

## #CEAstrong

CEA President John Coneglio delivered his opening “State of the Association” address at the first regular meeting of the Legislative Assembly before the gathered Senior and Faculty Representatives at The Boathouse on Thursday, Sept. 20.

“I think it is safe to say that last year was a tough year for all of us,” said President Coneglio. He spoke frankly about recent trials of the Association, including contentious contract negotiations, the mid-year departure of Dr. Good, a failed superintendent search and continuing attacks on public education at the state and national level, including the recent Supreme Court Janus decision.

“We understand the fact that we are in a tough environment,” continued Coneglio, “but we are union strong. We currently have more dues-paying members than we had last year despite the Janus Supreme Court decision.” President Coneglio went on to list the work that your Association has been engaged in since June. It includes:

- Advocating for early release days for heat and equal treatment for CEA bargaining unit members during heat-related closures;
- Developing a comprehensive plan for heat-related closures with the administration
- Increasing dialogue and collaboration with the administration and the Board of Education
- Attending the Facilities Task Force meetings as a stakeholder with full voting rights
- Utilizing new CEA members in both the OEA Leadership Academy and Organizing and Communications Training
- Continuing the work of the Association through Joint Labor-Management meetings

President Coneglio called out the District’s recently released state report card as part of a system “meant to punish poor districts, such as ours and reward affluent districts.” He agreed with Dr. Stanford that the district has made improvements, meeting or exceeding proficiency levels this past year when compared to the year before.

Coneglio concluded his address by reminding the gathered Faculty Representatives that this is a bargaining year, imploring all members to participate in the process. He also spoke about the upcoming General Election in November.

“We need to stand together in solidarity,” said President Coneglio, “and concentrate on what unites us and not what divides us. Only through collective action can we advocate for our profession. We need to mobilize and elect candidates who are friends of education.”

During his report, Vice President Phil Hayes touched on multiple topics, including substitutes, teacher allocations and class sizes, a crowdfunding update and insurance. Hayes reminded the attendees that the work of being an Association Faculty Representative was “99 percent about being a diplomat and 1 percent about being a soldier.”

The CEA Legislative Assembly passed a member-initiated new business item revoking CEA’s endorsement of state Rep. Bernadine Kent.

## Open Enrollment - It’s Required

During Open Enrollment (Oct. 9–26), all benefit-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage

Employee Self Service (ESS) will be used for the 2019 enrollment process. Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2019. To participate in Open Enrollment, benefit-eligible bargaining unit members can:

1. Meet in person with a Benefits Counselor. To register for an in-person appointment, go to <https://ccs.mybenefitsinfo.com>. Please be advised that counselors will not be available to meet with every employee at every work location.
2. Meet in person with a Benefits Counselor at the Kingswood Data Center, Central Enrollment or the Columbus Education Center (270 E. State St.). To register for an appointment, go to <https://ccs.mybenefitsinfo.com> and use your CCS email username and birthdate to sign in. The available dates and times are as follows:
  - a. Kingswood: Oct. 16 and 23 from 3–6 p.m.
  - b. Central Enrollment: Oct. 24 from 8 a.m.–5 p.m.
  - c. Columbus Education Center: Oct. 18 and 26 from 3–6 p.m.
3. Meet online with a Benefits Counselor in a cobrowsing session. To schedule your call center enrollment meeting ahead of time, visit <https://ccs.mybenefitsinfo.com> and use your CCS email username and birthdate to sign in. Scheduled Call Center appointments will be available from 10 a.m. to 6:30 p.m. Monday through Friday. You must be able to access ESS and join the Benefits Counselor on a computer with the ability to print your confirmation statement. You will be responsible for entering your information into ESS with Counselor assistance.
4. Use ESS to confirm, change or waive your benefit elections. No meeting with a Benefits Counselor is required if you do not wish to elect new or change current Voluntary Benefits. CCS must report health care coverage information for its employees and their dependents to the federal government. Please verify that the Social Security numbers entered into ESS for you and your dependents are correct.

You must meet with a Benefits Counselor in person or online to make or change elections for your Voluntary

Benefits which include: Life Insurance with Long Term Care Benefits, Short Term Disability, Critical Illness Insurance, Accident Insurance and Pet Insurance and Term Life Insurance.

