

The CEA Voice

Tracey D. Johnson, President

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NCLB Is Now ESSA

On Dec. 10 President Obama signed the *Every Student Succeeds Act* (ESSA), the successor to the *No Child Left Behind Act* created by the Bush administration in 2002.

ESSA's main feature is increased state and local control. States will gauge student achievement through multiple measures—not primarily test scores. The new law received heavy bi-partisan support, with a U.S. Senate vote of 85–12 and a U.S. House vote of 359–64.

Educators, as well as the public, were heavily involved in changing the 14-year-old NCLB rules. The Ohio Education Association, as part of the NEA, has supported this effort to address the unintended consequences of the previous legislation, including a regimented approach to classroom instruction that has eroded teacher creativity and increased our students' anxiety.

"ESSA recognizes that the one-size-fits-all approach to student achievement does not work," said OEA President Becky Higgins. "ESSA will allow Ohio to reduce the amount of standardized testing. In doing so, students will have more time to learn and develop critical thinking, and teachers will have more time to teach and inspire the joy of learning. The measure also provides an opportunity for educators to have a greater voice in shaping education policy."

Here are some of ESSA's main features:

- Replaces adequate yearly progress with a statewide accountability system. States can choose their sets of indicators and focus on the lowest-performing five percent of schools.
- Maintains reporting student performance in grades 3–8 and high school. Now, states may pursue flexible, innovative assessments that contribute to student learning.
- Affirms that states can control their own academic standards, and that they can identify and prescribe remedies for low-performing schools. The federal government may not mandate any particular set of standards.
- Maintains reporting of disaggregated data and preserves alternate assessments for students with significant cognitive disabilities. Accountability for English proficiency moves to Title I and Title III.
- Provides resources to improve teacher quality and ends federal mandates on teacher evaluations. The law supports innovative ways to support teachers, principals and other educators at all levels.
- Provides for investment to expand the charter schools program with a focus on high-quality school models and incentives for greater accountability, transparency and community engagement.

For the time being, states must comply with the current regulations and a phase-in plan. State accountability plans take effect during the 2017–2018 school year.

Last Call: Get Your MLK Tickets

It's only ten days away. So give CEA a call today and get your tickets for the CEA 37th Annual Dr. Martin Luther King, Jr. Awards Dinner. Tickets are \$30 each with tables of eight at \$240. Contact CEA to reserve your seat(s). The banquet is at the Hyatt Regency Columbus. This year's keynote speaker is the Rev. and Coretta Scott King's son, **Martin Luther King III**. We also will honor **Pastor Frederick V. LaMarr**, spiritual leader of Family Missionary Baptist Church, with the Dr. Martin Luther King, Jr. Humanitarian Award and honor **Yolanda M. Stewart, Ph. D.**, with the Helen Jenkins Davis Award. This is a popular event. We hope to see you there.

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, but notifying the district by Feb. 1 means you receive more for your sick leave. 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, your employee ID and your last day of service. You should hand deliver the letter, and take a copy to be time-stamped for your records.

The example below represents a retiring teacher with a yearly salary of \$87,549 (Master's at Step 31) with a daily rate of \$448.97 (per diem), 410 sick leave days and 30 personal leave days.

Notification by Feb. 1*				Notification after Feb. 1*			
Sick Leave				Sick Leave			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
1st 100 days	x 25%	\$448.97	= \$11,224.25	410 days	x 20%	\$448.97	= \$36,815.54
2nd 100 days	x 30%	448.97	= 13,469.10				
3rd 100 days	x 35%	448.97	= 15,713.95				
4th 100 days	x 40%	448.97	= 17,958.80				
10 days	x 45%	448.97	= 2,020.37				
+ Personal Leave				+ Personal Leave			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
30 days	x 50%	448.97	= 6,734.55	30 days	x 50%	448.97	= 6,734.55
Total			\$67,121.02	Total			\$43,550.09

*This example is for illustration purposes only and is not intended for use as an official calculation.

The Contracts Are Here

By now, you should have your new copy of the *CEA Master Agreement*. Take some time to look through this book. We live by it, and we expect our administrators to do the same. Knowledge of the contract could save your job. If you did not receive your copy, contact your Senior Faculty Representative.

Reform Panel Update

Sometimes individual schools require changes to the *Master Agreement* or to Board Policy. On these occasions, they turn to the Reform Panel to make these changes called “variances.” This joint committee of administrators and CEA representatives, which includes the superintendent and CEA President Tracey D. Johnson, meet each month to consider variances.

The Reform Panel also requires schools/units that have received contract variances to report back to the Reform Panel on how their variance(s) are being implemented and are progressing. If your school is interested in obtaining a variance from the Reform Panel or you’re unsure whether or not your school has correctly followed the Reform Panel process, please call the CEA office at (614) 253-4731 for more information.

