Welcome to the 2018–2019 school year. I am excited to begin my year with you as President of the Columbus Education Association. I look forward to seeing familiar faces and I am thrilled to work with so many newly energized Association brothers and sisters.

As I begin my first year as President, I will draw upon my experiences as a Faculty Representative, Senior Faculty Representative, High School Governor-at-Large, elected official and, most importantly, a classroom teacher to represent the more than 4,200 members of the Columbus Education Association. I have spent my summer attending trainings at the state and national levels, meeting with school board members, elected officials, members of the community and many of you.

I want to inform you about a serious subject: Our collective power and influence as educators and as members of our Association. Over the summer, a U.S. Supreme Court decision came down that threatens our power as educators and as a union.

If you haven’t already, you will likely start hearing advertisements and even seeing slick print pieces in your mail. You may receive these messages in your school email, encouraging you to drop or not join your union. Ask yourself why outside groups are spending millions of dollars to try and convince you to drop your membership. They want to weaken our collective voice, which advocates for our profession, students and their families.

These messages are coming from the same people that pushed Senate Bill 5, supported cuts to public school funding and the expansion of charter schools. Their sole mission is to silence our voices as public educators. This diminishes our ability to advocate for students and ourselves by taking away our power to fight for what students deserve; our power to fight for a fair salary and the health benefits we need to support ourselves and our families.

They may tell you that you can choose to not be a member and still get the benefits of your union. The reality is that if you make that choice, you curtail your own power and our union’s power to make positive change for public education.

I want to bring this to your attention because we all need to understand that we must keep the collective strength as a union to fight for what is right for ourselves and our students. We need every one of you to take a stand for public education. Your membership matters, you matter, and we are stronger together.

In Solidarity,

John Coneglio

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**Message from the President**

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**We need your contact information**

Members should have received a green card that CEA uses to update information for our database. Your information remains private and is not shared with entities outside of the Association. CEA needs this information to keep in contact with you. Please complete the card and give it to your Senior Faculty Representative or send it to CEA.
Tai Hayden – “I am a proud graduate of Columbus City Schools and had the honor of starting the first six years of my teaching career at Fair Ave. ES, the school I attended as a child. This is where I narrowed my decision as to what I wanted to be when I grew up. Nurse? Police Officer? Teacher? Notice how all three relate to service. I’ve had the opportunity to serve the members of this great Association on all levels. I want to ensure you that I come prepared to work for you and with you. I would like to share just a few of the positions I have held; the STRS Board since 2006, NEA Steering Committees and the OEA Board of Directors, CEA Governor since 2001, Capital District President and Vice President. I look forward to the work that we will do together to stay united.”

Cindy Love – “This school year brings many changes and marks my 27th year with the district. I started teaching Spanish at Champion MS and it was there that my interest in the Association developed. When I transferred to Northland HS, I decided to get involved. I served as a Faculty Representative for several years and later was elected Senior Faculty Representative and as an OEA and NEA delegate. I acted as a cooperating teacher for university students. I discovered how much I enjoyed working with new educators. I became a PAR Consultant in 2008. While serving in PAR, I remained active in CEA and served as FR and later as SFR. It was during this time, I witnessed firsthand the power of collective action as educators from all over Ohio joined with labor groups to fight Senate Bill 5. The SB5 victory made a profound impact on me not only as a teacher but as a union activist. I wanted to do more. When my assignment in PAR ended, I returned to Northland and ran for election on the CEA Board of Governors. I was elected to serve as High School Governor-at-Large and completed two terms. In addition, I continued to serve the PAR program as a committee member on the PAR Panel. As I reflect, I can honestly say, I have had a rich and rewarding career as an educator. As my new career path unfolds as a CEA Staff Consultant, I am excited and humbled to serve this outstanding membership.”

