This Section Intentionally Left Blank Because It Contains Political Endorsements
ESB held a series of public meetings in late 2016 and released a report in January of 2017, containing six recommendations for state legislators to make changes to OTES in state law. The recommendations call for legislators to:

1. Update OTES Rubric
2. Embed Student Growth into the Revised OTES Rubric
3. Remove Shared Attribution
4. Embed the Alternative Framework Components as Sources of Evidence in the Revised OTES Rubric
5. Structure and Timing of Observations Tailored to Meet the Needs of Teachers in Order to Focus on Improvement and Growth
6. Provide a Professional Growth Process for Teachers Rated Accomplished and Skilled

Despite the State Board of Education’s approval in April, state legislators failed to include any of the ESB’s recommendations in the recent state budget. During the General Assembly’s summer recess, ESB members have been working on creating a new OTES rubric. Sen. Peggy Lehner (R-Kettering), who serves as the chair of the Senate Education Committee, has confirmed that she has drafted a bill based on the changes suggested by the ESB. Lehner expects to introduce the bill soon. Keep reading The CEA Voice for updates and opportunities to get involved.

**Bargaining 101**

Are you interested in learning about bargaining? CEA has an opportunity for you. On Thurs., November 2 at 4:30 p.m., at the Columbus Downtown H.S., CEA will be hosting the first of a four-part series focused on bargaining. The November session focuses on bargaining basics. You do not have to be on the bargaining team to attend this session. Check your email for the link to RSVP or call the CEA office at: (614) 253-4731. CEUs will be granted for attending.

**Know Your Contract: Class Size**

The CCS administration has made a concerted effort to complete initial class size adjustments within the first 18 student attendance days of the school year. October 1 is the deadline to reorganize classrooms that exceed the class size guidelines prescribed in Article 301 of our CEA Master Agreement. Here are the size limits:

- **K–3:** no more than 29 students each
- **4–5:** no more than 30 students each
- **Middle school:** no more than 35 students per class and 150 students per day
- **High school:** no more than 36 students per class and 150 students per day
- **High school or middle school nonacademic classes:** must not exceed the number of pupil stations. For instance, assigning 35 students to a computer class with 30 computers would be a violation of the contract.

If at any time class sizes exceed contractual limits, reorganization must take place. If you have any questions about class size, call CEA.

**Reminders:**

- Open Enrollment for your medical benefits will begin Oct. 10 and end Oct. 31. Everyone must reenroll even if you are not making any changes. Look for emails and information mailed to your home from the CCS Employee Benefits Office. Also, see the October 2 Voice for information on how to enroll.
- Have a college senior? Scholarships are available from the CEA Member Scholarship Fund. Each scholarship provides $1,250 in tuition assistance per awardee. Eligible CEA members must have taught in CCS for the past four years. Your student must have a minimum 2.0 GPA to apply. The deadline to receive the application is 4:30 p.m., Friday, October 20. Go to www.ceaohio.org to download an application. Call Kathy Wilkes at (614) 253-4731, if you have