

## Dear Brothers and Sisters:

In 2014, Ohio instituted new graduation requirements for high school students, effective for the class of 2018. Three pathways were specified; earning 18 points on end-of-course tests, score “remediation-free” on either the ACT or SAT or earn a State Board of Education approved industry credential.

Over the course of the past four years, Ohio’s statewide tests have changed from PARCC to AIR; the work that our bargaining unit members have engaged in to prepare our students to meet the new graduation requirements have changed as well. In the 2016–2017 school year, educators, students and their families were concerned that the multiple assessment changes and new graduation requirements would leave many of the class of 2018 behind.

Estimates forecasted that more than 20 percent of the statewide class of 2018 would not meet the new requirements and would not graduate. After intensive lobbying, the Ohio General Assembly passed a bill that provided a temporary fix, adding two additional pathways for graduation. However, these two options were only made available to the class of 2018.

The problem that faced the class of 2018 still faces the class of 2019. Currently, it is estimated that statewide more than 20 percent of this year’s senior class still need additional intervention and support in order to graduate. The class of 2019 shouldn’t be caught in the lurch because the state keeps changing things—it’s a lot like Lucy pulling the football away from Charlie Brown at the last minute.

Interim Superintendent Dr. John Stanford and I are members of the Ohio 8 Coalition, which is made up of the superintendents and union presidents from Ohio’s eight largest urban districts. We are all deeply concerned about the graduation crisis that the class of 2019 is facing without intervention from the Ohio General Assembly.

On Thursday, Oct. 11, the CEA Board of Governors unanimously passed a resolution calling for the Ohio General Assembly to act immediately and extend the two additional pathways to the classes of 2019, 2020 and 2021. On Tuesday, Oct. 16, I stood in front of the Board of Education with Interim Supt. Dr. Stanford in Solidarity as we both called on the Board to pass their own resolution in support of the extension of the two additional pathways.

The Ohio General Assembly must not only extend the two additional pathways, but also develop an equitable, realistic and long-term solution to fix the graduation pathway issue. Our students deserve as much. As your Association President, I am asking you to contact your state legislator and demand that the two additional pathways be extended for the classes of 2019, 2020 and 2021.

In Solidarity,



John

## Discipline Plan Update

The *CEA Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. The discipline plan establishes procedures for the administration of all forms of discipline within the school, including procedures related to suspension and recommendation for discipline.

At schools where the principal is newly assigned, the discipline plan must be in place within ten days following the first day of student attendance. A school that has the same administrator from the previous year must have a discipline plan in place by the first day of student attendance. Failure to have a plan in place is subject to a grievance at Step 2 against the principal.

We thank the following schools that are in compliance with Article 208.03 of the *Master Agreement*:

Alpine ES, Avondale ES, Briggs HS, Centennial HS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Cranbrook ES, East HS, Easthaven ES, Forest Park ES, Gables ES, Georgian Heights ES, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Indianola Informal K-8, Innis ES, Leewood ES, Maize ES, Mifflin HS, Oakland Park ES, Olde Orchard ES, Scottwood ES, Shady Lane ES, Watkins ES, Wedgewood MS, Weinland Park ES, Westgate ES, Whetstone HS, Winterset ES and Yorktown MS.

If you do not see your building/unit listed above, please contact your Senior Faculty Representative.

## Got a great idea?

It can be hard to be innovative in the classroom, especially with a multitude of testing and state mandates. However, we encourage teachers to keep exploring new and exciting ways to engage our students. That’s what the Reform Panel is designed to do.



When you come up with an idea, the panel can grant you a variance to try something new. Article 1503 of the contract details the process. The panel consists of representatives from CEA and the administration. It’s simple: Begin by making a suggestion to your ABC. The Senior Faculty Representative conducts a building vote, then refers it to the Reform Panel with signatures from both the principal and Senior FR.

Create a cadre of staff members and parents to seek new and innovative programs that would benefit your students. Do your research and make a proposal. The Reform Panel will also help you define potential problems and recommend further steps.

CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralizing operations and support to building-level support.

We have a tool: the Reform Panel. We need to use it.

