescence through Adult" (grades seven through twelve in named curriculum areas).
- The changes to the grade band specifications will not apply to a person who holds a license prior to the bill's effective date.
- The bill generally extends the same grade band requirements for a teacher licensed as an intervention specialist for students with disabilities except that a licensed intervention specialist with mild-moderate or moderate-intensive specialty areas will be licensed to teach grades kindergarten through twelve, as under current practice. These provisions are intended to provide public districts and schools with additional flexibility in responding to certain staffing needs.

### Teaching outside of license area

- A school district superintendent may employ licensed teachers with three or more years of experience to teach a subject area or grade level (within two grade levels of the teacher's licensure grade band) for which the teacher is not

licensed for up to three school years, provided the teacher passes an examination in the teaching area.

- After teaching for one year in a subject area or grade band for which the person is not licensed, a license may be obtained if that person successfully completes the pedagogy and instruction in the teaching of reading required by ODE.

#### **NOTE:**

- The federal Every Student Succeeds Act (ESSA) eliminated the Highly Qualified Teacher requirement related to Title I funds. Accordingly, the bill eliminates from current state law the requirement that a teacher of a core subject area be highly qualified as well as a number of other related provisions. However, ESSA requires states to implement teacher equity plans to ensure economically disadvantaged and minority students are not disproportionately served by ineffective, out-of-field, or inexperienced teachers, principals, and other school leaders.

According to the Ohio Legislative Service Commission (LSC), one factor to consider regarding this provision is that the federal Elementary and Secondary Education Act (ESEA) requires state plans for Title I funds to contain assurances that teachers working in Title I-supported programs meet state licensure requirements. Thus, placing teachers outside the subject area or grade level for which a teacher is licensed may put Ohio at risk for certain federal sanctions. The U.S. Department of Education may impose a range of enforcement actions for noncompliance, including placing a state's Title I, Part A grant on high-risk status, withholding Title I, Part A state administrative funds, or, in what is likely to be the most severe option, withholding Title I, Part A programmatic funds.

### **Voting Starts April 10**

The primary election is May 8. But you can vote early in-person at your county Board of Elections. In Franklin County, you may vote at the Franklin County Board of Elections, 1700 Morse Rd. Advance hours are:

- Tuesday through Friday, from Apr. 10-27: 8 a.m. – 5 p.m.
- Monday, Apr. 30, through Friday, May 4: 8 a.m. – 7 p.m.
- Saturday, May 5: 8 a.m. – 4 p.m.
- Sunday, May 6: 1 p.m. – 5 p.m.
- Monday, May 7: 8 a.m. – 2 p.m.

If you plan to vote on election day, polls are open on May 2 from 6:30 a.m.–7:30 p.m. If you are unsure of your polling place, you can find it by visiting: <http://bit.ly/2GgFDMS>.

### **Are you Retiring?**

If you are retiring, please join us at this year's CEA Awards and Retirement Banquet. The banquet will take place on Saturday, May 19 at the Hyatt Regency Columbus. Social hour will begin at 6:00 p.m. with the dinner starting at 7:00 p.m. Your Association wants to honor you for all your hard work and dedication to Columbus City Schools and our students. As a retiree you can attend at no cost to you.

CEA will also honor members that work hard for the Association. Special awards such as, the CEA Friend of Education, Innovator in Education, Outstanding Faculty Representative for each CEA District and Outstanding CEA Member will be awarded. The CEA scholarship recipients will also be announced. Senior Faculty Representatives are invited to attend this wonderful event for free.

More information will be mailed directly to the retiree's home and we will continue to put information in The CEA Voice. Join us as we celebrate with our retirees who are so deserving of a celebration.

### **Know Your Contract: Sub Coverage and Pay**

Section 209.04 of the Master Agreement explains how the students of an absent bargaining unit member without a substitute are to be assigned to the remaining teachers of a school.

In elementary schools, the students of an absent teacher without a substitute shall be divided equally among the teaching staff. If no substitute is available, elementary teachers who are assigned students from an absent teacher's class are to be compensated at the rate of six times three-quarters of the supplemental hourly rate, divided equally among each of the teachers receiving the students.

In middle and high schools, the assignment of absent teacher without a substitute shall be rotated among the teaching staff. Teachers should first be assigned to cover the absent teacher's class on their duty period. Teachers who are assigned to cover during their conference periods are to be paid at the rate of ¾ of the supplemental hourly rate.

Self-contained middle school assignments (Special Education) shall be divided up among other teachers of self-contained middle school classes and paid in the same manner as elementary school assignments.

Your Association recommends keeping a list of the dates and times you have been assigned to provide coverage for an absent bargaining unit member. If you believe you have not been paid correctly for previous coverage assignments, please speak with your SFR.

### **Looking for Summer Work**

Lowe's is currently seeking temporary associates for the spring/summer season. This would be a great opportunity for teachers and other staff members that may be seeking summer employment as the school year winds down. Go to the website [Lowe.com/Careers](http://Lowe.com/Careers) if you are interested in applying. There are 15 Lowe's locations in the Columbus Market, and current openings can be filtered by the applicant's preference(s). You can reach out to Portia Mixon, Human Resources Manager directly at (614) 853 – 6200 for more information.

### **Google Certification Level 1 Bootcamp**

CCS Professional Learning & Licensure is offering a Google Certification Level 1 Bootcamp. For information regarding Google For Education Certification programs, please see: <https://edutrainingcenter.withgoogle.com/certification>

The Bootcamp will be held June 14th & 15th from 8:30 a.m. – 3:30 p.m. at Central Enrollment. Central Enrollment is located on the campus of Fort Hayes Metropolitan Education Center. You must attend both days. The training will prepare you for the Google Certification Level 1 examination. While time during the training will not be allotted for you to take the exam, you will receive a voucher to take the exam for free at a later time.

Don't need a Bootcamp because you are already prepared to take the certification exams? We have some vouchers for Google Certification Level 1 and Level 2 exams available. Questions, contact Karmen McCaslin at (614) 365 -5039.

### **Ashland Classes**

CCS Professional Learning and Licensure contracts with Ashland University-Columbus to offer a variety of 1-semester hour courses (and one 2-semester hour course) exclusively for certificated Columbus City Schools staff members. We are now offering additional spring and summer Ashland University courses. Each of these tuition-free continuing education courses will enroll up to 25 people and will be held at the Ashland University-Columbus Center at 1900 E. Dublin-Granville Road, Columbus, OH 43229.

Please note - Ashland University will assess a \$50 no-show fee directly to students who enroll in a class and do not show up for class without appropriate drop out notification in writing to [col-pds@ashland.edu](mailto:col-pds@ashland.edu) 48 hours prior to the start of the class. Students will also be dropped from further classes.

No reminders are sent about classes so be sure to add the class information to your calendar when you register! Contact Karmen McCaslin at (614) 365 -5039 for more information.