

The CEA Voice

John Coneglio, President

Volume XLIX, No. 14

Columbus Education Association

November 19, 2018

Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a \$1,250 scholarship, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have 50 recipients. Since 1995, this fund has awarded \$900,000 in scholarships. The students listed below will receive CEA Members Scholarships for the 2018–2019 school year:



Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Eric Aho	Independence HS	Kyla Aho	The Ohio State University	Pascale Scoyez	École Kenwood K-6	Sebastien Magyari	Ohio University
	Independence HS	Nickolas Aho	The Ohio State University	Michelle Martin	Hudson St. Warehouse	Michael Martin	The Ohio State University
Rhonda Clark	Buckeye MS	Austin Armwood	Westminster College	Karmen McCaslin	17th Ave. Service Ctr.	Paige McCaslin	Tiffin University
Beth Augustine	Alpine ES	Logan Augustine	Bowling Green State University	Traci Michalak	CEA-R	Megan Michalak	Ohio University
Donald Ball	Moler K-6	Taylor Ball	Alderson Broaddus University	Diana Moore	Cedarwood ES	Henry Moore	The Ohio State University
Amber Bernal	Linmoor Ed. Ctr.	Iric Bernal	The Ohio State University	Maureen Nie	Valley Forge ES	Patrick Nie	Akron University
Mara Saunders	Georgian Hts. ES	Noelle Brown	University of Cincinnati	Michael Noonan	Eastmoor Acad. HS	Christian Noonan	University of Cincinnati
Susan Casto	Nurse/Health Services	Craig Casto	Mt. Carmel College of Nursing	Kelly O'Brien	Ridgeview MS	Nicholas O'Brien	University of Cincinnati
Kathleen Cark	Central Enrollment	Emma Clark	University of Dayton	Jennifer Ozebek	Watkins ES	Ashley Ozebek	Ohio University
Julie Deshuk	Eakin ES	Drew Deshuk	The Ohio State University	Christine Pax	Parkmoor ES	Natalie Pax	The Ohio State University
Stacy Dilts	Linden STEM Acad. PreK-6	William Dilts Jr.	Mt. Vernon Nazarene University	Roxana Perez	Cols. Global Acad. 6-12@Brookhaven	Victoria Perez	The Ohio State University
Elizabeth Gasior	Linmoor Ed. Ctr.	Nicholas Gasior	The Ohio State University	Stacey Thompson	Columbus Downtown HS	Holden Price	Miami University
Erin Glackin	Liberty ES	Grant Glackin	Ohio University	Christine Richards	Alpine ES	Samuel Richards	The Ohio State University
Teri Keller	Northland HS	Christopher Gossett	Ohio University	Melanie Richards	Shady Lane ES	Jackson Richards-Jarvis	Cleveland Institute of Music
Mary Hughes	Ohio Avenue ES	Angela Hughes	University of Dayton	Genevieve Robinson	Columbus Alternative HS	Gabrielle Robinson	Rochester Institute of Technology
Sandra Walters	Ridgeview MS	Benjamin Hultz	Ohio University	Martha Kotter	Ridgeview MS	Sarah Schoultz	College of Idaho
Cary James	Independence HS	Andrew James	Muskingum University	Sharon Sells	Oalkand Park ES	Blake Sells	Duke University
Wendy Robinson	Briggs HS	Jackson Katz	Miami University	Kelly Siegel	Columbus Spanish Imm. K-6	Meredith Siegel	Bowling Green State University
Linda Key	Linmoor Ed. Ctr.	Noah Key	The Ohio State University	Lisa Cline	Ridgeview MS	Spencer Cline	University of Mount Union
Donica Key	Health Services	Keith Key	Ohio University	Frederick Sutter	Beechcroft HS	Hannah Sutter	Spring Arbor University
Kimberly Kile	Sherwood MS	Ryan Kile	University of Toledo	Beth Suver	CEA-R	Emily Suver	Bowling Green State University
Rochelle Kirby	Beechcroft HS	Brian Kirby	Capital University	Caroline Walker	Eastgate ES	Matthew Walker	University of Cincinnati
Rosanna Kobryn	Shady Lane ES	Larysa Kobryn	Kent State University	Kim Styers	Cedarwood ES	Ciera Weiss	Ohio University
Kelly Koesters	Watkins ES	Kaelyn Koesters	The Ohio State University	Silvia Wolfson	Cols. Global Acad. 6-12@Brookhaven	David Wolfson	The Ohio State University
Brenda Krum	6th Street Annex	Lara Krum	Seattle University	Lucinda Wright	Buckeye MS	Hannah Wright	Otterbein University

Save the Date

The Columbus Education Association's 40th Annual Dr. Martin Luther King, Jr. Awards Dinner is set for Thursday, Jan. 17, 2019, at the Hyatt Regency Columbus. Tickets are \$35 per person, or \$280 for a table of eight. The MLK Dinner is one of CEA's signature events that honors the memory of Dr. King. During the dinner we present awards to individuals who exemplify the spirit of his work. Nominations are being accepted until 4:30 p.m. Monday, Dec. 3, for these awards. The mailing address for the nominations is CEA MIP Committee, 929 E. Broad St., Columbus, Ohio, 43205. Fax: (614) 253-0465. Check with your Senior Faculty Representative for a form or you can call CEA to request one.



