We know that our members work hard, and we’re proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each winner with a $1,250 scholarship, funded by a $10 dues assessment from each member and is invested and paid through The Columbus Foundation. Since 1995, this fund has awarded $655,000 in scholarships. The students listed below have been awarded CEA Members Scholarships for the 2014–2015 school year:

**Member** | **CEA Unit** | **Student** | **College**
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Nancy Armstrong | Como ES | Sierra Armstrong | Pratt Institute
Pamela Artrip | Woodward Park MS | Jared Artrip | The Ohio State University
Jennifer Beauford | Whetstone HS | David Bauer | The Ohio State University at Marion
Mindy Bobich | Hakes Community Ed. Ce | Molly Bobich | The Ohio State University
Marsha Bonnettego | CEA-R | Michelle Bonnettego | Kent State University
Anastasia Brown | Old Orchard ES | Morgan Johnson | The Ohio State University
Christina Burgess | Murgett ES | Cody Murgett | The Ohio State University
Marsha Burkholder | Westgate ES | Evan Burkholder | Urbana University
Dolphinia Christopher | Coleman ES | Dylan Christopher | Capital University
Michelle Clark | AIMS | Andrina Clark | The Ohio State University
Aftab Ali Ahsan | Columbus Scioto HS |붐 Choi | Ohio University
Diana DeNeu | PART 17th Ave | Alexander Long | Miami University
Cherie Ellis | Indian Springs ES | Kenyon Ellis | Ohio University
Stephen埃米 | Mifflin HS | Sara Emmons | The Ohio State University
Daniele Finn | JDC | Collin Finn | Ohio Wesleyan University
Edward Geers | Tinte | Jenny Geers | Wilmington College
Foral Furl | Walnut Ridge HS | Benjamin Furl | The Ohio State University
Michelle Hanson | Columbus International HS | Alexander Hansen | Tinza College
Norman Harder Prize | Centennial HS | Mackenzie Prat | Miami University
Faww Farran | Walnut Ridge HS | K posts | Ohio University
Christina Herdich | Marion-Franklin HS | Rebecca Helich | Huffman Institute of Technology
Jennifer Herrmann | Westgate ES | Nina Herrmann | The Ohio State University
Stephen Hilditch | Mifflin HS | Kathryn Hilditch | University of Toledo
Lorena Hobson | Walnut Ridge HS | Laptops Grove | University of Cincinnati
Rhonda Hudson | Devore HS | Victoria Hump | Miami University
Cynia Hurtt | Independent HS | Alex Hurtt | Bowling Green State University
Elaine Inzona | Winton Terrace ES | Andrea Insoma | The Ohio State University
Vicki Jackson | Northside ES | Stacie Jackson | The Ohio State University
Madeline Jordan | Huy ES/A.G. Bell | Gregory Jordan | The Ohio State University
Amy Jones | East Columbus ES | Danielle Reiteron | Miami University
John Kamenec | Walnut Ridge HS | Matthew Kalosz | Kent State University
Katey Keelor | North Linden ES | Megan Keelor | Kent State University
Thomas Kircher | CEA-R | Kathleen Kircher | Columbus College of Art & Design
Benjamin Kiehle | Columbus Downtown HS | Holly Kiehele | Miami University
Juliane Kiel | Gifted & Talented | Robert Kien | University of Toledo

