



## Black History Month

February is Black History Month and a time for schools across the country to focus on the accomplishments of African Americans and the progress made to improve conditions for all people, regardless of their race. It is easy to understand that observance of the month is important because we can teach students about the contributions of African Americans—a group that was overlooked for so long, and in some cases continues to be.

As educators, we can make this month-long celebration come alive for our students. All we have to do is look back on our 40th Annual Dr. Martin Luther King, Jr. Awards Dinner as a starting point. Each speaker that evening made observations that can be instructive in our classrooms.

*Let your words be your deeds.* Keynote speaker Angela Rye, who is Principal and CEO of a political advocacy firm and is also a CNN Political Commentator and NPR Political Analyst, used Dr. King's "fierce urgency of now" quote to point to the important need for immediate action. She reminded the gathered attendees to make sure that our words and deeds match. "When our character is met with resistance," said Rye, "we rise above and stand in solidarity with the oppressed—directly in the face of the oppressor."

*Injustice comes in many forms, both overt and covert.* Dr. Joshua Joseph, a Ohio State University Wexner Medical Center Endocrinologist and the winner of the Dr. Martin Luther King, Jr. Award, spoke of the need to further improve medical care to help advance the human condition. "Of all the forms of inequality," said Dr. Joseph, quoting Dr. King, "an injustice in health care is the most shocking and inhumane."

*We are all different and we are all alike.* Jennifer La Place, a social studies teacher at Centennial HS, noted that she was shaped by her experiences growing up in the US Virgin Islands. The daughter of an immigrant father and the granddaughter to immigrant grandparents, La Place called for understanding and acceptance of differences. "Our country holds promise for all," said La Place, "and we must understand its promise in order to hold all to that promise."

Want some great teacher-driven Black History Month lessons you can use to convey these ideas? NEA offers a selection of lesson plans that cover a variety of subjects that can be adapted to fit multiple grade levels at <http://bit.ly/2SfaA9I>.

## Dear Sisters and Brothers,

The second half of the 2018–2019 school year has started, and the endless testing continues. Libraries in many buildings are closed, computer labs are unavailable, Chrome carts have vanished and many of our members have reverted to their role as glorified test proctors. Yet, with these challenges, we are still teaching and meeting the needs of our students.

In this day, the purpose of education seems to be only to get students ready for one test or another. We know our students are more than a test score. Meaningful improvement in our students' achievement requires much more than practice tests and data. Your Association knows that toxic testing and data analysis is a band-aid approach and not a long-term solution to our academic issues.

This week, the district rolled out the Level-Up initiative, asking teachers in grades 3–12 (ELA and Math) to continue doing all that is possible to help our students be successful on the upcoming Ohio State Tests (OST).

With less than two years to stave off an academic takeover by the state, we applaud the district for publicly acknowledging that we play the greatest role in our students' academic success. We appreciate the district's declaration that student achievement is not the teachers' task alone and that others, including building principals, parents and students will be held accountable.

Improving test scores requires an all hands-on deck approach. Parents, community members, administration, students and staff are all being asked to contribute to the Level-Up Challenge efforts to make a difference. Each group has been given an achievable task and together, we can make a difference.

Each of us deserve nothing less than the proper teaching conditions in our classroom to "Level-Up" our students. One of the key components that will make the Level-Up Challenge achievable is strong disciplinary support from your administrator to ensure your classroom and school have the right conditions and climate for student learning.

Together, we have much riding on the results of our students' test scores. When next year's state report card is released, we hope that substantial progress can be made to get the "F" out, thus thwarting the possibility of a state takeover.

In the meantime, your Association will continue to advocate for its members and ensure we are at the table to further our collaboration with the district to make substantive and lasting changes that will improve the teaching and learning conditions in our classrooms.

Further, your Association will continue its work with OEA and other stakeholders to lobby policymakers at the state level on behalf of all members to end the over testing in the State of Ohio. We can't do it alone—we need your help. If you are willing to step up, go to <http://bit.ly/2MBZA0a> and sign the virtual commitment card today!

In Solidarity,

John T. Coneglio  
CEA President

## Deductions For Union Dues

The "Tax Cuts and Job Act," effective in the 2018 tax year, suspended the previous deduction for job-related expenses or other miscellaneous itemized deductions that exceeded 2 percent of adjusted gross income.

This suspension includes unreimbursed employee expenses such as union dues. These expenses are no longer deductible. Therefore, the annual "Deductible/Non-Deductible portion of dues" featured in *The CEA Voice* and communicated by CEA will no longer be produced. For further information, please see your tax preparer or *IRS Publication 5307*, page 8.

## 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., Friday, Mar. 29, 2019. You can find the application at <http://bit.ly/ceaspringschol2019>. The scholarship application must include a statement of the student's personal philosophy and goals and also include 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. Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant taught for four (4) years prior to:
  - a. Going on an approved leave of absence
  - b. Going on an approved disability retirement
  - c. Retiring and maintaining membership in CEA-R
2. Have been a continuous CEA or CEA-R member for at least four years prior to applying for the scholarship. Potential members are not eligible for any benefits.
3. Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
4. Have a cumulative point hour of 2.5 or above which must be verified by an official high school or university transcript.
5. Be full-time students while enrolled in college.
6. Include a copy of the Student Aid Report from FASFA.
7. 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.

