

Priorities Survey

Your Association would like to thank the more than 2,000 members who participated in the CEA Bargaining Priorities Survey. In January, the Bargaining Team will have an opportunity to analyze the results of the survey and recommend to the CEA Board of Governors the “package” your Association will take to the table. The Board of Governors will meet, review and consider the Bargaining Team’s recommended “package.” The Board will make their own recommendations on the package to send to the CEA Legislative Assembly. At the CEA Legislative Assembly, Faculty Representatives will have an opportunity to see survey results, hear the recommendations of the Bargaining Team and Board of Governors and discuss those recommendations. The members of the Legislative Assembly will then vote on the final package to send to the table with the Core Bargaining Team.

Please make sure your building/unit is represented by your Faculty Representative(s) at this important Legislative Assembly.

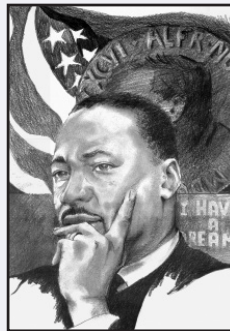
MLK Tickets Going Fast

It’s only 10 days away. So give CEA a call today and get your tickets for the Columbus Education Association’s 40th Annual Dr. Martin Luther King, Jr. Awards Dinner.

Tickets are \$35 each with tables of eight at \$280. Contact CEA to reserve your seat(s). The banquet is at the Hyatt Regency Columbus.

This year’s keynote speaker is Angela T. Rye, Esq., a lawyer and political analyst for such media outlets as CNN and NPR.

We also will honor Dr. Joshua Joseph with the Dr. Martin Luther King, Jr. Humanitarian Award and honor Centennial HS teacher Jennifer La Place with the Helen Jenkins Davis Award. This is a popular event. We hope to see you there.



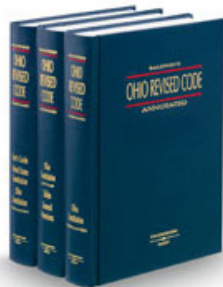
When Fights Occur

Your Association has been receiving numerous calls from members inquiring about their responsibilities during fights between students. If a fight breaks out, your responsibility is to:

- 1) verbally redirect the participants to stop.
- 2) immediately call for an administrator if the participants do not stop.
- 3) give your administrator a completed SCH190.

The Ohio Revised Code, Art. 3341.19 (C) states:

“teachers, principals, or administrators in a school, whether public or private, and non-licensed [*sic*] school employees and school bus drivers may, within the scope of their



employment, use and apply such amount of force and restraint as is reasonable and necessary to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil, for the purpose of self-defense, or for the protection of persons or property.”

Whether or not you intervene in a fight is your decision. While the law does allow school employees to “use and apply such amount of force and restraint”, there is no gold standard definition of what is “reasonable and necessary”. In addition to being injured, CEA members who have intervened in fights have also been investigated by Franklin County Children Services and/or the District due to allegations made by students or their families.

Article 211: Voluntary Staff Reduction Requests

The deadline for teachers to submit their request for a voluntary staff reduction from HR based on Philosophical Differences or Health and Safety is 5 p.m. on Thursday, Jan. 17. Individuals who are requesting a voluntary staff reduction must provide specific reasons for requesting a voluntary staff reduction. There are only two ways to submit your request:

- 1) Signed, hard-copy written requests are preferred by HR and should be submitted to Rhonda Rice, Human Resources, Columbus City Schools, 270 E. State St., Columbus, OH 43215. Your Association strongly suggests you **hand deliver** your letter and obtain a **time-stamped copy** for your records.
- 2) Requests can be submitted via email using your CCS email to article211@columbus.k12.oh.us. Include in the subject line “Voluntary Staff Reduction Request” followed by your first and last name and employee ID number. **Faxed letters will not be accepted.**

Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request.

Article 211 SFR Trainings

Article 211 training for Senior Faculty Representatives and building principals/supervisors will be held on Wednesday, Jan. 23, and Thursday, Jan. 24 at the former ECOT building at 3700 S. High St.