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## Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We will inform you of the grievances CEA is working on for you on a regular basis.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Champion MS Stephanie Bland	Adm. at Champion failed to have a school wide discipline plan specific for Champion on the first day of school as outlined in the <i>CEA Master Agreement</i> .	Adm. will work with the school's ABC to develop a building wide discipline plan specific for Champion and that no reprisals be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step II hearing pending.

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*Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract.* Here are the variances that have been approved since the beginning of the 2018–2019 school year.

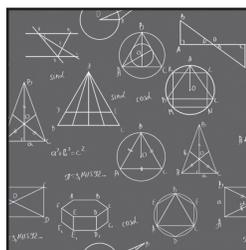
School/Unit	Variance Request	Decision
Gables ES	Provide two additional days for kindergarten orientation	Approved
Fort Hayes CC	Request for teachers to teach six classes	Approved
Northland HS	Change staff meetings to accommodate early release days	Approved
Adult Ed.	Amend the full-evaluation cycle	Approved
West HS	Amend master schedule	Approved
West Broad ES	Amend arts schedule to one hour/week	Denied
Cols. Africentric HS	Amend schedule to accommodate Leadership Assembly	Approved
Cols. Africentric	Split HS and MS lunches	Approved
Cols. Africentric	Provide Monday meeting time to accommodate TBTs	Approved
Broadleigh ES	Change staff meetings to 90 minutes once per month	Approved
Windsor ES	Add additional lunch periods	Approved
Windsor ES	Require that breakfast is served in the classroom	Approved
Whetstone HS	Change staff meetings to Wednesdays	Approved
Forest Park ES	Amend parent/teacher conference schedules	Approved

## CEA Faculty Representative Workshop

On Thursday, Nov. 1, CEA will be conducting the first FR Workshop of the year, from 4:30–6:30 p.m. at Columbus Downtown HS. It is very important that a representative from each building is in attendance. Registration will begin at 3:30 p.m. and refreshments will be served. .2 CEUs are also available for attending the workshop.

## Geometry Academy

The Office of Teaching and Learning is pleased to offer professional development for all teachers of Integrated Math 1 and 2. The emphasis will be on best practices for teaching geometry standards in engaging and meaningful ways, using rich tasks and exploring the changes to Ohio's Learning Standards. Participants will receive a daily stipend of \$125 and resources they can use in their classroom right away. Graduate credit is also available. Facilitators include Dr. Raj Shah (Math Plus Academy), Dr. Bradford Findell (The Ohio State University), Jonily Zupancic (Minds on Math) and Rachael Gorsuch (Ohio University/Columbus Academy).



Participants will choose from two cohorts—each professional development session will begin at 8:30 a.m. and end at 3:30 p.m. Cohort one will meet on Nov. 10, Dec. 8 and Jan. 19. Cohort two will meet on Nov. 17, Dec. 15 and Feb. 9. In-

tegrated Math 1 and 2 will be covered each day. Participants can sign up for both cohorts to explore Integrated Math 1 and 2. To sign up, go to <http://bit.do/SatMathPD>.

## United Way Campaigns Completed

Friday, Nov. 2, will mark the end of the 2018 United Way Campaign. We would like to thank the following schools/units that have turned in their completed United Way Campaign



envelopes since the last edition of *The CEA Voice*:

Centennial HS, Columbus Gifted Academy, Georgian Heights ES, Huy/AG Bell, John Burroughs ES, Lindbergh ES, Maize ES, Marion-Franklin HS, Wedgewood MS and West Broad ES.

Congratulations to the staff of John Burroughs ES who won the Early Bird Prize. The winners will receive a celebratory breakfast or lunch provided by CEA President John Coneglio and Interim CCS Supt. Dr. John Stanford. If you have not yet turned in your United Way Campaign envelopes, please hand deliver them to the CEA office between the hours of 8:30 a.m. and 4:30 p.m.

## Spring Fee Waivers Coming

The Spring 2019 Fee Waiver online application will open on Thursday, Nov. 1, and close at 11:59 p.m. on Monday, Nov. 26. If you have Priority 1 or Priority 2 status, please be sure to upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your Priority status will change without the proper documentation. Instructions on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. Please call Leslie Butler at 614-365-8708 or email her at: [lbutler@columbus.k12.oh.us](mailto:lbutler@columbus.k12.oh.us) if you have any questions.

## Special Note

- ❑ 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.

Contact us today and allow our experience to work for you.  
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