## Relationship Week 2019

Caring and supportive relationships are critical to students' learning and well-being at school. Every day, Columbus City Schools staff, students, families and community members are working hard to build supportive, inclusive and positive learning environments. During CCS' second annual Relationship Week, let's all take the time and acknowledge our collective efforts towards motivating, empowering and supporting one another. Your Association asks our members to participate in the activities designed to reaffirm our compassion, respect, trust and love for one another and our community. A different activity is planned for each day. To find out more about the activities, go to <http://bit.ly/2WlBDPP>. If you have any questions about Relationship Week, please contact Tyree Rivers, Climate and Culture Coordinator, at [trivers3482@columbus.k12.oh.us](mailto:trivers3482@columbus.k12.oh.us).

## Bargaining Update: Priority Survey Results

CEA has compiled the results from the December 2018 CEA Bargaining Priorities Survey. On Thursday, Jan. 24, the CEA Bargaining Team met from 4:30–9 p.m. to review the results of the Bargaining Priorities Survey. The Bargaining Team concluded the evening by making a recommendation to the CEA Board of Governors of a list of the items to take to the bargaining table.

On Tuesday, Feb. 5, the Board of Governors (BOG) will meet and review the survey results. They will review the and consider

the items contained in the recommendation sent by the CEA Bargaining Team. The Board will make their own recommendations on the items and then vote to send them to the CEA Legislative Assembly.

At the CEA Legislative Assembly on Thursday, Feb. 7, at Columbus Downtown High School, Faculty Representatives will have an opportunity to see survey results, hear the recommendations of the BOG and discuss those recommendations. The members of the Legislative Assembly will then vote on the final package to send to the table with the Core Bargaining Team. It is imperative that the Faculty Representatives in your building/unit are present so that your voice can be heard. Once the Legislative Assembly approves a list of priority items, the Bargaining Team will reconvene to begin researching and crafting language for bargaining proposals.

## Article 211 Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 open on Friday, Feb. 15 and close on Friday, Feb. 22. Round 1 interviews will take place Feb. 25–28. The *Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 manual, buildings may convene an alternately constructed panel. **To request an alternative interview panel, a request must be made in writing to the CEA President, signed by both the Senior FR and administrator by Wednesday, Feb. 13. Fax requests to (614) 253-0465.**

## PAR CEU Classes

The Peer Assistance and Review (PAR) Office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive 0.2 CEUs and materials will be provided. Register today on PD Planner for any or all of these sessions. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Date	Topic	Time
Feb. 5	<b>Learning for All Differentiating</b> Hudson	4:30 p.m.
Feb. 6	<b>Integrating Technology</b> (World Languages) 17th Ave.	3 p.m.
Feb. 7	<b>Teach Like A Champion</b> Ohio Ave. ES	4 p.m.

**Correction:** The Jan. 22, 2019, edition of *The CEA Voice* contained an error in the "Calendar Survey Results" article. The article incorrectly stated the Association's preference for spring break for the 2019–2020 school year as being Friday, Apr. 3–Friday, Apr. 10. The actual preference was **Friday, Apr. 10 to Friday, Apr. 17**, which was presented to the administration. We apologize for this error.

## Special Notes

- ❑ The **Summer 2019 Fee Waiver online application window has opened** and will close on **Friday, Feb. 22 at 11:59 p.m.** Bargaining unit members can access the online application from home or work using their CCS email username and password. Instructions on how to complete the online application can be found at <http://bit.ly/2jWWSjd>. If you have **Priority 1** or **Priority 2** status, be sure to upload the proper documentation with your online application. **Documentation is required with each fee waiver process.** Your Priority status will change without the proper documentation. Contact Leslie Butler at [lbutler@columbus.k12.oh.us](mailto:lbutler@columbus.k12.oh.us) if you have any questions. Additionally, three support sessions will be held for bargaining unit members who need assistance submitting their applications from 2:30–5:30 p.m. on the following dates: **Monday, Feb. 4–Central Enrollment, Room 213** (430 Cleveland Ave.); **Tuesday, Feb. 12 & Wednesday, Feb. 20 Hudson St. Warehouse, Lab 1** (737 E. Hudson St.) Go to <http://bit.ly/2Hs2SVf> to register for one of the support sessions.
- ❑ The following CEA elective offices and delegate positions are: **Governors for Districts 2, 7, 8 and 9; High School Governor At-Large; 2019 NEA Local Delegates; 2019 NEA State At-Large Delegates; and 2019–20 OEA Delegates. Declaration runs from Monday, Jan. 7, through Friday, Feb. 8, with voting from Wednesday, Mar. 6, through Tuesday, Mar. 19. Ballots will be collected and tallied** by members of the Elections Committee on **Wednesday, Mar. 20.** If necessary, a run-off vote will take place from Apr. 2–16, with votes tabulated on Apr. 17. **Declaration forms are available at [www.ccaohio.org](http://www.ccaohio.org)** under the **Forms** tab. Members may also pick up a form in person or call the CEA Office to request that a form be sent through school mail. Contact Elections Chair Neil Moore at [senyormoore@gmail.com](mailto:senyormoore@gmail.com) or (614) 264-2188 if you have questions.