Dr. Martin Luther King, Jr.

The Dr. Martin Luther King, Jr. Humanitarian Award marks distinguished service in the community in the areas of education, social justice or human and civil rights. Anyone except current employees of the Columbus City Schools is eligible to receive this award. Nominations may come from students, parents, teachers, community leaders, and community residents.

The Helen Jenkins Davis Award is named in honor of the first black teacher hired by the Columbus City Schools. Mrs. Davis, who was hired in 1918, was also the first witness called

in the 1976 school desegregation trial in Columbus. The Davis Award is presented annually to a CEA member who has promoted social justice, diversity and human and civil rights.

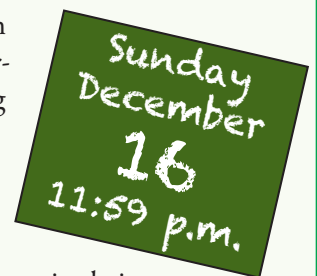
Get your tickets early. This is a popular event. To reserve yours, call CEA at (614) 253-4731.

Bargaining Priorities Survey Coming Soon

Your Association would like to thank our members for the many responses we received from the Town Hall meetings and the bargaining issues survey. The Bargaining Team has compiled and sorted the issues that were submitted.

On Friday, Nov. 30, CEA members will be sent a link for the online-only Bargaining Priorities Survey in their personal email. This survey will close at 11:59 p.m. on Sunday, December 16. For security reasons, members cannot access the survey from a CCS computer or a device connected to the CCS network. If CEA does not have your home email address, you will not be able to complete the survey online.

Members who do not have a home computer or a non-CCS email address may complete the survey at the CEA office. Office hours are 8:30 a.m.–4:30 p.m., Monday–Friday. Please contact Teri Mullins, CEA Bargaining Chair, at (614) 253-4731 or tmullins@ceaohio.org to set up a time to complete the survey.



Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. Parsons K-6 fourth grade teacher Karol Carmen passed away on November 4, 2018. Our hearts and our thoughts go out to her family and the Parsons staff.

Thank Your Union

We are fortunate to be part of a labor union. We have a lot to be thankful for and so does the American worker. The labor movement in general has brought positive change to the American workplace. The majority of workers now take for granted they will get weekends off, paid vacation, sick leave, a 40-hour workweek, workplace safety standards, and other benefits, and it's all because unions heroically fought unacceptable conditions. Here's a list of the other benefits labor unions have worked to achieve for all workers: Age Discrimination in Employment Act of 1967, all breaks at work including your lunch breaks, Americans with Disabilities Act, child labor laws, Civil Rights Act/Title VII, collective bargaining rights for employees, compensation increases, Employee Polygraph Protection Act, employer-provided health care, dental, life, and vision insurance, Equal Pay Acts of 1963 & 2011, FMLA, holiday pay, military leave, minimum wage, Occupational Safety & Health Act, overtime pay, pensions, pregnancy and parental leave, privacy rights, public education for children, sexual harassment laws, Social Security, unemployment insurance, Veterans' Employment and Training Services (VETS), whistleblower protection laws, workers' compensation, workplace safety standards and regulations and wrongful termination laws.

When you sit down to enjoy your Thanksgiving meal this year, remember that your Association, CEA, is one of these organizations. Our predecessors committed themselves to improving pay and treatment, and it wasn't entirely pretty, particularly in the 1970s when our teachers endured a strike, faced the challenges of desegregation, weathered reductions in force, and were forced to make compromises during serious financial crises. Only a few years ago, our very existence, along with that of all the unions across the state, was threatened by Ohio Senate Bill 5, which would have stripped all of us of most of our power. Yet with strong leadership, we have endured, and we have led the way nationally for other associations to meet these and many more challenges.

Have a happy Thanksgiving, and remember that CEA is here for you.

Are You an Early Career Educator?

Attention all early career educators! If you are in year one through ten of your teaching career, join the Columbus Early Career Educators (CECE) for a social event on Friday, Nov. 30. CECE will be meeting at The District Pour House (1568 N. High St.) from 4:30-6:30 p.m.

Megan Flowers (Colerain ES) has been the chair of the group since its founding in 2017. The group is comprised of early career educators with ten or fewer years of experience. The group is dedicated to helping early career educators in the district to have a positive experience in the world of teaching. If you are an early career educator and are interested in attending or becoming more active in the CECE, email Megan Flowers at mfdemski@gmail.com.

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*:

Arts Impact MS, Medina MS and Parsons K-6.

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

United Way

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*:

Columbus Downtown HS, Dominion MS, Forest Park ES, Hamilton STEM Acad. K-6, Hudson Community Education Center, Leewood ES and Woodcrest 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.

Special Notes

- ❑ The **Spring 2019 Fee Waiver online application** opened on Thursday, Nov. 1, and **closes 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 if you have any questions.
- ❑ **Retirement Seminar** – The **Capital District** will be hosting their fourth **annual retirement seminar** for **members** who are nearing retirement on **Tuesday, Dec. 11**, at 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 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.
- ❑ **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 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.