

The CEA Voice

John Coneglio, President

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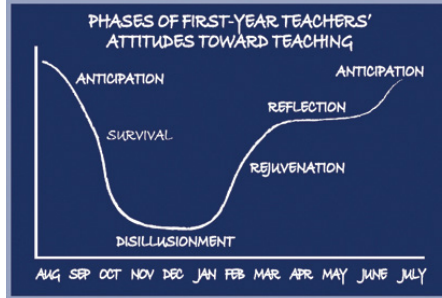
Columbus Education Association

December 3, 2018

Got the Blahs?

It's alarming but true: studies have shown that 35 percent of teachers leave the profession during the first year. By the end of the fifth year, 50 percent of teachers have left the field!

— From *Teachers Helping Teachers*, Springfield Public Schools, Springfield, MA



Dear Sisters and Brothers,

Temperatures aren't the only thing that dip this time of year. Teacher morale typically takes a nosedive too. We start the school year with anticipation, move into survival mode and by this time of year we hit the disillusioned phase of the school year. In the past, these stages most accurately described the plight of a first-year teacher, but today feelings of disillusionment apply to veteran teachers as well. The realities of the job have set in. Non-stop work, stress and the realization that things aren't going as smoothly as we envisioned are real. Discipline issues, lack of subs, evaluations, poor working conditions, paperwork, grades, testing, parent conferences, pressure from administration to always do more with less are enough to make any educator feel down. As the holidays approach stresses can mount. Lack of time, lack of cash and lack of energy can put many of us on the verge of giving up. Summer break is far away and feels like an eternity on the calendar.

So, what can we do to help ourselves? It helps if we understand these feelings are normal. Be assured that CEA is working diligently on your behalf to improve our working conditions. In the meantime, take advantage of the many member benefits that have been negotiated for you and your family's well being. These include the Employee Assistance Program (EAP), CCS Wellness Programs, OEA Legal Service Plan and the member discounts offered through OEA and NEA. Check out the members benefits tab at www.ceaohio.org.

2019 will be here before we know it. There is much work to do and your Association needs each member to be at their best.

In Solidarity,

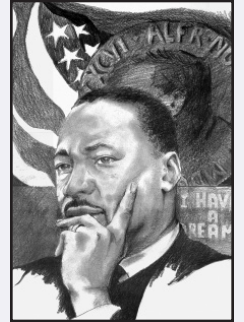
John

MOY K-2 RIMP Up-Date

On Tuesday, Nov. 20, CEA President John Coneglio and CEA members Jeanette Johnson, Tai Hayden and Michelle Coneglio met with District leaders Alesia Gillison and Machele Kline to continue the conversation about minimizing paperwork due to the state-mandated RIMP. **The objective was to eliminate the District requirement for initiating a new RIMP for K-2 students who identified as ON TRACK at the BOY who then test OFF TRACK at the MOY.** After a productive and informative meeting, CEA is pleased to report that the District acknowledges that there are multiple alternative methods for progress monitoring and **will NOT require a RIMP for those K-2 students who test OFF TRACK at the MOY.** Meaningful, ongoing dialog has produced a positive outcome for everyone.

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.



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.

Your Credit Union

Education First Credit Union (EFCU) was started by a group of teachers from Columbus City Schools in 1936. It has served members of the educational community in central Ohio for more than 80 years.



EFCU invites all teachers, staff and school employees to join and explore the financial products they provide exclusively for educators. For example, EFCU offers an interest-free classroom supply loan. Members can borrow up to \$1,000 for school supplies and pay it back over a 12 month period, interest free! EFCU members can receive free financial literacy coursework for students or take advantage of a low interest computer loan. First-year teachers can also take advantage of EFCU's first-year teacher Visa.

Whether you are purchasing a home, car, financing a college education or just need extra cash, EFCU offers competitive rates for you to explore. Membership is easy; in fact, once you join, your immediate family members become eligible to join as well. With convenient locations in Westerville, Reynoldsburg and downtown Columbus, you are never far away from your credit union when you need it. For more information, go to <https://www.educu.org>.

Youth Service Award Nominations Open

Each year the Central Ohio Labor Council, AFL-CIO, in cooperation with the Community Services Department of United Way of Central Ohio sponsors the Annual George Meany Awards Banquet to honor individuals who have made significant contributions to our community.



In addition to business and labor leaders recognized for their outstanding community service, the Central Ohio Labor Council AFL-CIO Youth Service Award will be given to a student or group of students who have voluntarily given their time to help others in the community.

