

Is Your License Expiring?

If your Five-Year Professional License expires in 2019, you were sent an email from Human Resources in November with comprehensive instructions for renewing your license. If you have a Resident Educator License that expires in 2019, you will be receiving an email from Greg Mild in Professional Learning & Licensure. Your teaching license is your most important credential. Read the email carefully. That detailed email contains specific instructions about the renewal process for this year, including how to complete the online application process through the Ohio Department of Education website. Failure to comply with renewal regulations could result in non-renewal from the district.

If your certificate/or license from the Ohio Department of Education is expiring June 30, 2019, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Feb. 1 to be licensed by the Ohio Department of Education for the 2019–2020 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your certificate/license may result in suspension of pay and initiation of termination/non-renewal proceedings.

In addition to the online application, you will need to complete a background check. All fingerprint results must be completed electronically through WebCheck. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 270 E. State Street, oversees this process. The CCS Fingerprint Office is open Monday through Friday, 8 a.m.–5 p.m. The fee is \$40. Accepted forms of payment are credit/debit card or money order made payable to Columbus City Schools.

If you have any questions about the date of your last background check or if you do not plan to renew your certificate/license, contact Cheryl Creamer, Human Resources, Teacher Certification/Licensure, at (614) 365-5658 or license@columbus.k12.oh.us.

Any questions concerning CEUs or the license renewal process should be directed to Greg Mild at (614) 365-5039 or gmild@columbus.k12.oh.us.

Angela T. Rye is MLK Speaker

Angela T. Rye, Esq. is Principal and CEO of IMPACT Strategies, a political advocacy firm in the nation's capital. Born and raised in Seattle, Washington, Rye learned the importance of advocacy through her family's political and community activism. She is a proud graduate of the University of Washington and Seattle University School of Law.

She is a CNN Political Commentator and NPR Political Analyst and has been featured by publications and outlets from *Marie Claire* to *Ebony* and *The Washington Post*. Rye is a prominent strategist who has offered on-air commentary for several media outlets including BET,



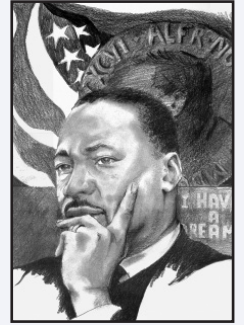
Angela T. Rye

CNN, NBC, HBO, ABC, MSNBC and TV One.

The depth of her dialogue ranges from political campaigns to more complex legislation and administration policies that have long-term implications nationally and internationally. She currently serves on multiple boards, including, but not limited to the Congressional Black Caucus Institute, Congressional Black Caucus Political Action Committee, the Seattle University School of Law Alumni, Women in Entertainment Empowerment Network, Inclusv and Wilberforce University.

Rye served as the Executive Director and General Counsel to the Congressional Black Caucus (CBC) for the 112th Congress. In her role as Executive Director, Rye was tasked with developing the overall legislative and political strategy for the Caucus. Prior to working for the CBC, she served as Senior Advisor and Counsel to the House Committee on Homeland Security under the leadership of Congressman Bennie G. Thompson.

Upon moving to the Nation's Capital, Rye co-founded IMPACT, a nonprofit organization that seeks to encourage young professionals in three core areas: economic empowerment, civic engagement and political involvement.



OEA RA Recap

More than 80 CEA members represented you as delegates at the Ohio Education Association Representative Assembly (RA) on Saturday, Dec. 1. The OEA RA is the top governing body of our state association and is comprised of more than one thousand delegates elected by local associations.

Delegates were addressed by OEA President Becky Higgins, who spoke about the disastrous anti-education HB 70, more commonly known as the "Youngstown Plan." HB 70 requires school districts who earn three consecutive "F" grades to be taken over by the state.

"This is the most misguided, ill-conceived law ever," said Higgins. "There have been several bipartisan bills submitted to repeal this law, but the current governor has threatened to veto them. We have reason to believe that Governor-Elect DeWine is more open minded. Our priority is to get a state takeover repeal bill on DeWine's desk as soon as possible after the new year."

