

# The CEA Voice

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Columbus Education Association

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## School board reorganization promising

On Tuesday, Jan. 7, the Board of Education had its first meeting of the year. Newly-elected board members Michael Cole and Dominic Parretti were sworn in, along with returning member Ramona Reyes. Board member Gary Baker was unanimously elected President and board member Bryan Stewart was unanimously elected Vice President.



Addressing the board and the community, Board President Baker acknowledged that the manipulation of student data must be dealt with before the district moves forward. He also admitted that there was evidence that district employees altered student records without justification. He also specifically apologized to district employees saying, "I am sorry that you have seen this organization and your professional reputations suffer as a result of the actions of others."

"I want us to send a sincere message to everyone throughout our organization and community," said Baker, "that actions that undermine the district's integrity will not be tolerated."

The board also removed the word "interim" from Dr. Dan Good's title, unanimously making him the Superintendent of Columbus City Schools and extending his contract to July 31, 2015. Good's prior contract would have expired at the end of June.

## National Day of Service

January 20 is the day set aside nationally to honor Rev. Martin Luther King, Jr. It is also called the MLK Day of Service, signifying the strength of individuals and communities to

bridge barriers and create solutions to social problems, moving us closer to King's vision of a beloved community. The day includes local ceremonies, such as the annual march and celebratory program at Veterans Memorial sponsored by the City of Columbus. It is a day off from school. It is the perfect opportunity to honor King's legacy through service.

Make the 20th a day to remember for you, your family and your community. There are many ways to do that. Ideas



include: holding a clothing drive, volunteering at a food bank, giving blood to save a life, visiting the elderly and shut-ins and helping older neighbors shovel their driveways. There are hundreds of ways you can give back. A good source for information about local needs is <http://handsoncentralohio.org/get-involved/volunteer-opportunities>. Also, inquire at your place of worship about community needs your congregation might be addressing.

Make your commitment official by joining the MLK Service Network: [https://public.govdelivery.com/accounts/USCNCS/subscriber/new?topic\\_id=USCNCS\\_90](https://public.govdelivery.com/accounts/USCNCS/subscriber/new?topic_id=USCNCS_90).

Here you can connect with hundreds of other organizations and share project ideas, collaborate, generate volunteers and leverage resources on MLK Day and throughout the year.

Learn more about this national movement at <http://mlkday.gov/about/serveonkingday.php>.

## Third grade literacy institute

The ability to read is the foundation of learning. Research shows that children who are not reading at grade level by the end of grade three will likely have



trouble in higher grades learning all classroom subjects. Roughly 58 percent of the 4,080 CCS students who took the third-grade state reading assessment do not meet the bar.

To ensure that these struggling readers get the support they need to be able to learn and achieve, CCS will be implementing its Third Grade Literacy Institute. CEA has been a full partner with the district in helping to develop the institute and has been at the table from the very beginning.

The institute's many initiatives are organized around five components:

1. **Classroom Organization:** Reassignment of students for reading; flexible grouping for reading
2. **Scheduling:** 90 minutes of intensive reading instruction daily; 60-minute intervention period; 30 minutes of writing daily; unified arts/support staff/reading buddies; unified arts time utilized for TBTs
3. **Reading CCITs:** Reading Recovery/Literacy Collaborative; team teach with third-grade teachers during literacy block; assist during in-



intervention block; plan with third-grade teachers during TBT time

④ **Professional Development:** Focus on the five components of reading, small group instruction (guided reading), intervention, effective instructional strategies, etc.

⑤ **Assessment:** Required Ohio Reading Guarantee Monitoring Plans that include processes to monitor the implementation of the student's instructional services; and reading curriculum during school hours that assists students in reading at grade level, provides for reliable assessments and provides ongoing analysis of each student's reading progress

Elementary administrators should fully collaborate with the third-grade teachers in the implementation of these initiatives. CEA will continue to provide you with Third Grade Literacy Institute updates as the year progresses.

## Benefits for same-sex couples

The deadline is Jan. 31 for married same-sex couples to enroll their partners for insurance benefits. Bring your documentation (marriage certificate from one of the sixteen states permitting same-sex marriage) to the Benefits Department and complete an enrollment form. You will be able to enroll your spouse for benefits on a pre-tax basis for the employee-contribution rates identified for the various benefit plans. If you have any questions, contact a Benefits Team Member at 365-6475. If you get married after this special open enrollment period, you must enroll within 30 days of this qualifying event to receive insurance coverage.