Teri Mullins – “I am starting my fifth year at the CEA office as a staff consultant. Prior to my work as a staff consultant, I taught special education for 13 years at Wedgewood MS. I attended Columbus City Schools as well, including Duxberry Park ES, Franklin MS and East HS. I became involved in the Association as an OEA delegate and alternative faculty representative and then had the opportunity to serve the west side as District 6 Governor. I have also served on the bargaining team, most recently as bargaining chair; the Reform Panel; Insurance Committee, and currently Co-Chair the Joint Evaluation Panel. I feel that unions give everyone the opportunity to have their voices heard while working together for a collective benefit.”

Join the CEA Sick Leave Bank
Each year, members of the CEA family experience serious illnesses and conditions that require extended recovery periods. In some cases, these extended recovery periods may exhaust members’ accrued sick leave. To help prevent this from happening, your Association negotiated the Sick Leave Bank.

After receiving your completed application form, the district will deposit two of your sick days into the bank. Borrowing unit members who join the bank and exhaust their sick leave are eligible to receive a loan of up to ten sick days. Borrowed sick leave must be repaid to the bank by the time you leave the district; outstanding sick leave not repaid will be deducted from your final paycheck. Your initial deposit of two sick days will be refunded once you leave the district.

It’s simple to enroll in the Sick Leave Bank—but do it before the deadline on Friday, Sept. 28. The application form can be downloaded at http://bit.ly/sbapp. Fill out the form and send it to CEC, Route 1. This is a benefit of your CEA Membership.

It’s Recess Time
Each year, elementary teachers vote on whether there will be one or two 15-minute recesses per day. This secret-ballot vote should take place no later than Tuesday, Aug. 21, the second teacher workday of the school year. Recesses take place mid-morning and/or mid-afternoon and should not be adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes, and elementary teachers must have at least a 30-minute uninterrupted, duty-free lunch period. Do not give up your rights in the contract or take away the opportunity for students to have a much-needed break. For more information, see Article 302.05 in the CEA Master Agreement.

Is Your Discipline Plan Done?
Discipline is a crucial matter. Now that students are returning to your classroom, your school’s written discipline plan should be ready for the school year. Having a discipline plan at the beginning of the school year is critical in providing an atmosphere conducive to teaching and learning. Achieving a consensus about how various disciplinary situations will be handled during the year can help you avoid a number of conflicts later.

Our CEA Master Agreement (Section 208.03) sets forth the guidelines for your school’s discipline plan. In consultation with the Association Building Council, your principal (unless new to the building) should have a written discipline plan in place by the first day of student attendance. New principals have until the tenth day of student attendance to develop the plan.

If your school does not have a discipline plan in place on the first day of school, CEA is asking that the Senior Faculty Representative notify the administrator in writing of this concern and give him or her the opportunity to correct the issue. If no plan has been developed within 10 days, contact the CEA office for assistance. Send a copy of your school’s discipline plan to CEA Vice President Phil Hayes at the CEA office.

First Thursdays Belong to CEA
We know that once school starts, schedules fill up fast. But be aware, no parent-teacher conferences or any other events that require the majority of the school staff shall be scheduled after school on the first Thursday of any month. This is because Association meetings occur mainly on Thursdays. We have negotiated the right for CEA representatives to take care of important Association business. Let CEA know if this becomes an issue in your building.

Religious Leave: Know the Rules
Our contract ensures that teachers have the right to participate in their religious traditions. Section 702.11 of the contract allows teachers to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember that a request for religious leave must be made in writing to the Department of Human Resources at least five school days prior to the holiday.

Ring it in at the Fling
CEA starts each new school year with a popular annual event, the CEA Fall Fling. This year it’s Friday, Sept. 14, at the Hilton Columbus Easton. Join us from 4 to 8 p.m. for great music, food and beverages. It’s free, it’s fun and it’s a great way to meet your colleagues and let your hair down a little in a great venue. We love this party. You will, too. Admission is free. Beer and wine are just $2.

Special Note
If you are not receiving The CEA Voice or other communications by email, contact wilkesk@ceaohio.org to have your information added.