**Member** | **CEA Unit** | **Student** | **College**
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Kathleen Lally | Scoreboard ES | Erin Lally | Capital University
Kathleen Lally | Scoreboard ES | Sean Lally | Marietta College
Paul Laoschluss | CEA-R | Alexandra Laoschluss | University of Cincinnati
Jacqueline Leavitt | Centennial HS | Anastasia Leavitt | Kent State University
Karen Lesmond | East Linden ES | Emily Lesmond | Ohio Northern University
Tracy Magnuson | Parkmoor ES | Julie Magnuson | The Ohio State University
Kathryn Marcin | Watkins ES | Emily Marcin | Miami University
April March | Avon ES | Rachel March | Belmont Abbey College
Amy Martin | Northgate Center | Jaret Martin | Ohio Northern University
Kimberly Massin | Southwood ES | Robert Massin | The Ohio State University
Maureen Megel | Huy ES/A.G. Bell | Lindsay Megel | Ohio Northern University
Christine McMahan | Nursing | Corey McMahan | Northwestern University
Paula McGreg | Mifflin MS | Sarah McGreg | Ohio Wesleyan University
Martha Mezzani | Birkett ES | Teresa Mezzani | The Ohio State University
Don Moore | CEA-R | Shannon Moore | The Ohio State University
Steven Murray | CAAH | Russ Murray | Miami University
Luann Oliver | Alpin ES | Kelly Oliver | Ohio University
Andrea Pape | Moler ES | Jade Pape | Youngstown State University
Alice Parker | Columbus Science HS | Luka Parker | Ohio Northern University
April Penney | CEA-R | Amanda Penney | Hope College
Romina Portz | U.S. Department | Kevin Portz | The Ohio State University
Kathryn Ritter | Woodward Park MS | Kermit Ritter | The Ohio State University
Cara Rock | CEA-R | Christopher Rock | The Ohio State University
Jan Ried | Whetstone HS | Danielle Ried | Cleveland Institute of Art
Pamela Scott | Olde Orchard HS | Matrac Scott | The Ohio State University
Thomas Sifil | Woodward Park MS | Emily Sifil | Bowling Green State University
Robert Slifskyski | Mifflin HS | Allison Slifskyski | Cincinnati College of Mount Holy Science
Tony Michi Thomas | South HS/Oakmont ES | Chandler Thomas | University of Cincinnati
Lois Wibb | Beckey MS | Keenan Wibb | Bemidji State University
Deborah Weber | East Columbus ES | Natalie Weber | Kent State University
Kathleen Webster | Guidance Counselor | Bryn Webster | Denison University
Sandra Winchlow | Huy ES/A.G. Bell | Penny Winchlow | Miami University
Tara Woodford | Champion MS | Stacy Woodford | Lake Erie College
Linda Wright | CEA-R | David Edge | Georgetown University

Gratitude Abounds

Sit down, pass the gravy and remember: It’s been a long road. CEA members have a lot to be thankful. When you are giving thanks, don’t forget to add a word of gratitude to the many union organizers who fought (and sometimes died) during the past century to win: Collective bargaining rights for employees, wrongful termination laws, paid vacation, Family & Medical Leave Act (FMLA), sick leave, Social Security, minimum wage, Civil Rights Act/Title VII—prohibits employer discrimination, eight-hour work day, overtime pay, child labor laws, Occupational Safety & Health Act (OSHA), 40-hour work week, workers’ compensation, unemployment insurance, pensions, workplace safety standards and regulations, employer health care insurance, Age Discrimination in Employment Act of 1967 (ADEA), whistleblower protection laws, Veterans’ Employment and Training Services (VETS), compensation increases and evaluations, sexual harassment laws. Americans with Disabilities Act (ADA), holiday pay, employer dental, life and vision insurance, privacy rights, pregnancy and parental leave, military leave, the right to strike, public education for children, Equal Pay Acts of 1963 & 2011—requires that employers pay men and women equally for the same amount and type of work and laws ending sweatshops in the United States.
Legislators Target Salary Schedule

On Thursday, Nov. 13, the House Education Committee approved sweeping changes to House Bill 343. On a party-line vote, 18 amendments were added to the bill, including provisions that would remove the single salary schedule and the minimum teacher salary from state law.

Single salary schedules determined by experience and training prevent unfair pay differentials based on biases about grade levels, subject of instruction, race, gender or subjective evaluations of performance. Eliminating this language is an open invitation to favoritism and arbitrary treatment of employees—exactly what single salary schedules were designed to prevent.

Additionally, minimum teacher salaries are part of an effort to ensure competitive and fair compensation in all parts of the state, critical to recruiting and retaining high-quality teachers needed to raise student achievement levels in Ohio.

On Monday, Nov. 17, the amended bill received another—and its final—hearing in the House Education Committee. CEA Vice President Phil Hayes testified in opposition to the inclusion of the provision. To download his testimony, go to http://bit.ly/hb343CEA. The Republican-controlled committee voted 10-5 on a party-line vote to send HB 343 to the House Rules and Reference Committee—the last stop before the bill could appear on the floor of the Ohio House for a vote.

The House Rules and Reference Committee was scheduled to meet Tuesday through Thursday, Nov. 18–20. However, as of the time The CEA Voice went to press, it was unclear when, if ever, HB 343 would appear on the committee’s agenda. Approval by the Rules and Reference Committee would send HB 343 to the floor of the House for a vote.

Your Association calls on every member to urge legislators in the Ohio House and Senate to keep the single salary schedule requirement for public school employees and teachers and to keep the state minimum salary schedule. To contact your state representative and state senator, go to http://bit.ly/1iNQkJA.

Keep #ohio5of8

On Tuesday, Nov. 11, the Operating Standards Sub-Committee voted 4 to 3 to recommend the adoption of the revised standards—which would eliminate the “5 of 8 Rule” —to the full board for a final vote at the Dec. 9 State Board of Education meeting.