As members of the community, we all have a responsibility to encourage students to give back to the community and contribute what they can. Many times the media focuses only on the most negative occurrences within the community. Students need to be recognized for their positive contributions and shown that negative occurrences such as crime and violence are not the only issues which are newsworthy in their community.

Nominations for projects from any age group of students will be accepted. The projects will be screened and judged by the Central AFL-CIO Community Services Committee. The deadline for submitting nominations is Friday, Jan. 18, 2019. To download a nomination form, go to <http://bit.ly/2PZc2wn>.

Completed nomination forms should be sent to: United Way of Central Ohio, Community Services Dept., 360 S. Third St., Columbus, Ohio 43215. Recognition of the winning project will be given at the George Meany Awards Banquet on Thursday, Mar. 21. The Central Ohio Labor Council AFL-CIO will personally present the award at the school during a time that is convenient. If you have questions, contact Cathy Mason-Vallance, Labor Liaison at (614) 227-2729.

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. Cassady ES fourth grade teacher Mary Weaver passed away on Nov. 15, 2018. Our hearts and our thoughts go out to her family and the Cassady staff.

Bargaining Priorities Survey Coming Soon

On Friday, Nov. 30, CEA members were sent a link for the online-only Bargaining Priorities Survey to their personal email. This survey will close at 11:59 p.m. on Sunday, Dec. 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 personal 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. Contact Teri Mullins, CEA Bargaining Chair, at (614) 253-4731 or tmullins@ceaohio.org to set up a time to complete the survey.

Co-Curricular Activities and Extra Duties

Section 209.02 of the *CEA Master Agreement* states that full-time bargaining unit members may supervise up to five extracurricular activities that occur outside of the workday each year (examples include, but are not limited to, concerts, athletic events and drama productions).

Administrators should first seek volunteers to supervise the extracurricular duties. If no one volunteers and bargaining unit members must be assigned to supervise, your administrator must provide you with two weeks' notice of such assignment. These extracurricular supervisory assignments should not be longer than three hours in length or extend past the length of a normal school-related evening activity.

Additionally, bargaining unit members cannot be required to sell tickets or handle money in connection with supervisory duties. Bargaining unit members required participation in a September open house does count as one of your five supervisory duties. If you have questions, please call the CEA Office at (614) 253-4731.

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete his or her own job-share

packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors and HR). To download the job-share packet for the 2019–2020 school year, go to <https://bit.ly/2Bzfs0g>.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <http://bit.ly/2RgMKXd> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m. on Thursday, Dec. 20. On Friday, Dec. 21, a list of potential job-share partners will be emailed to each person completing the online form to assist in finding a job-share partner.

Each partner's completed job-share packet is due to CCS Human Resources, ATTN: Employment and Staffing, no later than 5 p.m., Tuesday, Jan. 15, 2019. Your Association recommends hand delivering these documents and obtaining a time-stamped copy for your records. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731.

If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

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 class-rooms. 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.

CEA Election Information

Governors for Districts 2, 7, 8, and 9; High School Governor At-Large; 2019 NEA Local Delegates; 2019 NEA State At-Large Delegates; and 2019–20 OEA Delegates. Declaration runs from Monday, Jan. 7, through Friday, Feb. 8, with voting from Wednesday, Mar. 6, through Tuesday, Mar. 19.

Ballots will be collected and tallied by members of the Elections Committee on Wednesday, Mar. 20. If necessary, a run-off vote will take place from Apr. 2–16, with votes tabulated on Apr. 17.

Declaration forms will be available at www.ceaohio.org under the Forms tab starting Jan. 7. Members may also pick up a form in person or call the CEA Office to request that a form be sent through school mail.

Contact Elections Chair Neil Moore at senyormoore@gmail.com or (614) 264-2188 if you have questions.

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. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

| <u>Date</u> | <u>Topic</u> |
|-------------|---|
| Dec. 5 | Comprehensible Input (World Languages/Best Practices) Linmoor EC 3:30 p.m. |
| Dec. 5 | Overcoming Trauma East HS 4:30 p.m. |
| Dec. 11 | Reset, Refine and Refresh your classroom environment Hudson 4:30 p.m. |
| Dec. 13 | Teach Like A Champion Ohio Ave. ES 4 p.m. |
| Dec. 17 | Guided Reading 101 Hudson 4:30 p.m. |