

## MLK Award Winners

The Columbus Education Association's 41st Annual Dr. Martin Luther King, Jr. Awards Dinner is quickly approaching. CEA is very pleased to announce this year's award recipients: **Steven L. Pruitt** will receive the Dr. Martin Luther King, Jr. Humanitarian Award. This award is given for distinguished service in the community in the areas of education, social justice, or human and civil rights.



**Steven L. Pruitt**

Pruitt is a Managing Partner of Watts Partners, a strategic government relations consulting firm based in Washington, D.C. He has spent nearly 50 years in Washington, D.C. as a lobbyist/advocate as well as holding many key roles. During his time in Washington, among other accomplishments, Pruitt was the first African-American Staff Director on a major committee of the United States House of Representatives, worked as the senior legislative and political advisor to the first African American to serve as the Majority Whip of the United States House of Representatives.



He is a native son of the Linden community, having attended Eleventh Avenue Elementary, Linmoor Junior High and graduated from Linden-McKinley High School. His most recent accomplishment is the co-founding of the Black News Channel (BNC), launching in early January 2020. The BNC's mission is to provide intelligent programming that is informing, educational, entertaining, inspiring, and empowering to its African-American audience. Once launched, it will be the nation's only provider of 24/7 cable news programming dedicated to covering the unique perspective of African-American communities.

**Courtney Johnson**, a Library Media Specialist at Fort Hayes Arts & Academic HS will receive the Helen Jenkins Davis Award, named after the first African-American educator hired by Columbus City Schools. Johnson grew up in Ironton, Ohio and graduated from Ohio University.



**Courtney Johnson**

In 2001, she was hired by CCS to teach special education at Hubbard ES. She moved the next year to Mifflin HS and later Fort Hayes teaching English. Johnson was active in the fight against Senate Bill 5 in 2011 and served as a spokesperson for "We Are Ohio." She has served as a CEA Senior Faculty Representative and as CEA Governor of District 4. In 2014, she won a \$5,000 Book Love Foundation Grant to purchase hundreds of books for her classroom library.

In 2015 Johnson became a Library Media Specialist, responsible for two middle and eight elementary schools. "My high school students' success with the books in my classroom library made me want to be that person for the whole school," said Johnson. "I wanted to bring books to

every student, not just the ones who were in my class."

After discovering one of her middle school library's collection only had 11 books that were published in the last ten years, she helped oversee a \$20,000 purchase to bring the catalog up to date. She is a strong advocate for our students' libraries. "What we invest in determines what we value," said Johnson. "Our school libraries need investment. Columbus students deserve robust, inclusive collections, up-to-date technology, and a licensed staff member in every single library space across our District."

## Is Your License Expiring?

If your Five-Year Professional License expires in 2020, 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 2020, you will be receiving an email from Greg Mild in Professional Learning & Licensure. Your teaching license is your most important credential. Please 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 (ODE) website. Failure to comply with renewal regulations could result in non-renewal from the District.

If your license from ODE is expiring June 30, 2020, 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 ODE for the 2020-2021 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your 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. 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 license, contact Leslie Butler, Human Resources, Teacher Licensure, at (614) 365-6680 or [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). Any questions concerning CEUs or the license renewal process should be directed to Greg Mild at (380) 997-7513 or [gmild@columbus.k12.oh.us](mailto:gmild@columbus.k12.oh.us).

## 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, they experience health and/or safety issues within their

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**The CEA Master Agreement is set to expire in less than 982 days.**

## Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We will inform you of the grievances CEA is working on for you on a regular basis.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
South HS Edmund Baker	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements..	That the principal immediately adjust numbers to make all classes and student loads for teacher(s) in the building compliant with the numbers required in the contract; and that no reprisals be taken against any member of the bargaining unit because of the filing of this grievance and that NO reprisals be taken against the grievant because of filing of this grievance.	Step II Grievance denied. Board of Governors voted to send to Arbitration.

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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 teachers to submit their request for a voluntary staff reduction based on Philosophical Differences or Health and Safety is 5 p.m., Thursday, Jan. 16. Individuals requesting a voluntary staff reduction must provide specific reasons for making the request. There are only two ways to submit your request:

1. A signed, hard-copy letter should be submitted to Terri Trigg, Human Resources, Columbus City Schools, 270 E. State St., Columbus, OH 43215. Your Association strongly suggests you hand-deliver your letter and obtain a time-stamped copy for your records.
2. Requests can be submitted via email **using your CCS email to [article211@columbus.k12.oh.us](mailto:article211@columbus.k12.oh.us)**. Include in the subject line "**Voluntary Staff Reduction Request**" followed by your **first and last name** and **employee ID number**. Faxed letters will not be accepted. Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified by HR in late January, however a specific date has not yet been confirmed.

## Looking for a 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 their own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR). To download the job-share packet for the 2020–2021 school year, go to the CCS Intranet.

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/jobshare2021> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Thursday, Dec. 19. On Friday, Dec. 20, a list of potential job-share partners will be emailed to each applicant 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. 14. 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.

## CEA Spring Elections

Our Association's annual elections are fast approaching. The following positions will be filled:

**CEA President, CEA Vice President, Governors for Districts 1, 4, 5, and 10, Middle School Governor-At-Large, and Delegates to NEA and OEA.**

**Declaration forms will be available on Monday, Jan. 6, and are due at the CEA office no later than 4:30 p.m. on Friday, Feb. 7. Voting will begin on Tuesday, Mar. 3, and will end on Tuesday, Mar. 17. Ballots will be collected and tallied by the Elections Committee on Wednesday, Mar. 18.**

Please call or text Neil Moore at (614) 264-2188 with any questions.

## Special Notes

- ❑ **Catastrophic Leave Donation Request: Kyle Doak (Moler ES)** has been approved for Catastrophic Leave and is in need of donated days. **To donate, enter your name at the top of the CCS "Report of Employee Absence" form.** In the "Comments" section write the words, "**Catastrophic Sick Leave Donation.**" Be sure that you and your principal or supervisor sign the form. Indicate on the form the individual to whom you would like your donation directed.
- ❑ The **Columbus Early Career Educators (CECE)** will meet on **Friday, Dec. 20**, at the **Ronald McDonald House** to prepare a meal for families staying at the facility. **Registration begins at 3 p.m.** and the **event runs from 3:30–6:30 p.m.** Volunteers are asked to contribute \$30 towards the cost of food. Space is limited; to register, contact Taraja Shepard Allen at [TS875902@ohio.edu](mailto:TS875902@ohio.edu).
- ❑ 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 **Re-set, Refine, and Refresh Your Classroom Environment**, Hudson Computer Lab 1, Tuesday, Dec. 10, 4:30 p.m. and **Teens & Technology**, 17th Ave., Wednesday, Dec. 11, 4 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.