

King Dinner a Success



In attendance (left to right): CEA Vice President Phil Hayes, CEA President John Coneglio, Rosemary Pruitt and Rep. Erica C. Crawley (Dist. 26), representing Steven L. Pruitt for the Dr. Martin Luther King, Jr. Humanitarian Award, NEA Past President Reg Weaver, Alice Munnerlyn (CEA-R), MIP Committee Chairperson Izzetta Thomas, Helen Jenkins Davis Award Winner Courtney Johnson, and Mayor Andrew Gillum.

On Thursday, Jan. 16, more than 400 community members, elected officials and CEA members attended the 41st Annual Dr. Martin Luther King, Jr. Awards Dinner. This year's keynote speaker was Andrew Gillum, Florida's 2018 Democratic Gubernatorial candidate. In his keynote, Gillum described how his family was responsible for instilling the legacy of Dr. King's words and deeds.

"My family story is one that holds the legacy of Dr. King," said Gillum. "It was my family who told me I had a duty to march through every single doorway that the civil rights movement opened for me. And on the way of marching through those doors, I had the responsibility to kick those doors open so the next person behind me could come through. To lift, as we climb, if you will."

"My grandmother instilled a love of learning in me that helped me be the first of my eight siblings to graduate from high school and later college," Gillum continued. "She would help get me and my siblings ready for school because my mother and father were already at work. On the way out the door, every morning she would repeat a mantra. She would say, 'Boy, mind your teachers, get your lessons, and bring that education home.' Her words were a reminder that all of our fates are inextricably linked together, whether we know it or not."

The Dr. Martin Luther King, Jr. Humanitarian Award is given for distinguished service in the community in the areas of education, social justice, or human and civil rights. This year's recipient was Steven L. Pruitt, a long-time political activist, advocate, advisor, and lobbyist. Tragically, Mr. Pruitt passed away the day before the Dr. Martin Luther King, Jr. Awards Dinner. State Representative Erica Crawley and Rosemary Pruitt, cousin to the late Mr. Pruitt, were there to accept the award on his behalf.

The Helen Jenkins Davis Award, named after the first African-American educator hired by Columbus City Schools and awarded to a current educator and CEA member. Courtney Johnson, a Library Media Specialist at Fort Hayes Arts & Academic HS. Johnson has been active with the Association at multiple levels and has devoted herself to defending and expanding the importance of the library as the center of every school.

Many previous award winners were present. Past recipients of the Dr. Martin Luther King, Jr. Humanitarian award present included Kevin Boyce, Ben Espy, Rosemary Munnerlyn, and Dr. Joshua Joseph. Previous recipients of the Helen Jenkins Davis Award in attendance included Dorothy G. Wilson, Carole Moyer, Sandra Waters-Holley, Kenya Davis, Dr. Yolanda Stewart, Rhonda Johnson, Jimmie Beall, and Chiquita Toure.

A photo album of the event can be accessed at <http://facebook.com/Columbasea>.

EdChoice Vouchers: It's Working, Keep the Pressure On!

CEA members, along with OEA members from all over the state, have been contacting their state legislators to demand changes to the recently expanded EdChoice voucher program, which drained more than \$28 million from the CCS budget last school year. The campaign is clearly working, with dozens of statewide media outlets reporting on the flawed program within the last few weeks. A *Columbus Dispatch* article, published on Jan. 12, places EdChoice voucher reform at the very top of legislators' to-do list for the next six months, with even strong voucher advocate, Matt Huffman (R-Lima), conceding the need for reform on the record and admitting that many public schools on the voucher-eligible list don't belong there.

Now is the time to keep the pressure on! Every single contact with an elected official brings us closer to preserving millions of dollars in the district budget for our students and educators. It only takes a couple of minutes to send a pre-written letter to your legislator (or craft your own) at <http://bit.ly/CEAvoucheraction>.

Join State Legislators at a Third Grade Guarantee Listening Session

On Monday, Jan. 27, State Representatives Erica Crawley, Paula Hicks-Hudson, and Don Jones will be hosting a Third Grade Guarantee Listening Session at South HS 7-12 (1160 Ann St.) from 5:30-7:30 p.m. Your union is calling on every CEA member whose students, families, and profession are impacted by the implementation of this legislation to attend.

