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CEA Voice*  
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## Now Forming the Bargaining Team

The *CEA Master Agreement* is set to expire in August of 2019. Your Association is now forming the CEA Negotiations (Bargaining) Team. This posting begins our process for the upcoming round of negotiations.

Our comprehensive team will represent the diversity and varied experience levels of all of our members.

We are looking for members who want to be involved in the future of CEA. As a representative on the Negotiations Team, you will have an opportunity to work as part of a large team of dedicated members. As a part of the team, your responsibilities will include:

- identifying the current needs of teachers,
- communicating and disseminating information to our members, and;
- serving as liaisons to keep members updated throughout the year.

Interested applicants should send a cover letter via school mail highlighting your interests and qualifications along with a résumé to: Teri Mullins, CEA Staff Consultant, CEA Office, Route 1. The selective interviewing process will be utilized to select the Negotiations Team members. Applications must be received no later than Thursday, Sept. 13, at 4:30 p.m.

## Only CEA Members Get Free Legal Assistance

CEA offers a members-only Legal Services Plan through the law firm Cloppert, Latanick, Sauter and Washburn featuring reduced rates for those personal matters requiring a lawyer-such as developing estate plans, resolving domestic matters and dealing with traffic violations.

Here's how the Basic Plan, or the OEA/NEA Attorney Referral Program, works: When you become a CEA member, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection and traffic violations. The best thing is that your immediate family is eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation.

There is another plan available as well. The Comprehensive Plan costs more but provides more extensive coverage for matters such as personal injury at a predetermined, discounted rate. The plan allows you more time to discuss lengthier items, such as document reviews. The Comprehensive Plan also entitles you to attorney time for services such as business dealings, bankruptcy or taxes, and defense in criminal matters; however, these matters do not qualify for the discounted rate.

For questions and consultation appointments, call the Cloppert Law Firm at 614-461-4455.

Columbus  
Education  
Association

cea

Master  
Agreement  
2015-2017

## Teacher Evaluation

As we begin a new school year, it is once again time to start the evaluation process. All teachers must submit two Student Learning Objectives (SLOs). This requirement applies to any certificated or licensed teacher who instructs students 50 percent or more of their employed time. This applies to all teachers, tutors and part-time hourly teachers whose primary job is instructing students. Pertinent details of the CCS-adopted format for this school year include:

- 50 percent of a teacher's rating is based on summative evaluation of performance, the entire rating for Licensed Support Professionals (LSPs) will be based on performance, and the school counselors will be based on both performance and Metrics of Student Outcomes.
- Teachers should submit self-assessments in the ILEAD evaluation system by Friday, Sept. 7.
- Educators will have either a professional growth or improvement plan, which they will discuss with their evaluator at their first scheduled conference. Conferences should be held by Sept. 28.
- Teachers will develop Student Learning Objectives for the other 50 percent of their rating. Teachers will need to submit two (2) student learning objectives (SLOs) to the student learning objectives portal by Sept. 28, for approval by building assessment leaders.
- Evaluations are at these intervals, depending on your rating in prior years:
  - Accomplished: One full cycle evaluation every third year and the development of a self-directed professional growth plan; maintenance of an "average" or better rating on student growth measures to continue the three-year cycle.
  - Skilled: One full-cycle evaluation every other year and a professional growth plan developed collaboratively with the credentialed evaluator.
  - Developing: One full annual evaluation and a professional growth plan developed collaboratively with the credentialed evaluator.
  - Ineffective: One full annual evaluation and improvement plan developed collaboratively with the credentialed evaluator.
- Teachers new to CCS will be evaluated by their Peer Assistance and Review (PAR) Consulting Teachers.
- Individuals who have moved positions for the 2018–2019 school year (i.e. teacher to school counselor, teacher to LSP, LSP to school counselor, or any other reversal of position) will be placed on a new evaluation rubric. The change in evaluation rubrics will require that individual to go through the full annual evaluation cycle in their new capacities.

## The Hidden Cost of Teaching

Your Association knows that as education professionals, we spend our own money on a regular basis to make sure that we have the resources we need to ensure that our students are successful. The Columbus Education Association asks for your participation in a brief five-question survey that will provide useful information about how our members spend their own money to benefit their students. CEA members were sent an email to their non-CCS email addresses containing a link to the survey on Friday, Aug. 24. The survey will close on Monday, Sept. 3, at 11:59 p.m. If you did not get the email message, or if CEA does not have your current non-CCS email address, please send it to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org) to participate in the survey. You will be able to access this survey from home or from work.

## Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.
- You have the right to the representative of your choice, not your principal's choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.

## Fall Fling Is Coming

Come one, come all and have a ball at the annual CEA Fall Fling. Join us Friday, September 14, from 4–8 p.m. at the Hilton Easton, 3900 Chagrin Drive. Your Association just welcomed more than 150 new members this school year—help them celebrate their new endeavor and welcome them to the CEA family. Our annual party features the music of DJ Saint, great food and prizes. Get to know your colleagues; meet candidates for office and local elected officials. Admission is free. Beer and wine are just \$2.

## Special Notes:

- ❑ The first **CEA Legislative Assembly** of this school year will be held on **Thursday, Sept. 20**, at **The Boathouse at Confluence Park**, 679 W. Spring Street. Registration begins at 3:30 p.m. with the meeting starting promptly at 4:30 p.m. All Faculty Representatives should plan to be in attendance. Dinner will be provided. *RSVP* to Michelle Crouse at [crousem@ceaohio.org](mailto:crousem@ceaohio.org). Include your name and the building/unit.
- ❑ **Sick Leave Bank enrollment ends Friday, Sept. 28**. Donate two days in order to be able to borrow up to ten days. The donation form is available on the CCS Intranet under "Human Resources" or the CEA website under the "Forms" tab.
- ❑ The **Peer Assistance and Review (PAR) Office** will be offering two orientations for Resident Educators (RE). The orientations are being held on Tuesday, Sept. 4, and Wednesday, Sept. 5, from 4:30–6:30 p.m. REs are required to attend only one orientation. Register in the CCS PD System. If you have questions, call the PAR Office at 614-365-5110 or check with your PAR Consulting Teacher.
- ❑ Beginning **Tuesday, Sept. 4**, the CEA Office weekday hours will change. The office will be **open from 8:30 a.m. to 4:30 p.m. Monday–Friday**.