

The CEA Voice

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Columbus Education Association

November 21, 2016

Thank Your Union

We are fortunate to be part of a labor union. We have a lot to be thankful for and so does the American worker. The labor movement in general has brought positive change to the American workplace. The majority of workers now take for granted they will get weekends off, paid vacation, sick leave, a 40-hour workweek, workplace safety standards, and other benefits, and it's all because unions heroically fought unacceptable conditions. Here's a list of the other benefits labor unions have worked to achieve for all workers: Age Discrimination in Employment Act of 1967, all breaks at work including your lunch breaks, Americans with Disabilities Act, child labor laws, Civil Rights Act/Title VII, collective bargaining rights for employees, compensation increases, Employee Polygraph Protection Act, employer-provided health care, dental, life, and vision insurance, Equal Pay Acts of 1963 & 2011, FMLA, holiday pay, military leave, minimum wage, Occupational Safety & Health Act, overtime pay, pensions, pregnancy and parental leave, privacy rights, public education for children, sexual harassment laws, Social Security, unemployment insurance, Veterans' Employment and Training Services (VETS), whistleblower protection laws, workers' compensation, workplace safety standards and regulations and wrongful termination laws.



When you sit down to enjoy your Thanksgiving meal this year, remember that your Association, CEA, is one of these organizations. Our predecessors committed themselves to improving pay and treatment, and it wasn't entirely pretty, particularly in the 1970s when our teachers endured a strike, faced the challenges of desegregation, weathered reductions in force, and were forced to make compromises during serious financial crises. Only a few years ago, our very existence, along with that of all the unions across the state, was threatened by Ohio Senate Bill 5, which would have stripped all of us of most of our power. Yet with strong leadership, we have endured, and we have led the way nationally for other associations to meet these and many more challenges.

Have a happy Thanksgiving, and remember that CEA is here for you.

Acknowledging Our Native Population

In 1990 President George H. W. Bush approved a joint resolution designating November 1990 "National American Indian Heritage Month," or as it is commonly referred to, American Indian and Alaska Native Heritage Month. In 2009,



Congress passed and the President signed legislation that established the Friday immediately following Thanksgiving Day of each year as "Native American Heritage Day." It's a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Heritage Month is also a dedicated time to educate the general public about tribes, to raise a general awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges. Find out more at <http://www.indianaffairs.gov/DocumentLibrary/HeritageMonth/index.htm>.

Catastrophic Leave Donations

Section 701.07 of our *Master Agreement* details the rules for using Catastrophic Sick Leave. This benefit is there for those with life-threatening illnesses that drive them over the designated number of sick leave days. Catastrophic Leave is for colleagues who are experiencing serious illness or for those who must take care of a family member experiencing such illness. An employee who has exhausted all sick and personal days and faces a life-threatening illness may receive as many as 45 donated days, if approved by the Joint Catastrophic Leave Committee.

Donations can be made at any time directly to the bank by filling out a sick leave form. Individual members may accept donations after approval by the Joint Committee. It takes just 7.5 donated days to cover a two-week paycheck for an individual on catastrophic leave.

To donate, enter your name at the top of the CCS "Report of Employee Absence" form. In the "Comments" section write the words, "Catastrophic Sick Leave Donation." Be sure that you and your principal or supervisor sign the form. We often experience a shortage of donated days so please consider making a donation.

PAR Pool

After a very lengthy application, interview, and review process, the Peer Assistance and Review (PAR) Panel has made its decisions regarding the selection of PAR consulting teacher positions for the PAR pool.

Congratulations to the following CEA members who have been selected to be placed in the PAR Pool: Pamela Artrip (Woodward Park MS), Sibyl Barber (Sherwood MS), Bethany Bell (Whetstone HS), Patrick Bellamy (Siebert ES); Theresa Cover (Linden McKinley STEM); Mitchell Fleisher (South HS), Channon Gross (Linden McKinley STEM), Tracie Helmbrecht (AIMS); Shannon Holland (Berwick PreK - 8), Michelle Leasor (Marion Franklin HS), Monica Martin (Oakmont ES), Kimberly Ogilbee (Starling K - 8), Denise Sizemore (Cols. North International), Dawn (Shelly) Stark (Northland HS) and Yolanda Stewart (Johnson Park MS).

Thank You for Giving

It's called the "People-Centered" investment process, and it's United Way's philosophy, centered on looking at causes and effects, and try to solve problems where they begin. The people are all of us—co-workers, neighbors, our students, our families, community organizations, government agencies. We need each other. Only together can we find solutions to our communities' most pressing problems and make life better for each other. When you give to United Way of Central Ohio, your contribution goes a long way. Your gift helps United Way with its holistic approach to solving problems where they begin, and working across boundaries to find solutions. With your dollars, United Way's member agencies can help individuals across Franklin County achieve the following outcomes:

- Children are prepared for school
- Students succeed
- Parents are engaged in student success
- People get jobs
- People stay healthy
- People have improved financial stability and capability
- People avoid crisis situations

If you haven't given your completed pledge form to your SrFR, make sure you do so. Remember, by donating to the United Way of Central Ohio, you create positive changes for now and for the future of many Central Ohio families. Our Association would like to thank the following schools/units whose campaign envelopes were received since the publication of last week's Voice: CEA Office, East HS and PAR.

