



## Dear Sisters and Brothers,

If you haven't heard the term "Academic Surge," yet, you soon will. The "Surge" is the District's \$2 million response to improve failing scores for the next state report card. Under Ohio law, three years of consecutive "Fs" would trigger a state takeover. A CEO would be appointed who has the power to bring in charters, cancel contracts and privatize services. CEA applauds the District's well-intended efforts to improve scores and avoid a possible state takeover. However, we are mindful that any plan should be more than a knee-jerk reaction to a poorly-designed report card whose sole purpose is to punish urban school districts.

The District must realize that no matter how intensive or well-intentioned any short-term "academic surge" is, a truly successful plan must address tsunami-like district-wide conditions that have left our members demoralized, stressed, fearful and feeling under appreciated. CEA knows you have done your very best in every situation regardless of the many obstacles that stand in our way. We are education professionals and we should be treated as such. However, this feels like another "required opportunity."

Our members' teaching conditions are our students' learning conditions. They have as much to do with low scores as any state report card component. Our students deserve the right to be taught by our members in a warm, safe, dry and clean classroom. Investing in solutions that improve the teaching conditions of our members will also improve staff morale.

Research shows that the greatest influence on student success is the quality of their teacher. But the more than 4,000 caring, competent and highly-qualified members of the Columbus Education Association can't do it all by themselves. Our members need the support of their building administrators, especially when it comes to student discipline. Our members have never shied away from a tough situation, however, the overabundance of testing, the excessive amount of paperwork and the increased workload of covering for absent colleagues without a substitute has left our members exhausted.

Over the past five months, the Board of Education and the Columbus Education Association have worked together. We appreciate the resolution the Board passed on

collective bargaining. We appreciate the increased collaboration with the District and look forward to continued progress on the issues that matter to both students and teachers.

What our members don't need is lip service and more pressure. We have a long way to go and a short time to get there. While CEA would like to see an "academic surge" occur, we want to see a successful process implemented that is ongoing and sustainable. CEA will continue to advocate for what our members and our students need.

Stay tuned...

John

President, Columbus Education Association

## HB 318: Discipline Changes

One of the last pieces of legislation the Ohio General Assembly approved before adjourning for the summer recess was House Bill 318.

It was originally introduced in 2017 with the purpose of establishing qualification and training guidelines for School Resource Officers. In June, the Senate Education Committee amended HB 318 to include provisions from an unrelated and separate Senate bill. The bill was signed into law by Ohio's governor and took effect on Nov. 2, 2018.



House Bill 318 classifies out-of-school suspensions and expulsions in grades PreK-3 into one of three categories:

**Category 1:** A serious and specific offense for which suspension or expulsion is required by law (e.g., bringing a firearm to school) or permitted by law (e.g., possessing a firearm).

**Category 2:** An offense not listed in Category 1 but for which the school district or school determined suspension was necessary to protect the immediate health and safety of the student, the student's fellow classmates, or the classroom staff or teachers.

**Category 3:** A "minor offense" that neither belongs in Category 1 or Category 2.

Beginning in 2021-2022, school districts are prohibited to suspend or expel students in grades PreK-3 for minor offenses (Category 3). This prohibition is phased-in with required reductions in Category 3 suspensions beginning in the 2019-2020 school year. The District has not yet defined which offenses in PreK-3 merit suspension to "protect the immediate health and safety of the student, the student's fellow classmates, or the classroom staff or teachers."

Under the Ohio Revised Code, administrators and teachers can institute an emergency removal for students whose presence "poses a continuing danger to persons or property or an ongoing threat of disrupting the academic process".

Prior to HB 318, students could be removed for up

to three days pending the emergency removal hearing. As a result of HB 318, the emergency removal process has changed. Changes to the process include:

- PreK–3 students can be removed for the remainder of the school day without a hearing, however they must return to school the next day.
- PreK–3 students cannot receive an emergency removal and an out-of-school suspension or an expulsion unless the student's offense is a Category 1 or Category 2 infraction.
- Emergency removal hearings for any student PreK–12 are required to be held the next school day.

Keep reading the *The CEA Voice* for important HB 318-related updates.

## 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. Failure to have a plan in place is subject to a grievance at Step 2 against the principal.

