

## The Survey Says...

The annual CEA Staff Survey, as provided for in the *Master Agreement*, is complete. Our members study the results closely during the 211 process as they consider applying for posted positions. To study the results of the CEA Staff Survey, go to <http://www.ceahio.org/cea-surveys/>. Below are the highest and lowest-ranking work locations based on the following category averages:

	Vision Avg	School Climate Avg.	Administrator-Teacher Relationship Avg.	Democratic Process Avg.	Instructional Programs Avg.	Instructional Resources Avg.	Professional Environment Avg.	Student Behavior Avg.	Family & Community Avg.
1	Valleyview ES	Siebert K-6	Valleyview ES	Valleyview ES	Sullivant ES	Sullivant ES	Lincoln Park K-6	North Linden ES	Columbus Gifted Acad.
2	Hamilton STEM Acad. K-6	Columbus Downtown HS	North Linden ES	Lincoln Park K-6	Lincoln Park K-6	Colerain ES	Columbus Downtown HS	Lincoln Park K-6	Wedgewood MS
3	North Linden ES	Colerain ES	Liberty ES	Columbus Downtown HS	North Linden ES	Leawood ES	North Linden ES	Valleyview ES	North Linden ES
4	Liberty ES	Avondale ES	Columbus Downtown HS	Siebert K-6	Columbus Downtown HS	Columbus Downtown HS	Valleyview ES	Siebert K-6	Valleyview ES
5	Columbus Downtown HS	Gables ES	Indian Springs ES	Indian Springs ES	Beatty Park ES	South Mifflin STEM Acad. K-6	Liberty ES	Colerain ES	Gables ES
6	Lincoln Park K-6	Valleyview ES	Gables ES	North Linden ES	Gables ES	Clinton ES	Sullivant ES	Liberty ES	Parkmoor ES
7	Northgate Intermediate	North Linden ES	Lincoln Park K-6	Binns ES	Avondale ES	East Linden ES	Indian Springs ES	South Mifflin STEM Acad. K-6	Indian Springs ES
8	Wedgewood MS	Northgate Intermediate	Sullivant ES	Northgate Intermediate	Colerain ES	Beatty Park ES	Binns ES	Columbus Downtown HS	Liberty ES
9	Highland ES	Devonshire ES	Siebert K-6	Liberty ES	Siebert K-6	Shady Lane ES	Avondale ES	Avondale ES	Binns ES
10	Leawood ES	Winterset ES	Columbus Gifted Acad.	Winterset ES	Valleyview ES	Binns ES	Beatty Park ES	Gables ES	Highland ES
89	Moler K-6	Champion MS	Salem ES	Fairmoor ES	Yorktown MS	Northtowne ES	South HS 7-12	Yorktown MS	Duxberry Park ES
90	Duxberry Park ES	Columbus Scioto	Yorktown MS	Eakin ES	Columbus Africentric HS	Westmoor MS	Mifflin MS	Duxberry Park ES	Fairmoor ES
91	Eastmoor Acad. HS	Starling K-8	Ft. Hayes Arts & Academic HS	Eastmoor Academy HS	Linden STEM Acad. K-6	Columbus Africentric HS	Yorktown MS	Briggs HS	Innis ES
92	Champion MS	Briggs HS	Eastmoor Academy HS	Linden Park ECE	Walnut Ridge HS	Valley Forge ES	Duxberry Park ES	Linden STEM Acad. K-6	Ft. Hayes Arts & Academic HS
93	Cranbrook ES	Westmoor MS	Fairmoor ES	Duxberry Park ES	Innis ES	Ridgeview MS	Fairmoor ES	Hilltonia MS	Yorktown MS
94	Linden Park ECE	Broadleigh ES	Livingston K-6	Mifflin MS	Independence HS	Eastmoor Acad. HS	Linden STEM Acad. K-6	Independence HS	Linden STEM Academy K-6
95	Starling K-8	Moler K-6	Duxberry Park ES	Linden STEM Academy K-6	Eastmoor Academy HS	Innis ES	Oakmont ES	Westmoor MS	Starling K-8
96	Central Enrollment	Hilltonia MS	Oakmont ES	Starling K-8	Starling K-8	Livingston K-6	Moler K-6	Starling K-8	Ohio Avenue ES
97	Linden STEM Acad. K-6	Eakin ES	Linden STEM Acad. K-6	Livingston K-6	Livingston K-6	Medina MS	Starling K-8	Moler K-6	Livingston K-6
98	Livingston K-6	Livingston K-6	Starling K-8	Oakmont ES	Moler K-6	Moler K-6	Livingston K-6	Livingston K-6	Oakmont ES

Note: Results include work locations with a participation rate of 50 percent or higher on the 2018-2019 CEA Staff Survey.

