

## Honoring Black Americans

This month, we remember the contributions of many Americans who were left out of the history books for many decades. It is our opportunity to share the accomplishments of American heroes and to emphasize that American history isn't the purview of any one group of people.



Black History Month began in 1926 when historian Carter G. Woodson urged fraternity brothers of Omega Psi Phi Fraternity, Inc. to help promote a "Negro History Week." Woodson, a Harvard-trained historian, believed that promoting the achievements of black people would help to combat prejudice and build a sense of pride among his people.

Since 1976, every U.S. President has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

This year's theme is "African Americans and The Vote." Even before the Civil War, black men petitioned their legislatures and the U.S. Congress, seeking to be recognized as voters. This year marks one hundred years since the Nineteenth Amendment and the women's suffrage movement as well as one hundred and fifty years since the Fifteenth Amendment and the right of black men to vote. The theme speaks to the ongoing struggle of both black men and black women for the right to vote.

Black disfranchisement laws in the late nineteenth and early twentieth centuries undermined the guarantees in the Fourteenth and Fifteenth Amendments for a great majority of southern blacks until the Voting Rights Act of 1965. The theme of the vote should also include the rise of black elected and appointed officials at the local and national levels, campaigns for equal rights legislation, as well as the role of blacks in traditional and alternative political parties. For classroom resources, go to <https://asalh.org/black-history-themes/>.

## UNCF Helps Our Students

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar we raise is designated for scholarships for Columbus City School students. Please be generous in your giving. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation.



This drive is very important, as we prepare our students for jobs in the global community. More than sixty percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

Once your campaign coordinator gives you your pledge card, please complete and return it as soon as possible. Our UNCF Workplace Campaign ends on Feb. 28, 2020. "A mind is a terrible thing to waste."

## Thank a School Counselor

This year's National School Counselor Week's theme is "School Counselors: Helping Build Better Humans," and will be celebrated from Feb. 3-7, 2020. The purpose of National School Counselor Week is to focus public attention on the unique contribution of school counselors within U.S. school systems. Counselors work in professional partnerships with school staff, business and industry, parents/families, and the community to focus on positive ways to enhance students' social/personal, academic, and career development. It is frequently a counselor who can make a positive difference in a child's life. For instance, professional school counselors help students set goals, explore career plans for college, select appropriate courses for post-secondary options, develop skills in decision making, manage conflicts, and problem solving.



At CEA, we would like to recognize our counselors who engage students in examining and improving their abilities, strengths, interests, and talents. They also work in partnership with parents and support teachers and other educators in providing an educational system where students can realize their potential. National School Counseling Week is sponsored by the American School Counselor Association. For more information and a list of suggested activities, visit <http://bit.ly/2020scw>.

When you see your school counselor, say, "Thanks." From all of us at CEA to all CCS counselors: A great big cheer of appreciation for all you do.

## Capital Representative Assembly and Election

The Capital Representative Assembly (RA) will be held Wednesday, Apr. 1, 2020, at the STRS building, 2nd floor sublet meeting room, 275 East Broad Street. Registration begins at 4 p.m., and the RA starts at 5 p.m. Parking is available at the building. Alternates are welcome to attend the RA.

A key focal point of the Capital RA will be Spring Elections for Capital District President and Vice President. CEA members may declare their candidacy through Mar. 30, 2020. Voting will take place during the Capital RA on Apr. 1. Go to <https://bit.ly/2GvckUK> to download a declaration form.

## Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. Applications are due by 4:30 p.m., Friday, Mar. 27, 2020. You can find the application at <http://bit.ly/ceaspringschol2020>. The scholarship application must include a statement of the student's personal philosophy and goals and also include two references: One from a current academic instructor with whom the student has studied during the past year and one from someone other than a relative. Applicants must be the children of a CEA or CEA-R members for their dependent(s) to be eligible. A teacher must:

- Be a current CEA or CEA-R member
- Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant taught for four (4) years prior to:
  - Going on an approved leave of absence

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**The CEA Master Agreement is set to expire in fewer than 926 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.

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- Going on an approved disability retirement
- Retiring and maintaining membership in CEA-R

Applicants must:

- Be the child of a CEA or CEA-R member.
- Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
- Have a cumulative grade point average of 2.5 or above, which must be verified by an official high school or university transcript. Copies will not be accepted.
- Be a full-time student while enrolled in college.
- Include a copy of the Student Aid Report from FASFA.
- Indicate all financial aid (other than student loans) which they expect to receive.

