

The CEA Voice

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Columbus Education Association

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National Day of Service

On Jan. 18, we will celebrate the legacy of the late Dr. Martin Luther King, Jr.'s fight for civil rights. It is also the National Day of Service, when many will spend the day delivering meals, refurbishing schools and community centers and collecting food and clothing. The day calls for Americans from all walks of life to work together to provide solutions to our most pressing national problems. Join the hundreds of thousands of people who serve on MLK Day and throughout the year. Find a volunteer opportunity in your community. Last year, thousands of people volunteered as mentors, built homes, took time to support job-seekers, provided other services for veterans and military families, and helped community members improve their financial literacy skills. Learn more at <http://www.nationalservice.gov/mlkday>.



Acting Education Secretary Has Problematic Past

As we return from break, John King Jr. becomes the nation's new Secretary of Education. President Obama appointed King "acting" deputy, and the "acting" chief secretary in the wake of Arne Duncan's resignation. This means that he can start in this role without Congressional approval and stay there—at least until Obama leaves office at the end of the year.



John King Jr.

King seems, on the surface, to be a decent choice. Most recently, King served as state commissioner of the New York schools. He has a Ph.D. in education and a law degree. But the nation's teaching associations are issuing a very big "caveat emptor," or "let the buyer beware."

Randi Weingarten, American Federation of Teachers president, said recently, "We are disappointed to hear that Deputy Secretary of Education John King Jr. will be appointed as the acting secretary. His tenure as New York State's education commissioner created so much polarization in the state with parents and educators alike that even Gov. Andrew Cuomo is finally doing a mea culpa."

King is likely bringing the nation more of what resigning Secretary Duncan left behind. Like Arne Duncan, King has been at odds with the teachers' unions. News media have reported:

- King rushed New York's teacher evaluation system, accountability testing and implementation of the Common Core. He ignored the public pleas of

superintendents, thousands of teachers, parents and other administrators to back off from these efforts.

- Twenty percent of the students slated to take New York state tests last spring opted out.
- King's teacher evaluation rollout is facing legal challenges, and the New York legislature nullified any consequences for teachers.
- King tried to collect confidential student data and share it with software developers so they could market products to school districts. One public forum on the matter turned loud and angry—and led King to cancel the other scheduled forums on the topic.
- King supports charter schools. He served as director of a nonprofit charter-school management company in the early 2000s.

It is possible that King has learned from his mistakes. But it is wise to consider education reporter Valerie Strauss' column in *The Washington Post*, which noted, "Were King's expectations too ambitious? Perhaps. But that does not absolve responsibility. It is the job of leaders to establish achievable goals, build capacity and support, modify when needed and then focus resources on their accomplishment. That is how real progress is achieved."

Support I Know I Can

For more than 27 years, IKIC has collaborated with CCS teachers and counselors to make a real difference in college access and success. We now know that CCS students who participate in three or more one-on-one advising sessions are twice as likely to enroll in postsecondary education. Additionally, over 80 percent of CCS graduates who receive financial assistance from IKIC enroll in college and have a success rate that is nearly four times higher than the national average. It is through our open hearts and minds that we have been able to collectively foster an environment where post-secondary education is an achievable goal for CCS students—students like Walnut Ridge HS graduate Kila.



Kila is currently volunteering with IKIC as an Ameri-Corps Ohio College Guide in several CCS middle schools. She was the first in her family to earn a bachelor's degree and looks forward to becoming a middle school teacher in CCS. She is an example of success.

There are more students like Kila, and we want to give them every opportunity to succeed. They need our help. IKIC's Annual Campaign launched a few weeks ago, and IKIC staff will distribute pledge cards to personal mailboxes this week. Please consider collaborating with IKIC by investing in opportunity for our students. To give, please complete the pledge card and return to IKIC, Route 2, or donate by visiting www.iknowican.org/contribute/donate.

See I Know I Can on back page

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.”

If your school is interested in obtaining a variance from the Reform Panel or you are unsure whether or not your school has correctly followed the Reform Panel process, call the CEA office at (614) 253-4731 for more information.

Here are the variances considered by the Reform Panel at the Dec. 16 meeting:

Mtg. Date	School/Unit	Variance requested	Panel decision
Dec. 16	Walnut Ridge HS	To allow two teachers to have an additional duty in place of a fifth class to facilitate Building Leadership Team common planning time	Not approved
	Hilltonia MS	To implement a new discipline plan requiring additional paperwork	Approved
	Salem ES	To allow a Unified Arts teacher to teach year-round subject to allow for common planning	Approved
	Salem ES	To increase the time for a Unified Arts subject to allow for common planning	Approved

I Know I Can from front page

For questions, contact Sophia Fifner, I Know I Can Director of Development and Public Relations at sfifner@iknow-ican.org or (614) 233-9510.

A gift today will give opportunity to future students like Kila tomorrow. IKIC works. It’s that simple.

Continuing Contract: Deadline Approaching

If you are eligible to receive a continuing contract beginning with the 2016–2017 school year, you must fill out and submit an application form on or before Mar. 4. While a limited contract is renewable from year to year upon recommendation of the superintendent, a continuing contract remains in effect until you resign, retire or are terminated or suspended.

Section 401.08 of the *CEA Master Agreement* explains more about the process. To be eligible, you must meet all of the coursework and service requirements which include:

- Having a five-year professional license or permanent certificate on file in Human Resources
- Completing (by the end of this school year) three years of successful Columbus teaching experience within the last five years OR completing two successful years of Columbus teaching if you previously had a continuing contract in Columbus or another Ohio district

Under the new licensing standards, you must also meet the following coursework requirements:

- If you have a master’s degree: six semester hours of graduate coursework in your licensing or related area
- If you do not have a master’s degree: thirty semester hours of 300-level coursework or above in your licensure or related area

The form is located on the CCS Intranet under Human Resources/HR Administration/Mira Wright or can be downloaded at www.ccsob.us/HRAdministration.aspx under Licensing/Contract.

Return your completed forms to Nancy Young, Teacher Certification/Licensure, Columbus Education Center, Human Resources, 270 E. State Street, Columbus, Ohio 43215. For questions on eligibility requirements, contact her at 365-5658. **Your Association highly recommends hand delivering your form and requesting a time-stamped copy as a receipt.**

Know Where You Want To Teach?

Have a particular teaching preference? Now is your chance to make your request for the 2016–2017 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.

Records Day—Your Day!

When CEA members voted overwhelmingly to ratify the tentative agreement with the Columbus City Schools Board of Education in May, their vote placed two additional district-wide records days into our contract. The second Records Day of the 2015–2016 school year will occur on Tuesday, Jan. 19.

On this day, there will be no PD pull-outs, no forced TBTs, no suggested meetings by supervisors or administrators; they also get and need this time. This is your day to spend working in your building on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Remember, it is a work day. All members are expected to report to work at their regular start time and work the full day. Let’s show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

Special Notes

- ❑ **If you want enhanced, or super severance pay, you must notify the district of retirement intentions by Feb. 1 in the year you are retiring.** To estimate the amount of your severance pay, access the intranet under “Treasurer’s Office,” “Payroll,” and use your latest pay stub to access the amount. **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.**
- ❑ From now until **5 p.m. on 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.** **Campaigning will run until Mar. 14. Voting will take place from Mar. 1–14, with votes tabulated on Mar. 15.** In the event of a run-off election, campaigning will be from Apr. 4–25. Voting 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.
- ❑ **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. 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.