

Show your Support for the Schools #ColumbusStudentsDeserve

This week your Contract Campaign Leaders (CCLs) and Faculty Reps will be distributing #ColumbusStudentsDeserve selfie signs with instructions. Take a minute and write what your students deserve (reread our bargaining platform if you need inspiration) in the space provided and then take a photo individually or with a group of CEA members! Post your photos on social media and also send them via email at tellcea@ceaohio.org. Remember to make sure that no students are visible in the photos.

Special Meeting of the CEA Legislative Assembly

Pursuant to Article 1, Section 2 of the Bylaws of the Legislative Assembly, this communication serves as notice of a special meeting of the CEA Legislative Assembly has been called by CEA President John Coneglio and will meet at 4:30 p.m. at Columbus Downtown HS on Thursday, Apr. 4, for the purpose of negotiation updates and Contract Campaign activities. All FRs and Contract Campaign Leaders should plan on attending this important meeting. *RSVP* by going to <http://bit.ly/ceaLA040419rsvp>.

It's your right to call CEA before you respond

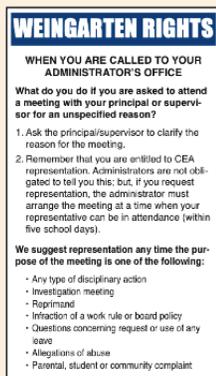
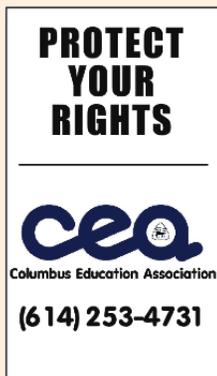
More than thirty years ago, the U.S. Supreme Court protected unionized workers' rights to due process during questioning by a supervisor. This case, *NLRB v. J. Weingarten*, defines what's known as your Weingarten rights. If you are asked to attend a meeting with your principal or supervisor for an unspecified reason, you should exercise these rights.

First, ask the principal or supervisor to clarify the reason for the meeting. You cannot refuse to attend a meeting called by your principal—to do so would be insubordination. However, you should be informed about the purpose of the meeting. If the meeting becomes disciplinary in nature, you are entitled to CEA representation upon your request. (Your principal might not tell you this.) The choice of representative is up to you. This is your right as a bargaining unit member.

Your administrator should never arrange for representation on your behalf. Once you request representation, the administrator must arrange the meeting at a time when your representative can attend. Section 404.01 of the *Master Agreement* provides members with a maximum of five school days to reschedule the meeting to accommodate the representative. CEA suggests representation any time the purpose of the meeting is one of the following:

- Any type of disciplinary action
- Investigative meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning requests for or uses of leave
- Allegations of abuse

If you have any doubts about your situation or don't understand what is happening, call CEA at (614) 253-4731 immediately.



ODE Special Education Survey

The Ohio Department of Education (ODE) is seeking input via online survey and a series of state-wide town hall meetings from educational professionals who work with special education students as the department begins to implement Each Child, Our Future, Ohio's Strategic Plan for Education.

ODE is asking for as many education professionals as possible to complete the survey so that they can learn "which areas the Department should focus on to improve educational outcomes for students with disabilities." The online survey must be completed by Mar. 31, 2019. To complete the survey, go to <http://bit.ly/ceaODEsurvey>.

SLO Data Entry Deadline Approaches

The SLO Scoring Templates are available in ILEAD for classroom teachers to submit final SLO results. These are the forms you will use to submit the pertinent data and subsequent results at the conclusion of your SLOs. When you log into your ILEAD portal:

- You will find two blank templates listed.
- When you click to open a template, the directions for completion are at the top of the page and the Save and Submit buttons are at the bottom.
- When you have entered all of your data, you must click the submit button to have your results recorded.

All SLO templates are due no later than Friday Mar. 29. If you need assistance, please email Wendy Jones at wjones8729@columbus.k12.oh.us.

Records Day

The first-ever third quarter records day in the history of your union will be Monday, Mar. 25. On this day, there will be no PD pull-outs, no forced TBTs, no suggested meetings by supervisors or administrators; they also get and need this time. This is your day to spend working in your building on whatever professional items you need to do such as the SLO scoring template, grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records day is a work day. All members are expected to report to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take time away from our ability to provide additional support for our students.

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. Nurse Beth Stevenson passed away on Mar. 17, 2019. Our hearts and our thoughts go out to her family and the Nursing Department and the staffs of the schools in which she worked.

CEA Book Drive

Join us by helping to supply a new book for every third grade summer enrichment packet. You can support our campaign by donating at least two new books appropriate for children reading on the primer through third grade reading level. Your FR has a suggested book list, you can also go online to <http://www.scholastic.com/bookclubs>, click "connect to the teacher" and enter class code **J99PV**. By ordering online you can have your donation shipped directly to the CEA Office.