The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.

## PBIS PD Coming Soon

The Office of Social-Emotional & Student Support Services will be offering a series of free trainings on PBIS open to all CCS staff members. All trainings will be held at the Professional Library at the Hudson Distribution Center from 4:30–6:30 p.m. Participants will receive .2 CEUs for each session attended. Register on PDS (PD Planner) at <https://www.ccsob.us/domain/159>. Light refreshments will be served at 4:15 p.m. If you have questions, contact your Regional PBIS Coordinator. The class schedule is as follows:

- Feb. 18 Let the Data do the driving! PBIS Implementation
- Feb. 27 PBIS in the Classroom
- Mar. 3 PBIS: Alternatives to Suspension
- Mar. 10 PBIS: Family & Community Partnerships

## United Health Care Benefits

Effective January 1, 2020, we moved to United Health Care. You should have already received your new insurance cards. Although the benefit administration moved from Medical Mutual to United Health Care, our plan design has remained the same. Members can access United Health Care benefit information by logging onto the portal at [www.myuhc.com](http://www.myuhc.com). The portal will allow you to view the benefit plan, print additional insurance cards, look at your claim history, find medical professionals, compare of the cost of medical procedures, and much more.

If you are experiencing a specific concern with your medical coverage, you can reach out to United Health Care directly at 844-210-6436. CCS has a Benefits Administrator Manager for employees in Human Resources, Hollie Aselage, and can be contacted via email at [haselage@columbus.k12.oh.us](mailto:haselage@columbus.k12.oh.us). If you are having an issue with a claim that has been paid through Medical Mutual, but has been denied with United Health Care, reach out to Hollie for assistance with your specific situation.

## Textbook Selection Committee Nominations Open

Our *Master Agreement* provides CEA members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate. The District will be selecting textbooks for reading and math for grades K–12. Here's how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Only teachers from each pertinent subject area and grade level at schools involved elect the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominations should be emailed to CEA President John Coneglio ([coneglio@ceaohio.org](mailto:coneglio@ceaohio.org)) and copied to Leslie Kelley ([lkelly@columbus.k12.oh.us](mailto:lkelly@columbus.k12.oh.us)) no later than Friday, Feb. 14.

- Nominations should be on school letterhead signed by both the building principal and Senior Faculty Representative.
- Nominees go to a joint Association and Board committee for a final vote.

## Summer Fee Waivers Coming

The Summer 2020 Fee Waiver online application process is just around the corner. Bargaining unit members can access the online application from home or work using their CCS email username and password. The online form will automatically send applicants a confirmation email once their application is submitted. Instructions on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. The application period will open on Monday, Feb. 3, and close at 11:59 p.m. on Thursday, Feb. 20. If you have Priority 1 or Priority 2 status, be sure to upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your Priority status will change without the proper documentation. Call Sara Lowery at (614) 365-5039 or email her at [slowery@columbus.k12.oh.us](mailto:slowery@columbus.k12.oh.us) if you have any questions.

## Joint District Meetings Scheduled

The CEA Board of Governors will hold two joint district meetings the week of February 17 instead of individual district meetings. They will be held on Wednesday, Feb. 19, at the Berwick Manor Party House (3250 Refugee Rd.) and Thursday, Feb. 20, at the Spaghetti Warehouse (397 W. Broad St.). Both meetings will begin at 4:30 p.m. In addition to regular CEA business, candidates for OEA delegate, NEA delegate, CEA Governor and CEA President and Vice President will be given an opportunity to share their reasons for running for office and to communicate their qualifications for the respective positions. These meetings are open to all CEA members. If you have questions, call CEA at (614) 253-4731.

## 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 Friday, 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 alternatively constructed panel. To request an alternative interview panel, a request must be made in writing to the CEA President and signed by both the Senior FR and administrator by Wednesday, Feb. 12. Fax requests to (614) 253-0465. As of the time this issue of *The CEA Voice* went to press, requests from the following unit(s) had been granted: **School Counselors**.

## Special Note

- **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>.** Go to <http://bit.ly/2021onlineCCapp> to utilize the online application process. 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.