Job Share

Job sharing provides a way for teachers who have additional responsibilities to stay in the classroom. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job-share with another bargaining unit member, each partner must complete their own job-share packet. The documents must be signed by both job share partners and the principal or supervisor where the job share is to occur. Once these forms are accepted, the job share cannot be dissolved unless all parties agree (teachers, principals and HR). To download the job share packet, go to the HR section of the CCS Intranet.

CEA is compiling a list of bargaining unit members who are looking for job-share partners. To add your name to the list, go to <http://bit.ly/jobshare1718> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Please complete the form no later than 11:59 p.m. on Thursday, Dec. 8. On Friday, Dec. 9, a list of potential job-share partners will be emailed to each person who completes the online form to assist him or her in finding a partner for job sharing.

Each partner's completed job share proposal and job share proposal calendar are due to CCS Human Resources, ATTN: Employment and Staffing by no later than 5 p.m. on Friday, Jan. 6. Your Association recommends hand-delivering these documents and obtaining a time-stamped copy for your records. If you have further questions about job-sharing, please contact Ezzetta Murray at the CEA Office at (614) 253-4731.

Become a Content Expert

All middle grade level teachers are invited to apply to be part of a content expert professional development series sponsored by the Teaching and Learning Department-Secondary Curriculum. Sixth grade teachers (especially those at elementary buildings) and teachers new to their content are encouraged to participate. This series replaces the Teacher Leader meetings from past years. This means that more than one teacher per content from each building can attend. The application deadline is Friday, Dec. 2; to apply, go to <http://tinyurl.com/contentexpert>. Participating teachers will be paid and expected to attend four two-hour sessions (Jan. 10, Feb. 9, Mar. 7, and April 4) from 4-6 p.m. at the

Linmoor Education Center as well as four hours of planning for designing professional development and/or content-specific resources. Teachers may receive up to a \$400 stipend. If you have questions, please contact Sharee Wells at (614) 365-5727.

Become a Teaching and Learning Specialist

Are you a leader in your building interested in supporting fellow teachers with teaching and learning? One teacher per middle school is invited to participate in this two year training to develop educational support and leadership skills. Interested applicants are to be nominated by their principal and faculty representative. They are to have demonstrated leadership skills, ability to mentor, coach and/or lead professional development. Participation is a two-year commitment and consists of a five week Ashland course on coaching and mentoring, monthly district training, summer meetings and building-based training, mentoring and leadership experiences. This opportunity is open to one teacher per middle school. Participating teachers will be paid the hourly rate of up to 40 hours. If you have questions, please contact Sharee Wells at (614) 365-5727.

CEA Fall Election Results

The votes are in for CEA candidates. In the race for Middle School Governor-at-Large #1, there will be a runoff election between Tracie Helmbrecht who received 673 votes and Cassandra Daniels who received 595 votes. Keith A. Emrick and D. Keith Adams received 376 and 269 votes, respectively. In the race for Middle School Governor-at-Large #2, there will be a runoff election between Cassandra Daniels who received 676 votes and Tracie Helmbrecht who received 546 votes. Keith A. Emrick and D. Keith Adams received 372 and 304 votes, respectively. Additionally, the following schools/units were not counted in the election results due to their ballots not being turned in: Binns ES, Gables ES, South Mifflin ES, Sullivant ES and Watkins ES. The ballots from Cranbrook ES were submitted without a signed CEA Certification Form and could not be counted. Campaigning for the runoff election for the two Middle School Governor-at-Large positions began on Nov. 17 and will end Dec. 13. Voting begins Nov. 29 and ends Dec. 13; votes will be tallied on Dec. 14.

Special Notes

-  **Ten Minute Meetings:** We thank our CEA Faculty Representatives for conducting Issue 57 Ten-Minute Meetings at the following schools/work locations prior to Election Day: Broadleigh ES, Buckeye MS, Cassidy ES, Cedarwood ES, Clinton ES, Columbus North International 7-12, Liberty ES, Salem ES, Westmoor MS, Whetstone HS and Woodward Park MS.
-  **License Renewal Support:** The members of LPDC will be having 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 upcoming support sessions will be held 12/13, 1/10, 1/19 and 2/23 from 4-5:30 p.m. in Computer Lab 1 at Hudson Distribution Center. Please sign up on CiMS if you plan to attend.
-  **CEUs for TBTs:** Please make sure you are earning CEUs for all professional development activities you attend. If you are involved in a TBT, make sure your team has selected a facilitator (a teacher on the TBT) to enter the proposal and track attendance. The facilitator will need to attend CiMS Facilitator training and can register in CiMS. Contact jmeade2968@columbus.k12.oh.us with any questions.