If you wish to terminate any of your Voluntary Benefits, you must:

1. Complete a Supplemental Insurance Termination form (included in the Benefits Open Enrollment Guide materials).
2. Submit the completed form to the Benefits Department. Your Association recommends hand-delivering the form and getting a time-stamped copy as your receipt.
3. Contact your Voluntary Benefits provider to notify them of your cancellation.

If you have questions regarding the Open Enrollment Process, contact CCS Benefits Department at (614) 365-6475.

## PAR/CEU Classes

The Peer Assistance and Review (PAR) office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive 0.2 CEUs and materials will be provided.

Date	Topic
Oct. 16	Lesson Planning: Plan to Succeed (Hudson Distribution Ctr.)
Oct. 17	Dangers of Social Media (East HS Library)
Oct. 30	Lesson Delivery: Add Zip and Zest to Your Instruction (Hudson Distribution Ctr.)

Register today on PD Planner for any or all of these sessions. All classes will be held from 4:30–6:30 p.m. Call the PAR Office at 614-365-5110 for more information or ask your PAR CT if you have questions.

## Professional Leave: Don't Wait

CEA is fortunate to have in its contract (Section 702.16), an item that provides us time to refresh ourselves with professional development. There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course, attending a conference or workshop or traveling in a teacher education program.

Forms to apply for professional leave are available on the "Forms" section of the CEA website or the CCS Intranet, along with the full leave guidelines and the deadline schedule for applications, based on the activity date. Here is a rundown of some of the requirements for bargaining unit members who wish to utilize professional leave:

- Preference will be given to workshops offered in the Columbus area and in the State of Ohio.
- Submit conference/activity travel requests forms for approval no less than two weeks in advance of the Professional Leave Committee meeting.
- Trips outside the continental United States are not eligible for approval.
- Summer activities are encouraged provided there are funds available from the current fiscal year.
- Professional leave cannot be used for activities to obtain college credits or certification.
- Applicants are limited to \$1,800 over a two (2) year period.
- Preference will be given to staff who have not utilized the fund within the last two years.
- Generally, no more than two teachers per build-

ing will be approved for a particular activity.

- Generally, the total number of teachers attending an out-of-state conference will be limited to five or fewer across the district.

At the September meeting of the Joint Professional Leave Committee, nearly \$75,000 of professional development was approved for bargaining unit members. The fund is usually depleted before winter break; if you have been thinking about some special training activity, apply as early as possible. Remember, the purpose of professional leave, whether it is for a conference, workshop or longer program, is to improve the performance of teachers in the classroom.

## Special Notes

- ❑ **Negotiations are coming**, and your Association will host a **second Bargaining Town Hall meeting**. **CEA members** will learn how the bargaining process works and have the opportunity to share ideas and concerns for the upcoming member surveys on bargaining. The meeting will be held at **Linmoor Education Center** (2001 Hamilton Ave.) on **Tuesday, Oct. 9**, from **4:30–6:30 p.m.** Light refreshments will be provided. **You must be a CEA member in order to attend these meetings.** To *RSVP*, go to <http://bit.ly/ceabargaining18>.
- ❑ The **Joint Evaluation Panel** will be offering a **work session for bargaining unit members who need to revise one or both of their Student Learning Objectives (SLOs)**. On **Tuesday, Oct. 16**, from **4:30–6:30 p.m.**, individuals working through the revision process of their SLO(s) can go to **Forest Park ES** or **Berwick K–8** to participate.
- ❑ The **CEA Member Scholarship Fund is now open for applications**. This **benefit** is for our **members with children who are college seniors**. The fund provides **\$1,250 in tuition assistance** for each **senior attending a four-year college or university**. Eligible students are college seniors between September 2018 and June 2019 with a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have **taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members**. To download the application, go to <http://bit.ly/2018CEAfall>. The **deadline is Friday, Oct. 19, 4:30 p.m.** Call Kathy Wilkes at 614-253-4731 with questions.
- ❑ Bargaining unit members who are **planning on retiring at some point in the 2018–2019 school year** can be **exempted from the Ohio Teacher Evaluation System**. To exercise this option, you must **submit the notice of retirement by Friday, Nov. 2**, to Human Resources. To **download a copy of the retirement/resignation notification form**, go to <http://bit.ly/ccsretireresign> or feel free to draft your own. Your Association strongly recommends **hand delivering** your notice of retirement and **obtaining a timestamped copy**. If you have further questions regarding this option, contact **Teri Mullins**, CEA Staff Consultant at 614-253-4731.

### CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

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