Currently, the standard requires that “Educational service personnel shall be assigned to at least five of the eight following areas: counselor, library media specialist, school nurse, visiting teacher, social worker and elementary art, music and physical education.” At the State Board meeting on Nov. 11, the agenda called for public comment on the proposed rule change at the beginning of the meeting. Board President Debe Terhar unilaterally changed the agenda at the last minute. She moved the Operating Standards presentation before public comment, despite an outcry from board members and the audience.

Standing firm in her decision, Terhar told the members of the board and the audience that she had the authority to change the agenda order. She added that if they didn’t like the change, “You have the right to leave.” Four board members promptly accepted her offer, walking out in protest of her decision.

What would Ohio’s schools look like without art, music, physical education, school counselors, school nurses, library media specialists or school social workers? The removal of this language would further reduce the educational opportunities available to Ohio’s students. Children from the poorest school districts—the ones who need these services the most—would be disproportionately affected.

The State Board of Education is scheduled to vote on the Operating Standards revision at its meeting on Dec. 8–9. Your Association needs every member to thank the board members who walked out in protest by going to http://bit.ly/thankhe4. Also, please continue to contact the other board members and urge them to oppose the elimination of the “5 of 8 Rule” by going to http://bit.ly/keep5of8.

Track Your Evaluation

CEA has created the CEA Teacher and Licensed Support Professional Evaluation System Checklist, an evaluation form for members to use to record all activities of the evaluation process. It is the brainchild of CEA member Georgia O’Hara. The form helps you track your pre-observation conferences, observations, walkthroughs and final conferences.

We must be vigilant about making sure everyone follows the guidelines for I LEAD. We know from experience that if we track the events that occur during the evaluation process, we can get a good idea of where we stand. This document is not an official CCE form. It is merely a tool for members’ personal use in keeping track of your progress. You can find the form on the CEA website. A hard copy (on light blue cardstock) will be sent to every member.

CEA Fall Special Election Results

Congratulations to Carol M. Dixon (Briggs HS), elected District 6 Governor. We will hold a run-off election for the Middle School At-Large Governor between Angela M. Stokes (Columbus City Schools Prep. School for Girls) and Kimberly A. Jones (Mifflin MS). Campaigning is currently underway. Voting begins Tuesday, Dec. 2, and will end Monday, Dec. 15. The Elections Committee will collect ballots from buildings and tally votes at the CEA office on Tuesday, Dec. 16.


The following schools will receive Gainsharing for the 2013–2014 school year. The number in parentheses following each school equates to the number of components (25 percent of the full award) each school will receive:

- Avalon ES (1), Briggs HS (1), Broadleigh ES (4), Buckeye MS (1), Clinton ES (3), Colearan ES (1), Columbus Africentric Early College (1), Columbus City Prep. School for Boys (1), Como ES (3), Dominion MS (2), East HS (1), Hamilton STEM Academy (K–6) (1), Highland ES (4), Independence HS (1), Innis ES (2), Leawood ES (1), Lindbergh ES (1), Linden STEM Academy K–6 (1), Livingston ES (1), Marion-Franklin HS (1), Mifflin HS (1), North Linden ES (1), Northtowne ES (3), Oakmont ES (1), Ohio Avenue ES (1), Parsons ES (1), Shady Lane ES (1), Siebert ES (2), South Mifflin STEM Academy (K–6) (2), Sullivan ES (1), Trevitt ES (1), Valley Forge ES (2), Walnut Ridge HS (1), West HS (1), West Mound ES (1), Westgate Alternative ES (1) and Wintererset ES (1).

Leadership Intern Information Session

An informational meeting is planned for staff who would like to learn more about the Leadership Intern Program. The session will include information on opportunities to pursue administrative leadership, professional development available for interns, selection process for the upcoming year and time for questions. The meeting will be held on Tuesday, December 9, from 4–5:30 p.m. at the Hudson Distribution Center, 737 E. Hudson Street.

For more information, contact Kathryn Moser, Director, School Leadership Development at kmoser@columbus.k12.oh.us.

Special Notes

- CEA continues to honor those who served in the U.S. Armed Forces. We wish to add Keith Beveridge, U.S. Coast Guard, to our recent article thanking them for their service.
- Gainsharing Service Plan Deadline Approaching: Teachers who are on special assignment and itinerant teachers who rotate to more than one school may opt into the Gainsharing building goals by preparing Gainsharing Service Plans. The deadline for submission for the 2014–2015 school year is Wednesday, Dec. 3, for members not assigned to schools on a full-time basis. This form is available on the CCS intranet and the CEA website in the “Forms” section.
- CEA wants to thank the following buildings who have recently completed their United Way Campaigns: Eastgate ES, Ft. Hayes CC, Valleyview ES, Yorktown MS and Liberty ES.