## Notify early

If you plan to retire this year, you must notify CCS of your plans by Feb. 1. Meeting this early deadline means that a larger amount of money for unused sick leave will be coming your way. It also helps the district plan for staffing budgets. Since layoffs are expected, the retiring members may benefit others by saving their jobs. The Feb. 1 deadline applies for unused sick leave only. You will receive pay for 50 percent of your personal leave days no matter when you notify the district. See Article 810 of the *CEA Master Agreement* to determine how much severance pay will be granted and the conditions for granting the pay. Call CEA if you have questions.

## Calendar survey for 2014–2015

On Monday, Jan. 6, members should have received an email containing a link to an online survey that will determine our preferences for the 2014–2015 school calendar.

The survey link was sent to members' personal email addresses. You cannot access the survey at a CCS computer or through the district network. The survey will close at 11:59 p.m., Monday, Jan. 20.

If CEA does not have your personal (non-CCS) email address or if you opted out of receiving email messages from CEA, you can get a paper version of the survey by contacting Tracey Johnson at 253-4371.

If you did not receive the email with the survey link and you wish to complete the electronic version of the survey, send a message with your personal email address to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org).

Your participation in the calendar survey is very important. Take this opportunity for your voice to be heard.

## License renewal process

On Dec. 4, Nancy Young from Human Resources sent out an email to all Columbus educators who have a license expiring in 2014. 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. Check your CCS email inbox for this important information and the impending deadlines. If you are on a limited contract, you must complete the application process by Feb. 1. Those on a continuing contract have through June to submit their application.

If you have questions about renewing your license, contact Greg Mild ([gmild@columbus.k12.oh.us](mailto:gmild@columbus.k12.oh.us)) or Kriston Crombie Stotik ([kcrombiestotik@columbus.k12.oh.us](mailto:kcrombiestotik@columbus.k12.oh.us)).

Go to: <http://bit.ly/2014LicenseRenewalDocs> to retrieve the documents from HR that explain the license renewal process.

## Wellness initiative for January

With all the focus on weight in our society, it isn't surprising that millions of people fall prey to fad diets and bogus weight-loss products. Conflicting claims, testimonials and hype by so-called "experts" can confuse even the most informed consumers. The bottom line is simple: If a diet or product sounds too good to be true, it probably is. As much as people want to believe, there are no foods or pills that magically burn fat. No products will miraculously melt fat while you watch TV or sleep. Some ingredients in supplements and herbal products can be dangerous and even deadly for some people.

Fad diets are usually heavily marketed by people with a vested interest in the food. Some fad diets do result in weight loss, which can usually be attributed to a reduced energy intake due to boredom with eating one type of food, rather than to any special properties of the diet. This can result in deficiencies in one or several essential nutrients.

Join us in January at the CCS Wellness Initiative nutrition education classes to learn more about healthy weight loss.

For more information, please visit: <http://wellness.columbus.k12.oh.us/articles>.

## Had a qualifying event?

A change in your life or job circumstances can make you eligible for mid-year changes to your health benefits. Examples of qualifying events include marriage, divorce, legal separation, birth or adoption of a child and loss of coverage in your spouse's coverage. Let the Benefits Team at 365-6475 know if you have such qualifying circumstances. The changes must be made within 30 days of the qualifying event.

## Special notes

- ❑ If you plan to run for OEA/NEA delegate or an Association office, the declaration period ends Jan. 27. The formal campaign period is Jan. 28–Mar. 3. Voting is Feb. 18–Mar. 3. Votes will be tabulated on Mar. 4. Declaration forms for OEA/NEA delegates are available at the CEA office and online at [http://bit.ly/Zh8W5g\\_Declare](http://bit.ly/Zh8W5g_Declare). Declaration forms for officers are available at CEA only. Call CEA Elections Committee Chairperson Michele Mays at 253-4731 with questions.
- ❑ The Joint Evaluation Panel has guidance available at <http://bit.ly/ILEADEval> regarding changes in the teacher evaluation structure and Student Learning Objective (SLO) process. Draft SLO(s) are due Jan. 31.
- ❑ CEA thanks the following buildings/units that have recently completed their United Way campaigns: 17th Ave., Binns ES, CEC, Food Service Production and Oakland Park ES.