

Mass Membership Meeting Scheduled

CEA will be holding a Mass Membership Meeting on Tuesday, May 28, at the Ohio Expo Center & State Fair Celeste Center (717 E. 17th Ave). Registration will begin at 4:30 p.m. with the meeting starting promptly at 6 p.m. Your Union is asking all members to wear **red** for the schools **#ColumbusStudentsDeserve**.

Fighting For
The Schools
**#Columbus
Students
Deserve**

You will need a photo ID to enter. Your school ID or driver's license are acceptable forms of identification. CEA will cover the cost of parking, however, it is \$5 per car so please plan to carpool if possible so we can keep our costs down. The purpose of this meeting is to inform members of the progress of bargaining prior to the beginning of summer break.

Bargaining Next Steps: Requesting a Mediator

Section 1501.11 of our contract requires that the parties request a mediator if the union and board have not reached a full agreement by May 15th. Accordingly, CEA submitted a formal request to the Federal Mediation and Conciliation Service (FMCS) to assign a mediator to negotiations at the conclusion of the May 15th bargaining session.

It is important to note that CEA is required by our contract to take this step, it is not a reflection of progress (or lack of progress) in bargaining. It is the intent of our union to continue non-mediated bargaining so long as progress continues to be made. The role of a federal mediator, should they be called in to participate in bargaining, is articulated on the FMCS Website (FMCS.gov). The mediator can assist in bargaining by:

- Clarifying and crystallizing issues and differences: Mediators help the parties understand the interests that drive bargaining positions and focus on solutions.[1]
- Generating options for problem-solving: Mediators help the parties focus on the interests that are the root cause of a particular problem.
- Exploring alternatives: Mediators facilitate discussion of the long and short term effects of proposed solutions and what might occur if no agreement is reached, leading to the parties' shared understanding.
- Keeping talks moving: Mediators strengthen the parties' focus and keep lines of communication open by engaging in shuttle diplomacy, information-sharing where appropriate, and rephrasing proposals so that both sides fully comprehend the issues.
- Making suggestions: Mediators may offer pro-

cedural or substantive recommendations.

- Establishing realistic expectations: Mediators offer experience and specialized knowledge.

Mediators do not make any decisions on behalf of the bargaining teams of the union or the board. Their role is simply to help the parties reach an agreement. The mediator, once assigned, will stay involved in the process until an agreement is reached.

OEA Recap

Nearly 80 CEA members represented you at the Ohio Education Association Representative Assembly (RA) May 10–11. The OEA RA is the top governing body of our state association comprised of more than 1,000 delegates.

Outgoing OEA President Becky Higgins delivered her final address to the delegates, and spoke of one of her former teacher's words impacting her when she needed it most.

"Never be afraid to be kind and caring to someone who is struggling," said Higgins. "Everyone has the right to live their authentic selves without the fear of feeling less than."

OEA Vice President Scott DiMauro delivered the OEA Legislative update. He described the political landscape as one that had changed as a result of the November General Election. He characterized the situation in the Ohio House of Representatives as "extraordinary." Using the election of Representative Householder to the position of Speaker as an example. Householder forged a partnership with House Democrats in order to get elected, "which has led to cooperation on some issues," said DiMauro. "The Senate is more conservative than last year, and the State Board of Education has done some thoughtful work."

Delegates elected Scott DiMauro (Worthington EA) to the position of OEA President, Jeff Wensing (Parma EA) to the position of OEA Vice President and Kim Richards (Cardinal EA) and Angela Stewart (Newcomerstown TA) to the position of NEA Director. Deborah Jackson (Princeton ACE) was elected to the OEA Board of Directors At-Large position. The following new business items were soundly approved by delegates:

- That OEA immediately develop and implement a multi-pronged strategy to provide educators more time to teach and students more time to learn by reducing the burden of over testing in Ohio's schools.



Becky Higgins



Scott DiMauro



Jeff Wensing

There are 91 days left until the current CEA Master Agreement expires.

