

MLK Dinner A Sold-Out Success

Nearly 500 CEA members, administrators, students and community leaders gathered at the Hyatt Regency on Thursday, Jan. 17, to acknowledge Columbus' social justice advocates. This year marked the 40th anniversary of CEA's Annual Dr. Martin Luther King, Jr. Awards Dinner, the longest-running celebration of Dr. King in the city of Columbus.

Your Association presented Dr. Joshua Joseph, of The Ohio State University's Wexner Medical Center with the Dr. Martin Luther King, Jr. Humanitarian Award, and CEA member Jennifer La Place (Centennial HS) with the Helen Jenkins Davis Award. The Davis Award is named for Columbus City Schools' first black teacher.

Angela Rye, Esq. delivered this year's keynote address. Rye is Principal and CEO of the political advocacy firm IMPACT Strategies. She is also a CNN Political Commentator and NPR Political Analyst, and has been featured in a variety of publications and media outlets. Her message to the gathered attendees was simple.

"In Dr. King's book, *Why We Can't Wait*," Rye said, "he talked about the 'fierce urgency of now' and 'moving without delay from words to deeds.' Let your words be your deeds. Dr. King's legacy has offered us so many more challenges about righteousness, civil disobedience, nonviolent action. We must make sure that our words and deeds match, that when our character is met with resistance that we rise above and stand in solidarity with the oppressed—directly in the face of the oppressor."

Following Rye's speech, Dr. Joseph focused on the socio-economic and racial disparities in health care. He spoke passionately about the social determinants of health that impact the patients he sees in the hospital. "Columbus," stated Dr. Joseph, "is the second-most economically segregated city in the country; one out of three families in this city struggle to put enough food on the table at mealtime." He recalled a quote from Dr. King that guided him in his work since he was in medical school. "Of all the forms of inequality," said Dr. Joseph, quoting Dr. King, "an injustice in health care is the most shocking and inhumane."

Jennifer La Place, is a social studies teacher at Centennial HS, the District 6 teacher of the year and this year's Helen Jenkins Davis Award winner. Upon accepting the award, La Place noted her honor in accepting the award. "Helen Jenkins Davis," said La Place, "espoused the values and ideals I strive for every single day. Helen



Angela Rye



Dr. Joshua Joseph



Jennifer La Place

Jenkins Davis was a woman who believed in the value of human dignity. She was a suffragette, civil rights leader and teacher who worked to benefit our most valuable and most vulnerable citizens in Columbus—our children."

To view and download high-resolution pictures of the event, please go to <http://bit.ly/ceaMLK19>.

Professional Staff Survey Closes Soon

The *CEA Master Agreement* provides for a district-wide evaluation of each school by the CEA bargaining unit members. Participants 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. The 2018–2019 annual staff survey will be administered online. Additionally, this year's survey will offer bargaining unit members in citywide departments the opportunity to rate their department as well.

An email containing the link to the survey was sent to members' non-CCS email addresses on Wednesday, Jan. 16. The survey will close on Sunday, Feb. 3, 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 building/unit 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. It's mostly the elementary principals who seem to be confused by this process—every year. The deadline for notification of reorganization is Friday, Feb. 8. Principals must follow the rules when staff reducing and reorganizing staffs:

- 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.
- Principals should provide bargaining unit members written notice of their reorganization. Such written notice should indicate whether or not the grade level teachers are being reorganized is a "self-contained" or "departmentalized" classroom, along with the subject(s) that teacher will be teaching.

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.

Article 211: Staff Reductions

The Article 211 process includes an “Article 211 Roster Lab” for administrators. It is at these Roster Labs, held from Jan. 31 through Feb. 6 that building principals learn of their staffing allocations. As a result, administrators may be required to staff-reduce additional least-senior teacher(s) or volunteers to meet their allocation total.

The roster that administrators receive will list all “automatically” staff reduced teachers. The list of “automatically” staff reduced teachers are as follows:

- 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.

The deadline to notify a teacher of an administrative staff reduction due to declining enrollment is Friday, Feb. 8. If an administrator must staff reduce a teacher due to declining enrollment, 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 hire date and board date by the District, not how long a bargaining unit member has worked in a building/unit. If you have any questions, contact CEA President John Coneglio at (614) 253-4731.

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.

COSI Education Appreciation Night

Come visit COSI during our Educator Open House & Appreciation Night on Thursday, Jan. 31, from 4:30–7:30 p.m. This 18+ event will let you learn about the vast offerings that COSI has for teachers onsite, offsite and online. Explore COSI’s 350,000 square feet of exhibits and interactives and let COSI introduce you to our Education Team and Programs.

This event will feature a raffle that will happen every 30 minutes in the Atrium and will have prizes like COSI Programs, COSI After Dark Passes, Science2Go Gift Bags and even a COSI Family Membership. COSI Programs will span the entire COSI Education Department.

Teacher attendees must present a valid state photo ID (18+ event). Teachers must also present either a: valid school ID, copy of a valid teaching certificate, school pay stub, or other proof of teacher status at check-in. Light refreshments will be served and there will be a cash bar after 5:30 p.m.

Park in the new parking garage on Belle Street and bring



your ticket with you to receive your complimentary parking sticker. Questions? Please call/text (614) 965-0310 or email kseymour@cosi.org.

Summer Fee Waivers Coming

The Summer 2019 Fee Waiver online application process is just around the corner. Bargaining unit members can access the online application from home or work using their CCS email username and password. The online form will automatically send applicants a confirmation email once their application is submitted. Instructions on how to complete the online application can be found at <http://bit.ly/2jbWSjd>. The application period will open on Friday, Feb. 1, and close at 11:59 p.m. on Friday, Feb. 22. 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 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

Special Notes

- 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, employee ID and last day of service. You should **hand deliver** the letter and take an extra copy to be **time stamped** for your records. See the Jan. 14 *CEA Voice* for more information.
- Teaching Preference: 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 2019–2020 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.
- 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.ceaohio.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 or (614) 264-2188 if you have questions.