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There are 147 days left until the current CEA Master Agreement expires.

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 Shawya McFadden	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.	Relief requested denied at Step I hearing. Relief requested denied at Step II hearing. The CEA Board of Governors voted unanimously to take this grievance to arbitration.
Yorktown MS Shannon Tucker	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Yorktown MS, Shannon Tucker, failed to provide appropriate administrative support to the grievants in the discipline of their students and failed to return the discipline referral to the originating staff member with the corrective action noted within three work days of receiving it.	That the principal provide appropriate administrative support to the affected bargaining unit members, return discipline referrals to the originating staff members with the corrective action noted within three workdays of receiving it 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 response pending.

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Donating books is the right thing to do; and, you might win a prize. We will be giving away four \$100 Amazon gift cards to randomly selected members who donate at least three new books to the campaign. Give your books to your FR or building campaign chairperson, and ask for the entry form. You should receive an entry for every three books you donate. Send completed forms to Teri Mullins at the CEA office no later than Tuesday, Apr. 30. The drawing will take place on Friday, May 2. For more information about the campaign, call Teri Mullins at (614) 253-4731 or tmullins@ceaohio.org

CEA Awards and Retirement Banquet

Mark your calendar for this year's CEA Awards & Retirement Banquet. The banquet will take place on **Friday, May 17**. The event will be held at the Hyatt Regency Columbus and is your Association's way of honoring our retirees and members that work hard for the Association. We will also give out special awards such as, the CEA Friend of Education, Innovator in Education, Outstanding Faculty Representative for each CEA District and Outstanding CEA Member. The CEA Scholarship recipients will also be announced at this event. All retirees and Senior Faculty Representatives are invited to attend at no cost to you. Plan to join us for this wonderful celebration. More details to come in *The CEA Voice*.

Calling All Fellow Educators

You need social time with other colleagues in a fun relaxed setting. Any teachers who have 0-10 years of experience, we are asking you to join us at Brothers Drake Meadery (26 E. 5th Ave.) on Friday, Mar. 29, from 4:30-6:30 p.m. Give us an opportunity to support you. Hope to see you there!



Capital Representative Assembly and Election

The Capital Representative Assembly will be held Wednesday, Apr. 17, 2019, at the STRS Building, 2nd Floor Sublet meeting room, 275 East Broad Street. Registration begins at 4:30 p.m., and the RA starts at 5 p.m. Parking is available at the building. Alternates are welcome to attend the Capital RA.

A key focal point of the Capital Representative Assembly will be Spring Elections for Capital District President and Vice President. CEA members may declare their candidacy through Apr. 12, 2019, and the official vote will take place during the Capital RA on Apr. 17. To download a declaration form, go to <http://bit.ly/2WbMBGE>.

OSU Outreach

Columbus City Schools' Division of Professional Learning & Licensure is once again partnering with The Ohio State University to offer the CCS/OSU Outreach Courses. Courses are for certificated staff currently employed by Columbus City Schools.

Teachers who meet OSU's requirements and enroll in a course will have all Instructional and General Fees (i.e., tuition) paid. Individuals will be responsible for any additional fees for materials, applying to the OSU Graduate School (if not a prior student), and for the cost of OSU's Tk20 online program (required for all endorsements).

The CCS/OSU Outreach Course Pre-registration Form for Summer 2019 opened on Monday, Mar. 18, 2019, and will close on Friday, Mar. 29, 2019, at 11:55 p.m. For more information about these classes, and to pre-register (starting Monday afternoon), go to <https://sites.google.com/columbus.k12.oh.us/summer19outreach>. If you have any questions or concerns, contact Karmen McCaslin at kmccasli@columbus.k12.oh.us or at (380) 997-7514.

Special Note

- ❑ Consider applying for a **CEA and CEA-R Scholarship**. These competitive scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. **Applications are due at 4:30 p.m., Friday, Mar. 29, 2019.** You can find the application at <http://bit.ly/ceaspringschol2019>. The scholarship application must include a statement of the student's personal philosophy and goals and also include two references. One from a current academic instructor with whom the student has studied during the past year, and one from someone other than a relative. **Applicants must be the children of a CEA or CEA-R member for their dependent(s) to be eligible.**
- ❑ **Summer School Applications Now Up** – If you would like to teach summer school, now is the time to apply. Find the online-only application at <http://www.columbus.k12.oh.us/summerSchool19>. Eligible applicants must be a full-time certificated/licensed teacher in the district. Article 801 of the *Master Agreement* sets forth the selection criteria for summer school applicants. Although there is no established deadline for completing the teacher summer school application, the goal is to finalize summer staffing prior to spring break. Selections will begin immediately and continue until all positions are filled. **Initial placements will be finalized by Friday, Mar. 22, and applicants will be notified by Apr. 5. Selected teachers will receive a selection agreement by school mail that must be signed and returned by Friday, Apr. 12.**