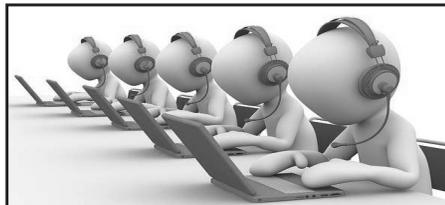
We thank the following schools that are in compliance with Article 208.03 of the *CEA Master Agreement*:

Berwick PreK–8, Burroughs ES, Cedarwood ES, Columbus Africentric EC SS, Columbus Downtown HS, Columbus Gifted Academy, Columbus Spanish Imm. K–6, École Kenwood K–6, Fairmoor ES, Hubbard Mastery ES, Huy ES/A.G. Bell Program, Johnson Park MS, Marion-Franklin HS, Moler K–6, Ridgeview MS, Salem ES, Siebert K–6, South HS 7–12, Stewart ES, Westmoor MS and Woodcrest ES.

For more information, please consult with your Senior Faculty Representative.

## Thank You Phone Bankers

Your Association would like to thank the following members who spent time volunteering at a CEA-sponsored phone bank in October calling other CEA and OEA members about the importance of voting for friends of public education:



John Coneglio (CEA Office), Michelle Coneglio (Clinton ES), Carla Davis (Forest Park ES), Joseph Decker (Mifflin MS), Angel Dyer-Sanchez (Salem ES), Phil Hayes (CEA Office), Courtney Johnson (Ft. Hayes Arts & Academic HS), Jeannette Johnson (Berwick K–8), Lisa R. Johnson (Hamilton STEM ES), Rebecca McGrath-Hinkle (Columbus Downtown HS), Cynthia Price (Mifflin HS), J. Sanchez (Northland HS), Taraja Shephard-Allen (School Counselors) and Dorothy Wilson (CEA-R).

## Retirement Seminar

The Capital District will be hosting their fourth annual retirement seminar for members who are nearing retirement on Tuesday, Dec. 11, on the seventh floor of the STRS Building (275 E. Broad St.). Registration will begin at 3:30 p.m. and a light meal will be available at 4 p.m. Free parking is available in the STRS garage. Presenters at this seminar include representatives from STRS and the Capital District.

This event is limited to the first 80 respondents who respond. To *RSVP*,



email Jeffrey Corbin at [jeffrey.corbin@aol.com](mailto:jeffrey.corbin@aol.com) or call the CEA Office at (614) 253-4731 with your name and work location no later than 4:30 p.m. on Friday, Nov. 30. Please note: Individual conferences with STRS representatives will not be conducted during this seminar.

## 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.

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.

### Date    Topic

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|---------|---|
| Nov. 7  | <b>Using Curriculum in World Language</b><br>(Linmoor) 3:30-5:30 p.m.             |
| Nov. 7  | <b>Quick and Easy Meals and Healthy Lunch Box Makeover</b> (Medina MS) 4–6 p.m.   |
| Nov. 8  | <b>Teach Like a Champion, Session 1</b><br>(Ohio Ave. ES) 4–6 p.m.                |
| Nov. 13 | <b>Understanding the Power of Assessment</b><br>(Hudson) 4:30–6:30 p.m.           |
| Nov. 14 | <b>Overcoming Trauma, Session 1</b><br>(East HS) 4:30–6:30 p.m.                   |
| Nov. 27 | <b>Feeling Not So Smart About Smart Board Technology?</b> (Hudson) 4:30-6:30 p.m. |
| Nov. 28 | <b>Overcoming Trauma, Session 2</b><br>(East HS) 4:30-6:30 p.m.                   |
| Nov. 29 | <b>Teach Like a Champion, Session 2</b><br>(Ohio Ave ES) 4–6 p.m.                 |

## United Way: Progress Report

Friday, Nov. 2, marked 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*:



Cedarwood ES, East HS, Kingswood Data Ctr., Mifflin HS, Mifflin MS, Moler ES, Northland HS, Ridgeview MS, Sherwood MS, Starling PreK–8 and Winterset ES.

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.

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## Grants For New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. Interested teachers should go to <http://bit.ly/dsgfirstyear18> to download the application form. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at [jvalentine59@aol.com](mailto:jvalentine59@aol.com) or sent via USPS to 69 Iron Ore Court, Columbus, OH 43213. Completed grant applications must be received by Dec. 15, 2018. Grant recipients will be notified by Jan. 15, 2019.