Here are the variances granted by the Reform Panel this year:

Mtg. Date	School/Unit	Variance requested	Panel decision
Sept. 23	Eastmoor Academy HS	To allow a teacher to teach a sixth class in lieu of a duty	Approved
	Marion-Franklin HS	To change the frequency of parent/teacher conferences from 2 times per year to 1 per grading period.	Approved
	OT/PT	To hold Records Day on Nov. 2 instead of Nov. 3	Approved
Oct. 29	Woodward Park MS	To allow a teacher to teach a sixth class in lieu of a duty	Approved
	Cols. Africentric EC SS	To balance the bell schedule during “Ceremony” days to ensure equal instructional times for all classes	Approved
	Mifflin HS	To change the frequency of parent/teacher conferences from 2 times per year to 1 per grading period.	Approved
Nov. 18	Whetstone HS	To allow a teacher to teach a sixth class in lieu of a duty	Approved

Meet Your CEA Governor

Faye Love, District 4

Faye Love knows the *CEA Master Agreement* from cover to cover. In fact, she has a copy in her car so she can be ready to answer questions.

Love, a teacher at Linden STEM Academy PreK–6, said she has learned since she began her CCS service that “the main thing people knew about the union was that they could get help if they needed it, but they didn’t know it contained things they should be doing, or could do. I tell them, ‘If your classroom has too many kids, or if you are asked to do something that isn’t in the contract, don’t just accept that. You have to say something, because if you don’t, it will keep happening.’”

Love became involved with CEA shortly after moving to Columbus in 2002. She was teaching at North Linden ES and was encouraged by Tracey Johnson to get involved in the work of the Association and “find my niche.” Love took her energy to Lincoln Park ES and then the Pre-K school, where she became her school’s Senior Faculty Representative.

From 2011 to 2014 Love served as a PAR Consulting Teacher and worked with many first-year teachers as they experienced the challenges of educating children from varying backgrounds. She took coursework in mentoring to improve her effectiveness in the classroom and with CEA. Upon returning to Linden STEM Academy PreK–6, Love decided her next step would be to run for District 4 Governor.

“As a governor, I’m able to support the FRs in all the buildings, who in turn support the teachers,” she said. “And now I see people I have taught with who are getting involved, too. They realize that this is the work we need to do.”



Faye Love

CEA Elections Coming Soon

From Jan. 4–Feb. 16, you may declare your candidacy for the following Association positions in the Spring CEA Election: CEA President; CEA Vice President; Governors in Districts 1, 2, 7, 8 and 9; High School Governor-At-Large; 2016 NEA Delegates, 2016 NEA State Delegates At-Large and 2016–2017 OEA Delegates. Formal campaigning will run from Jan. 4–Mar. 14. Members will vote from Mar. 1–14, with votes tabulated by the Elections Committee on Mar. 15.

In the event of a run-off election, the formal campaigning period will be from Apr. 4–25. Voting for run-off elections will take place from Apr. 12–25, with votes tallied on Apr. 26.

Declaration of Candidacy forms are available at www.ceaohio.org under the “Forms” tab, or from Judy Nelson at (614) 253-4731. If you have questions, contact CEA Elections Committee Chair Neil Moore at (614) 264-2188.

Special Notes

- ❑ **Are you getting staff reduced this school year?** Join the PAR Staff and CEA President Tracey D. Johnson at the Columbus Downtown HS on Tuesday, Jan. 5, or Wednesday, Jan. 6, from 4:30–6:30 p.m. to find out about the Article 211 Interview Process, staff reductions and also to learn about your union.
- ❑ Make sure no one has to choose between getting well and having a paycheck. At this time, Jill Harrington at Hubbard Mastery School PreK–6 is having to make that choice. **Donate days to the Catastrophic Sick Leave Bank.** Use a sick leave form to make your donation. Indicate who the donation should be directed toward and how many days are being donated. Be sure to sign the form and send it to Cathy Jones in the CCS HR Department.
- ❑ **Thank you for pledging a contribution to United Way of Central Ohio.** We received Easthaven ES’s envelope since the publication of last week’s *Voice*.
- ❑ **Miami University’s Project *Dragonfly*** is accepting applications for 2016 Earth Expeditions graduate courses that offer extraordinary experiences in 15 countries throughout the world. New in 2016 are courses in Galápagos and Paraguay. These courses offer firsthand experiences at critical field sites in Africa, Asia, Australia and the Americas. The due date to apply is Jan. 28. For more information, go to <http://EarthExpeditions.MiamiOH.edu/formaleducator>.
- ❑ **Need Support Writing or Revising Your IPDP?** The members of LPDC will be having four support sessions to help you write, revise and submit your IPDP. They will also be available to help you count CEUs and review your PD Profile in CiMS. The support sessions will be held at Hudson Distribution Center in Computer Lab 1 on Jan. 12, Jan. 20, Mar. 22 and Mar. 23 from 4–5:30 p.m. Space is limited. Register on PD Planner if you would like to attend.