Take the Professional Staff Survey

Spring is coming, and with it comes the Article 211 selective interview process. Whether you have to interview this spring, or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there?



Because this is important, it is part of the contract. 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 2019-2020 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. 15. The survey will close on Sunday, Feb. 2, 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 telcea@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 school/building/departments will be published on CEA's website so you can make informed decisions during the 211 process.

The CEA Master Agreement is set to expire in fewer than 933 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 regularly inform you of the grievances on which CEA is working.

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.

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 two 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, see your tax preparer or IRS Publication 5307. Because of lobbying by NEA and action by OEA members, the \$250 Educator Expense Deduction for eligible expenses such as professional development courses, books, and classroom supplies remains in Federal tax law.

Article 211: Calendar

FEBRUARY		
Friday	7	Administrative Staff Reduction Notification (Please ensure written notification is provided.)
Wednesday	12	Interview selection panel members should be identified, trained, and assigned. Alternative Interview Panel due to CEA
Friday	14	Round 1 Postings OPEN [All known openings] by 2 p.m.
Wednesday	19	Round 1 Postings CLOSE Applications no longer accepted after 5 p.m.
Thursday	20	Round 1 Interviews OPEN Schools and Departments [All known openings]
Tuesday	25	Round 1 Interviews CLOSE Schools and Departments Selection Agreement Forms and Rosters sent by HR to Principals by 5 p.m.
Thursday	27	All Round 1 School and Department Selection Agreement Forms due to Human Resources by 5 p.m.
Friday	28	All Round 1 School and Department roster changes must be resolved and sent back to Human Resources by 5 p.m.
MARCH		
Wednesday	4	Round 2 Postings OPEN [All known openings] by 2 p.m.
Monday	9	Round 2 Postings CLOSE Applications no longer accepted after 5 p.m.
Tuesday	10	Round 2 Interviews OPEN Schools and Departments [All known openings]
Friday	13	Round 2 Interviews CLOSE Schools and Departments Selection Agreement Forms and Rosters sent by HR to Principals by 5 p.m.
Tuesday	17	All Round 2 School and Department Selection Agreement Forms due to Human Resources by 5 p.m.
Tuesday	24	Job Fair – 4:30 p.m. Location: 3700 South High Building

Article 211: Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 open on Friday, Feb. 14, and close on Wednesday, Feb. 19. Round 1 interviews will take place Feb. 20–25. 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. 12. Fax requests to (614) 253-0465.

Article 211: Teaching Preference

Have a particular teaching preference? Now is your chance to make your request for the 2020–2021 school year. Section 211.05 of the *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.

Special Note

- ❑ **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 your last day of service. **Hand deliver** the letter and take an extra copy to be time stamped for your records. See the Jan. 13 *CEA Voice* for more information.
- ❑ **You can now apply for a Continuing Contract.** This year, bargaining unit members can choose to apply using a hard-copy paper form or submit their Continuing Contract Application using Google Forms. Bargaining unit members will have to be logged into their CCS Google Account in order to utilize the online form. **To download the application, go to <http://bit.ly/CC2021>**. To utilize the online application process, go to <http://bit.ly/2021onlineCCapp>. If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2020–2021 school year, you must return the application with original official transcripts (showing required coursework has been met) to the Certification/Licensure Office at the Columbus Education Center, Human Resources, 270 E. State Street, Columbus, Ohio 43215. (CEC-HR, Route 3, for school mail), no later than Mar. 2, 2020. Contact Teacher Certification/Licensure at (614) 365-5658 if you have questions.
- ❑ **CEA Spring Elections**—The following positions will be filled: **CEA President, CEA Vice President, Governors for Districts 1, 4, 5, and 10, Middle School Governor-At-Large, 2020 NEA Local Delegates, 2020 NEA State-At-Large Delegates, and 2020–21 OEA Delegates. Declaration forms are available 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.** Call or text Neil Moore at (614) 264-2188 with any questions.
- ❑ **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 on PD Planner for **Building Resilience**, 17th Ave., Jan. 29, 4 p.m.; **Learning For All; Differentiating in the Classroom**, Hudson, Feb. 4, 4:30 p.m.; and **RE 4 Task Leadership Exploration**, Hudson, Feb. 6, MS and HS at 3:30 p.m. and Elementary at 4:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.