## Article 211: Round 1 Postings

The CCS internal staffing and transfer process has begun. The initial postings for Round 1 were released on Friday, Feb. 15. Your Association sent a copy of the initial postings to all members upon their release. Often times the district updates postings multiple times during a round—please ensure that when applying for a position that you are referencing the latest posting.

Section 211.01 (A) of the *Master Agreement* specifies that teachers who wish to be considered for a vacancy shall submit their cover letter, copy of current certification for the position they are seeking and their résumé. The Round 1 postings will close on Friday, Feb. 22, at 5 p.m. When applying for a vacancy, your Association offers the following suggestions:

- Include the position number of the vacancy you are applying for in your cover letter.
- Utilize email or hand-delivery (when possible) of your application instead of relying on school mail.

If you have questions regarding the Article 211 process, consult with your Senior Faculty Representative or call the CEA office at (614) 253-4731.

## Article 211: Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 open on Friday, Feb. 15, and close on Friday, Feb. 22. Round 1 interviews will take place Feb. 25-28. The *Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 manual, buildings may request an alternately constructed panel. The following schools/units have requested and been approved for an alternate panel:

Beatty Park ES, Briggs HS, Buckeye MS, Clinton ES, Colerain ES, Como ES, Cranbrook ES, Dominion MS, Easthaven ES, Fairmoor ES, Health Services, Huy/A.G. Bell, Lindbergh ES, Linden STEM Acad. PreK-6,

Livingston ES, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate, Oakmont ES, OT/PT, Parkmoor ES, Psychologists, Scottwood ES, Siebert ES, Social Workers, Special Ed Coordinators, Walnut Ridge HS, Watkins ES, West Mound ES, Westmoor MS, Whetstone HS and Woodcrest ES.

## CEA Spring Election Candidates

Campaigning for the CEA Spring Election is underway and ends on Mar. 13. Voting will begin on Wednesday, Mar. 6 through Tuesday, Mar. 19. See your Senior Faculty Rep. for a ballot. The candidates for the CEA Board of Governors in Districts 2, 7, 8 and 9 ran unopposed and have been elected by acclamation. Please note that all candidates in each category are listed in alphabetical order and not in the order they will appear on the ballot.

### Candidates for CEA High School Governor-At-Large:

Clarence Daniels, Jr., Megan Hinz and Alan Schmediebusch

### Candidates for NEA Local Delegates (2019):

D. Keith Adams, Tina L. Allen, Taraja Shephard Allen, Cherie Joi Ayala, Mikasa Barton, Jimmie K. Beall, Nicole Bell, Scott Buckley, Kesha Calloway, Suzi Case, Cheryl I. Cooper, Clarence Daniels Jr., Chaka Diop, Kellie D. Edwards, Keith A. Emrick, Claudia Eschelbach, Maria-Francesca Fleming, Marty Flood, Jr., Megan Flowers, Kathryn J. Gilboy, Tai L. Hayden, Jeri Hensley, Brittany L. Herb, Christina Hoerig, Robin M. Jeffries, Jen Kinkela, Stevy Light, Cindy Love, Kendra McGaughy, Andrew Merritt, Julie A. Meyer, Greg Mild, Jody Minter, Alyssa Mitchell, Teri Mullins, Bernadine P. Neal, Rebecca Rammel, Sarah Rentschler, Dale Rucker, Jennifer Scarbrough, Alan Frank Schmiedebusch, Sarah Shively, Denise Sizemore, Cynthia Smithers, Kriston Crombie Stotik, Lisa R. Straughter, Annelise Taggart, Carina R. Turner, Diana Turner, Merele Wilder, Laura Wintle, Kari Yates, Ardelia L. Young and Angela Zalenski

### Candidates for 2019 NEA State At-Large Delegates

D. Keith Adams, Jimmie Beall, Atanya Brown, Clarence Daniels, Jr., Keith Emrick, Claudia Eschelbach, Marty Flood, Jr., Robin M. Jeffries, Taraja Shepard Allen and Alan Frank Schmiedebusch

### Candidates for OEA Delegate (2019-2020):

D. Keith Adams, Tina Allen, Cherie Joi Ayala, Lori Barton, Heidi L. Baxter,

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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
Oakmont ES	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Oakmont ES, Shawnya McFadden, reorganized the grievant from second grade to kindergarten without the permission of the grievant.	That the principal rescind her reorganization of the bargaining unit member and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step I hearing pending.