OEA Vice President Scott DiMauro also spoke about the possibilities of the new administration. "There are aspects to DeWine's education proposals that suggest education will not be a partisan issue," stated DiMauro. The Vice President spoke about the bipartisan outreach that OEA had been engaged in over the past several years, stating "We are well-positioned to have an OEA-friendly (bipartisan) majority in the Ohio House." He added "As education advocates, we must connect on our values and issues—regardless of party."



RA delegates soundly voted to endorse Arthur Lard (Portsmouth EA) for the active teacher seat on the STRS Board. Lard will be filling the seat of Tai Hayden (CEA Office). She has served on the STRS Board since 2006. Dr. Deborah L. Jackson (SWOEA) was elected to the OEA Board of Directors as an At-Large Member.

Delegates voted to approve a change in the OEA Bylaws to define a member in good standing. The passage of this item ensures that members who pay dues directly instead of through payroll deduction have continuous membership, and that all members' rights, privileges, and benefits will not be improperly terminated due to inadvertent lapses in dues payments.

RA delegates also approved the following new business items, including:

- Exploring the option of local associations to submit their delegate election results electronically, foregoing the current method of submitting through US mail.
- Calling on the OEA Constitution and Bylaws Committee to create a policy requiring vacant Labor Relations Consultant positions to be filled within 90 days of the vacancy.

Additionally, RA delegates and management staff contributed more than \$29,000 to the OEA Fund for Children and Public Education. The Capital District delegates personally contributed nearly \$2,000 to the fund.

Voluntary Staff Reduction Opportunity Coming

Your Association knows that from time to time, issues arise at your current assignment, especially during your three year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, bargaining unit members experience health and/or safety issues within their current assignment.

Bargaining unit members that believe their skills would be best utilized in another assignment within the District have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator or to ask their permission to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators.

Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit members' voluntary staff request. The deadline for the submission of voluntary staff reduction requests have not yet been determined. Your Association is finalizing the Spring 2019 Article 211 calendar with the Administration, so keep watching *The CEA Voice* for more information.

Job Share

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place. If you would like to job share with another bargaining-unit member, each partner must complete his or her own job-share packet.

To download the job-share packet for the 2019–2020 school year, go to <https://bit.ly/2Bzfs0g>. CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <http://bit.ly/2RgMKXd> and fill out the online form no later than Thursday, Dec. 20. On Friday, Dec. 21, a list of potential job-share partners will be emailed to each person completing the online form to assist in finding a job-share partner.

Each partner's completed job-share packet is due to CCS Human Resources, ATTN: Employment and Staffing, no later than 5 p.m., Tuesday, Jan. 15, 2019. Your Association recommends hand delivering these documents and obtaining a time-stamped copy for your records. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

Bargaining Priorities Closing Soon

On Friday, Nov. 30, CEA members were sent a link for the online-only Bargaining Priorities Survey to their personal email. This survey will close at 11:59 p.m. on Sunday, Dec. 16. For security reasons, members cannot access the survey from a CCS computer or a device connected to the CCS network. If CEA does not have your personal email address, you will not be able to complete the survey online. Members who do not have a home computer or a non-CCS email address may complete the survey at the CEA office. Office hours are 8:30 a.m.–4:30 p.m., Monday–Friday. Contact Teri Mullins, CEA Bargaining Chair, at (614) 253-4731 or tmullins@ceaohio.org to set up a time to complete the survey.

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.

<u>Date</u>	<u>Topic</u>
Dec. 11	Reset, Refine and Refresh your classroom environment Hudson 4:30 p.m.
Dec. 13	Teach Like A Champion Ohio Ave. ES 4 p.m.
Dec. 17	Guided Reading 101 Hudson 4:30 p.m.

Special Note

□ 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 will be available at www.ceaohio.org under the Forms tab starting Jan. 7.** 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 or (614) 264-2188 if you have questions.