The schedule is as follows:

- Wednesday, Jan. 23, 9–11 a.m. (Divisions IV & V)
- Wednesday, Jan. 23, 1–3 p.m. (Departments)
- Thursday, Jan. 24, 9–11 a.m. (Divisions I & II)
- Thursday, Jan. 24, 1–3 p.m. (Division III)

Building principals/supervisors and CEA Senior Faculty Representatives are required to attend the 211 training. Building principals are responsible for providing classroom coverage so that the Senior Faculty Representatives can attend. If school is canceled due to inclement weather, the affected trainings will be rescheduled.

Building the Best Union

During the previous round of bargaining in 2017, your Association established the CEA Crisis Team. Its original purpose was to aid in communications between the negotiating team and CEA members and to organize and mobilize members for additional actions to promote productive negotiations.

Since that time, the CEA Crisis Team has changed its name and extended its responsibilities. Now known as the CEA Membership Action Team (MAT), their additional responsibilities now include facilitating member input to create stronger and more meaningful connections for all CEA members to their union.

On Tuesday, Jan. 29, the CEA MAT will be hosting a focus group at Columbus Africentric Early College HS (3223 Allegheny Ave.) from 4:30–6:30 p.m. The focus group will be facilitated by members of the Professional Staff from OEA. The purpose of the focus group is to engage CEA members and potential members in the process of strengthening our union. If you are interested in attending this focus group, go to <http://bit.ly/ceaMAT0129> to RSVP. If you have questions, please contact Cynthia Smithers, CEA MAT Chair at csmithers@columbus.rr.com.

Youth Service Nominations Close Soon

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.

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.** 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.

Know Your Contract: Direct Verbal Criticism

Your Association knows that direct verbal criticism of a teacher by an administrator in front of students or parents tends to reduce a teacher's effectiveness in maintaining an orderly teaching environment. Article 404.06 of the *CEA Master Agreement* specifies that this practice should be avoided and provides a remedy for bargaining unit members, should this criticism occur. If you believe your administrator has subjected you to direct verbal criticism in front of students or parents, it is your right to request a conference with an administrator to discuss the incident. You have the right to be accompanied and represented by a representative of the Association. Following the initial conference, if your administrator has subjected you to direct verbal criticism a second time, it is your right to request a second meeting with the administrator and a representative of the Superintendent and to be accompanied and represented by a representative of the Association. If you have questions, please call the CEA Office at (614) 253-4731.

LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected faculty representatives receive vital updates from CEA officers and staff and vote on important issues affecting your Association and its members. Any CEA member is welcome to attend. The following is a list of buildings/units that were represented on Thursday, Dec. 6:

17th Avenue Service Center, Alpine ES, Art, Arts Impact MS, Berwick PreK–8, Briggs HS, Burroughs ES, CAHS, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus Downtown HS, Columbus Gifted Academy, Columbus North International HS 7–12, Columbus Scioto 6–12, Columbus Spanish Imm. K–6, Como ES, Cranbrook ES, Devonshire ES, Duxberry Park ES, Eakin ES, Eastmoor Acad. HS, École Kenwood K–6, Fairmoor ES, Fairwood K–6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hubbard Mastery School PreK–6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, Innis ES, Johnson Park MS, Juvenile Detention Center, Liberty ES, Lincoln Park K–6, Lindbergh ES, Linden STEM Acad. PreK–6, Linden-McKinley STEM 7–12, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Music, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K–6, Phys. Ed., Psychologists, School Counselors, Sherwood MS, Southwood K–6, Special Ed. Coordinators, Special Needs Preschool @ Linmoor, Speech & Language, St. Vincent, Transition Coordinator, Valley Forge ES, Walnut Ridge HS, Watkins ES, Weinland Park ES, West Broad ES, West HS, Westgate ES, Whetstone HS, Winterset ES, Woodcrest ES and Yorktown MS.

Special Notes

- 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. To **download the job-share packet** for the 2019–2020 school year, go to <https://bit.ly/2Bzfs0g>. 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.
- The following CEA elective offices and delegate positions are: **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.