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Monica K. Beagle, Jimmie Beall, Bethany Bell, Nicole Bell, Scott Buckley, Keshia Calloway, Suzi Case, Nicole Chavers, Courtney Coman, Cheryl I. Cooper, Kriston Crombie Stotik, Kevin Daberkow, Clarence Daniels Jr., Chaka Diop, Kellie D. Edwards, Keith A. Emrick, Claudia Eschelbach, Maria-Francesca Fleming, Marty Flood, Jr., Megan Flowers, Stephanie Gates, Kathryn J. Gilboy, Robert Gravatt, Ashley Green, Jill A. Grimm, Tai L. Hayden, Jeri Hensley, Brittany L. Herb, Ivory M. Hister, Christina Hoerig, Molly A. Hoffman, Marlena Holt, Megan Hinz, Robin M. Jeffries, Joan M. Johnson, Lolita Johnson, Traci L. Johnson, Yolanda Jenkins-Latta, Jen Kinkela, Stevy Light, Cindy Love, Jaime L. Martin, Kendra McGaughy, Andrew Merritt, Gary Metzenbacher, Julie A. Meyer, Greg Mild, Jody Minter, Alyssa Mitchell, Amy Mondillo, Teri Mullins, Cynthia Price, Rebecca Rammel, Sarah Rentschler, Dale Rucker, Jennifer Scarbrough, Alan Frank Schmiedebusch, Melanie D. Shafer, Taraja Shephard Allen, Sarah Shively, Denise Sizemore, Chad Smith, Michael B. Smith, Cynthia Smithers, Lisa R. Straughter, Samara Strode, Melanie K. Sullivan, Annelise Taggart, Izetta N. Thomas, Carina R. Turner, Diana Turner, Sherri Walden, Chris Weyand, Merele Wilder, Chris Williams, Laura Wintle, Connie Workman, Kari Yates, Ardelia L. Young, Laura Young, Angela Zalenski and Jennifer Zutterling

East HS, East Linden ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Fairmoor ES, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Gifted & Talented, Highland ES, Hubbard Mastery School PreK-6, Hudson St. Warehouse, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Detention Center, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Music, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Phys. Ed., Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, South HS 7-12, Southwood K-6, Special Ed. Coordinators, Special Needs Preschool@Linmoor, Speech & Language, St. Vincent, Starling K-8, Stewart ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS and Yorktown MS.

## Bargaining Update

On Tuesday, Feb. 5, the CEA Board of Governors (BOG) met for nearly five hours to review the CEA Bargaining Priorities Survey and the recommendations made to the BOG by the CEA Bargaining Team. The BOG then voted to send their recommendations to the CEA Legislative Assembly.

On Thursday, Feb. 7, at the Legislative Assembly, Faculty Representatives (FRs) reviewed the Bargaining Priorities Survey results and heard the recommendation brought forth by the Board of Governors. FRs had an opportunity to debate and amend the recommendations. More than 150 FRs attended the Legislative Assembly to ensure that the voice of their building/unit was heard.

The bargaining priorities adopted by the Legislative Assembly was sent to members' personal email address on Tuesday, Feb. 12. Now that the list of bargaining priorities has been adopted by the Legislative Assembly, the Bargaining Team will come back together to begin researching and drafting language for each item. Please ensure that you are checking both your personal email address and *The CEA Voice* often for additional bargaining updates.

## 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, Feb. 7:

17th Avenue Service Center, Alpine ES, Art, Arts Impact MS, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK-8, Briggs HS, Buckeye MS, Burroughs ES, Cassidy ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, 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, Dominion MS, Duxberry Park ES, Eakin ES, East Columbus ES,

**Correction:** *The CEA Voice* for Jan. 22, 2019, incorrectly reported Linden Park ECE instead of **Linden STEM Academy PreK-6** for attendance to the Jan. 11, 2019, Special LA.

## Deductions For Union Dues

The "Tax Cuts and Job Act" effective in the 2018 tax year suspended the previous deduction for job-related expenses or other miscellaneous itemized deductions that exceeded two percent of adjusted gross income.

This suspension includes unreimbursed employee expenses such as union dues. These expenses are no longer deductible. Therefore, the annual "Deductible/Non-Deductible portion of dues" featured in *The CEA Voice* and communicated by CEA will no longer be produced. For further information, see your tax preparer or IRS publication 5307.

## Special Notes

- ❑ The **Summer 2019 Fee Waiver online application window has opened** and will **close on Friday, Feb. 22 at 11:59 p.m.** Bargaining unit members can access the online application from home or work using their CCS email username and password. Instructions on how to complete the online application can be found at <http://bit.ly/2jbWSjd>.
- ❑ The following CEA **elective offices and delegate positions** are: **High School Governor At-Large; 2019 NEA Local Delegates; 2019 NEA State At-Large Delegates; and 2019-2020 OEA Delegates. Declaration closed on Friday, Feb. 8. Campaigning runs until Tuesday, Mar. 19. Voting will begin Wednesday, Mar. 6, and end 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 are available at [www.ceaohio.org](http://www.ceaohio.org)** under the **Forms** tab. 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](mailto:senyormoore@gmail.com) or (614) 264-2188 if you have questions.