- That the OEA express its unequivocal support for Substitute House Bill 154 and call on members of the Senate and Governor DeWine to follow the lead of the House and implement the provisions of the bill to dissolve Academic Distress Commissions and restore local control in Ohio.
- That OEA put all groups that have a membership or application form in one easy to access section on the OEA website.
- That OEA identify at least one bathroom as a trans-friendly/gender neutral facility at all OEA RAs and associated activities.
- That OEA develop a legislative advocacy plan to lobby for the elimination of the Resident Educator program and creation of a new two-year provisional licensure system that is based on mentoring and support for early career educators under the authority of a school system's LPDC.

Additionally, delegates and management staff contributed more than \$31,000 to the OEA Fund for Children and Public Education. The Capital District contributed more than \$5,000 to the fund.

Thank You for Your Generosity

CEA members generously donated more than 1,300 books valued at nearly \$8,000 to this year's CEA Book Drive. The books collected will go directly into the hands of our second and third grade students and will help support the district's literacy initiatives.



Congratulations to Jennifer Brutger (Avondale ES), Heather Barnett (Marion-Franklin HS), Jennifer Zutterling (Centennial HS) and Meredith Mucha (17th Ave.) for winning \$100 Amazon gift cards. If you still have books in your building, drop them off at the CEA office or contact Teri Mullins at (614) 253-4731 to arrange a pickup.

Evaluation Appeals

The Joint Evaluation Panel has approved an Appeals Process for the following:

- Educators that have an overall Final Summative Rating of "Ineffective"
- Educators that have an "Ineffective" performance rating
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

The Evaluation Appeal Form was made available on the ILEAD website Friday, May 10. To file an appeal, submit the completed form, along with appropriate documentation, to Teri Mullins at CEA no later than 4:30 p.m., Friday, May 24. Your Association strongly recommends hand-delivering this extremely important paperwork. The Joint Evaluation Panel will review appeals the first week after school ends. Educators and evaluators will both be notified of the appeal outcome.

Health and Safety Reporting Form

Our union continues to receive regular reports of recurring health and safety issues from buildings throughout the district. These issues include, but are not limited to, mold and air quality problems, rodent and pest infestations,

extreme temperatures, and general disrepair such as leaks and restrooms out-of-order. The health and safety of our members, our students, and other CCS employees is of paramount importance to CEA.

Your union has created an online Health and Safety Concern Reporting Form to assist us in compiling evidence of unacceptable conditions at CCS worksites. Go to <http://bit.ly/ceahelthsafety> to submit your concern electronically. Don't forget to include any photos or other related items that will help document the issue. These reporting forms will be used to support conversations with the district as individual issues arise, to track trends in health and safety conditions, and, after consultation with affected members, in contractual and administrative enforcement actions where necessary. If you have any further questions regarding member health and safety, please don't hesitate to contact CEA at (614) 253-4731.

English Learner MS Professional Development

This summer, Otterbein University will be offering a free week-long professional development for middle school content-area teachers of English Learners (ELs). The Teaching ELs Institute provides teachers with foundational background knowledge about teaching ELs and extends the foundation in a supported, workshop-style format. Participants will transform some of their curriculum with specifically-designed instruction for ELs.

The PD will be held July 8–12, from 9 a.m.–3 p.m. at Otterbein University's The Point—STEAM Innovation Center in Westerville (60 Collegeview Rd.).



In addition, participants will receive one free graduate credit from Otterbein University after completing the PD. Space is limited. If you are interested in taking advantage of this opportunity, please contact Karen Richards at krichards@otterbein.edu.

Autumn Fee Waiver Applications Open

The Autumn 2019 Fee Waiver online applications will close at 11:59 p.m. on Monday, May 20. Bargaining unit members can access the online application from home or work using their CCS email username and password. The online form will automatically send applicants a confirmation email once their application is submitted. Instructions on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. 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. Applicants will be notified of their approval or denial through CCS email in late July. Please contact Leslie Butler at lbutler@columbus.k12.oh.us if you have any questions.

Special Note

❑ Come and celebrate the retirement of **Shawn Webb** at **Planks on High St.** in German Village on **May 30**. The festivities **begin at 3 p.m.** After 32 years of teaching, he has decided to enjoy the good life. Everyone is welcome to come.